

MINISTRY OF LABOUR AND SOCIAL AFFAIRS

OCCUPATIONAL SAFETY AND HEALTH PROFILE FOR ETHIOPIA

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ACRONYMS

ACGIH	American Conference of Governmental Industrial Hygienist
AGOA	African Government Opportunities Act
AIDS	Acquired Immune Deficiency Syndrome
BCC	Behavioral Change Communication
BDS	Business Development Service
BEI	Biological Exposure Indices
CETU	Confederation of Ethiopian Trade Union
CCOHS	Canadian Center of Occupational safety and Health
CRC	Convention on the Rights of Child
DACA	Drug Administration and Control Authority
EPA	Environmental Protection Authority
EU	European Union
FAO	Food and Agricultural Organization
GC	Gregorian calendar
GPA	Group Personal Accident
HIV	Human Immuno Deficiency Virus
IAEA	International Atomic Energy Agency
ILO	International Labour Organization
ISO	International Standard Organization
IPCS	International Pesticide Chemicals Safety
MoH	Ministry of Health
MoRAD	Ministry of Rural Development and Agriculture
MoWG	Ministry of Women and Gender
MPH	Masters of Public Health
OSHAS	Occupational Health and safety Assessment Series
OSH	Occupational Safety and Health

OSH-MS Occupational Safety and Health Management System
PASDEP Plan for Accelerated and Sustainable Development to End Poverty
PLWHA People Living With HIV/AIDS

POPs Persistent Organic Pollutants
PPE Personal Protective Equipment
TVT Technical Vocational Training
UPE Universal Primary Educations
VCT Voluntary Counseling and Testing
WC Workmen's Compensation
WHO World Health Organization

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1. OSH LEGISLATIVE FRAMEWORK

The issue of governing safety and health at work on legal basis in Ethiopia dates back to 1940s when the first legal instrument Proclamation No. 58/1945 was promulgated. The origin of this legislation was a result of the advent of industrialization that took place in the country. This legislation was framed itself on the basic principles underlined by the two notable ILO conventions on Labour Inspection. A more comprehensive legislation on occupational Safety and Health management replaced this in 1964 i.e. Proclamation 232/1964 in order to address the change occurred. All the laws of that period were adopted from most of the European countries especially of the British taking in to account of the prevailed condition of the country's industrialization and the pre maturity of the development of Labour administration system. Recent efforts have also been made to bring the legislation in to conformity with the current phenomena and concerns including the principles underlined by international standards. The same effort has culminated in to strengthening the existing legal frame –work with putting in place of more comprehensive and technical legal instruments.

1.1. The Constitution of the Federal Democratic Republic of Ethiopia

The parent legislative frame work of the land is the constitution of the Federal Democratic Republic of Ethiopia Proclamation No. 1/1995 (21st August, 1995). This grand legislation has several articles pertaining to matters of Decent Work in general and of Safety, Health and Working Environment in particular.

- a. Article 9** states about the supremacy of the constitution in the hierarchy of the laws of the land and all international agreements ratified by Ethiopia are an integral part of the law of the land which includes all the ILO'S Convention ratified by Ethiopia.
- b. Article 10** (General Provisions) that cut lines between human and Democratic rights, indicates that human rights and freedoms, emanating from the nature of man kind, are inviolable and inalienable, while human and democratic rights of citizens and peoples shall be respected.

- c. **Article 13** highlights that fundamental human rights and freedom of the citizen shall be interpreted in a manner conforming to the principles of the Universal Declaration of Human Rights,
- d. **Article 18** which provided that every citizen is protected from inhuman Treatment in particular.
 - i. Every one has the right to be protected against cruel, in human or degrading treatment or punishment.
 - ii. No one shall be held in slavery or servitude, to be trafficked for what ever purpose.
 - iii. No one shall be required to perform forced or compulsory labour.
- e. **Article 25** (right of equality) states that all persons are equal before the law and are entitled, with out any discrimination to the equal protection of the law. All the persons shall be guaranteed equal and effective protection with out discrimination in grounds of race nationality, or other social origin, color, sex, language, religion, political or other opinion, property, birth or others states;
- f. **Article 29** concerning democratic rights, the article elaborate the right to thought, opinion and expression,
- g. **Article 30** explains the right of every citizen to freely assembly, demonstration and petition.
- h. **Article 31** Provides that every person shall have the right to freedom of association for any cause or purpose.
- i. **Article 35** States that women shall equal right with men in employment, promotion pay and the transfer of pension entitlement, to prevent harm arising from pregnancy and Child birth and in order to safeguard their health, women have the right of access to family planning education, information and Capacity.
- j. **Article 36** (1e) Children are entitled to be protected from social or economic exploitation and shall not be employed in or required to perform work that is likely to be hazardous or to interfere with their education or to be harmful to their health or physical, Mental, spiritual, moral or social development.
- k. **Article 42(1)** states the rights of labour in the Following articles;

- i. Factory and service workers, farmers, farm laborers, other rural workers and government employ whose work compatibility allows for it and who are below a certain level of responsibility; have the right to form associations to improve their conditions of employment and economic well-being. The right includes the right to form trade unions and other associations to bargain collectively with employers or other organizations that affect their interests.
- ii. Categories of persons suffered to in paragraph (a) of this sub-article have the right to express grievances, including the right to strike.
- iii. Women workers have the right to equal pay for equal work.
- l. Article 42 (2)** provides that workers have the right to reasonable limitation of working hours, to rest, leisure, to periodic leaves with pay, to remuneration for public holidays as well as healthy and safe work environment.
- m. Article 44 (1)** states about environmental rights and declares that all persons have the right to clean and healthy environment.
- n. Article 89 (8)** in relation to economic objectives, it states that, government shall endeavor to protect and promote the health, welfare and living standards of the working population of the country.
- p. Article 90 (1)** States that, government shall endeavor to ensure that all Ethiopians live in a clean and healthy environment.

1.2. Specific OSH Related Rules, Guidelines and Regulations and their Coverage/ Application - Sector Specific Hazards.

1.2.1. The Labour proclamation No 377/06.

Unlike many countries, in Ethiopia there is one comprehensive labour law that is operating in order to address all aspects of ensuring labour relation to be governed with basic fundamental rights and obligation focusing on industrial peace in all work places. The law is also formulated in order to guarantee and maintain all fundamentals rights at work and to define the powers and duties of the organ charged with enforcing of the implementation of the ideals of the law which is tantamount to the labour inspectorates. The law applies to all employer employee relationship or undertaking who employs one or more persons. It excludes the following employment relation ships.

- Contracts for the purpose of up bringing, treatment, care or rehabilitation

- Contracts for the purpose of educating or training other than apprentice
- managerial employee who is vested with powers to lay down and execute management sphere.
- Contracts of personal service for non-profit making process by special laws
- Contracts relating persons such as members of the armed forces, members of police-forces, employees state administration judges of contents of law prosecution and other whose employment relation is governed .
- Contracts relating to a person who performs an act for consider at his own business or professional responsibility.
- Unless the council of ministers by regulations decides, or an international agreement to which Ethiopia is a signatory provides otherwise, employment relation between Ethiopian citizens and foreign diplomatic missions or international organization with in the territory of Ethiopian shall be governed by this proclamation.
- Employment relation established by religious or charitable organization based on the regulation the councils of minister issues.
- Work applicable to personal services.

The law has different chapters dealing with all aspects of the labour administration systems. The following are the major ones.

- **Contract of employment**, how it is formed, its major content, types the obligations of both parties to the contract of employment, law full activities to the same in the contract, how suspension and termination takes place with due effects to each party, record keeping regarding the relation ship between the parties etc (Articles 4-52)
- **Provisions related to minimum or fundamental labour conditions** such as wages (definition of wage, condition of payment , mode and execution of payment, keeping of record of wage payment); Hours of works, weekly rest and public holidays and different leaves for which workers are entitled including sick leave are clearly stipulated by the law (Articles 61-88).Working conditions of women and young workers are well stated in the law. Article 87 provides that women are entitled to a paid maternity leave of 12 weeks including the complication that can occur after confinement. The employer is not also allowed to dismiss a woman during her pregnancy and at her confinement apart from

those reasons that are not related to giving of birth and pregnancy. The same law clearly indicates that women shall not be discriminated against employment and payment on the basis of their sex. It is also prohibited to employ women on type of work that may be listed by the minister to be particularly categorized as harmful to their health and safety of both the mother and the womb. This is stated to be determined legally by the competent authority that is designated to implement the law (Article 87-88)

- **Working Conditions of Young Workers.** In article 89 of the same law it has been clearly stipulated that young worker is “a person who has attained the age of 14 but is not over the age of 18 years. In the same article sub article two, it is clearly spelt out that it is prohibited to employ persons below 14 years. The same article provides that it is prohibited to employ young workers which on account of its nature or due to the condition in which it is carried out endangers the life or health of the young workers performing it. In the same article sub-article four it is well spelt out that the minister of the competent authority may prescribe the list of activities prohibited to young worker as result of that they are found to jeopardize the safety, health and the development future of the child. It is also clearly provided that the provisions concerning the working conditions of young workers in the law shall not apply to work performed by young workers who are following courses in vocational schools that are approved and inspected by the competent authority. It is well indicated in the same article that the normal hours of work for young workers may not exceed seven hours a day. It is also prohibited to employ young workers on night work between 10p.m and 6a.m, overtime work, weakly rest and public holydays.
- **Occupational safety, health and working environment.**

Article 92 clearly spells out the fundamental obligations of an employer with regard to putting in place of all the necessary measures in order to ensure, work places are safe, healthy and free of any danger to the well being of workers. In the same article the employer is obliged to take, in particular the following measures to safeguard the health and safety of the workers;

- To comply with the occupational safety and health requirements provided for is the proclamation; take appropriate steps to ensure that workers are

properly instructed is notified concerning the hazards of their respective occupations and the precautions necessary to avoid accident & injury to health. Ensure that directives are given and also assign safety officer, establishes an occupational, safety and health committee, provides workers with protective equipment, clothing and other materials and instruct them of its use, obliged to register and notify to the nearest labour inspection services occupational accident and diseases) arrange according to the nature of the work at his/her own expense, for the medical examination of newly employed workers and for those workers engaged in hazardous work as may be deemed nearly, take appropriate precautions to ensure that all processes of work shall not be a source or cause of physical, chemical, biological, ergonomical and psychological hazards to the health and safety of the workers.

Article 93. In this article the law provides the obligations of workers pertaining to the required co-operation and putting in to practice of the regulation and instruction given by the employer in order to ensure safety health and working conditions at work places. The following are the major obligations set by the law for workers to abide with.

- To co-operate in the formulation of work rules to safe-guard the workers health and safety and implement these are
- To inform the employer of any defects related to the appliances used and injury to the health and safety of workers, he/she discovers within the company.
- Report to the employer any situation, which he/she may have reason, to believe could present a hazard and which he/she can not avoid on his/her own or any accident or injury to health which arises in the course or in connecting with work
- To make proper use of all safeguards, safety devices and other appliances furnished for the protection of the health and safety of others.
- To obey all the health and safety instructions issued by the employer or by competent authorities.

In the same law it is clearly stipulated that no worker may interfere with remove, displace, damage or destroy any safety devices or other appliances furnished for his/her protection or the protection of others and may not obstructs any method or process adopted with a view to minimizing occupational hazard.

Occupational Injuries. The law has clearly stipulated about occupational injuries in its **Articles 95-112** as follows;

- The provisions are started by defining occupational injury, accident and occupational diseases. The law also stipulates that an employer shall be liable for, all occupational injuries on workers except those that are caused intentionally by workers in case of non-obedience to safety instructions, non observance of accident prevention regulation and injuries caused being intoxicated. For the sake of handling the benefit of an injured worker and compensation of occupational accident and diseases, the law has clearly defined type of disablement as follow: effects;
 - a. Temporary disablement
 - b. Permanent partial disablement
 - c. Permanent total disablement
 - d. Death or fatal injury (Article 97-100)

The law in its **Article 102** clearly states that the assessment for degree of permanent disablement and partial temporary disablement will be fixed in accordance with assessment table prescribed by directives issued by the Minister. In addition, the provision states that, a competent medical board shall use the assessment table, to determine the extent of the degree of disablement as far as possible with in twelve months from the date of injury.

Per the provision of **Articles 104-105** details of special obligations, types of benefits and duration of benefits liability are put on the employer. It is also stated that these medical benefits of the injured worker shall be withdrawn in accordance with the decision of the Medical Board.

Articles 107-110 has also clearly puts that the cash benefit that the worker ought to be provided i.e. periodic payment during temporarily disablement; disablement person (gratuity) compensation in case of permanent disablement and survivors' pension gratify

or compensation to dependant where the worker dies. The law has also clearly indicated that the maximum compensation up on the death of the worker due to fatal accident is to be five time his annual wages. The employers' liability could be handled by pension scheme for state owned enterprises or insurance scheme arranged by enterprises for private owned enterprises. An employer shall pay a lump sum of disablement compensation to workers who are neither covered by pension law or insurance scheme. In **Articles 110-112** clearly included who are entitled to the survivors benefit for easing the implementation of the law.

Articles 112-169 states that both workers and employers can form their associations which could help them as an instrument to guarantee their rights and interest collectively. Both parties can also enter in to collective agreement which could help them design conditions which could be respected by the parties. The law states also how such associations could be established at lower and higher levels. Collective bargaining is also one of the tools through which the two parties can set conditions that could help them provide occupational safety, health and working environment matters. Labour disputes and the mechanism how to settle have also been clearly spelt out by the law with in the context of the fundamental principles underlined by the international principles of standards. The issue of strike and lock out exercise procedures is well stipulated by the law. The law has also clearly provided that what kind of labour administration system functions should be established for the proper implementation of the law. It is also clearly spelt-out powers vested to the minister to issue various subsidiary directives that could help the law to be properly implanted. It has also provided that a tripartite labour advisory Board shall be established to serve as forum for tripartite partners including advising of the minister on labour matters.

Articles 170-171 has clearly indicated the duties of the Tripartite Labour Advisory Board including among other to make consultation and undertake various activities meant to promote and develop polices of labour administration system by integrating occupational safety, health and working environment services in particular, at a macro level .

Article 177 has clearly spelt out that Labour Inspection Services as an organ of implementation of all the ideals of the law is established and this organ have been empowered to discharge the following major duties.

- To ensure the implementation of the provision of the proclamation and other regulations and directives issued in accordance with the proclamation.
- Supervise, execute, educate, make research and prepare a standard of work to ensure the implement of the provisions issued with this proclamation.
- Conduct studies and compile statistical data's relating to working conditions.
- Supervise and ensure that where undertaking are constructed, expanded, renovated or their appliances installed, are not dangerous to the safety and health of workers.
- Take administrative measures to implement all the provisions of the proclamation regulations and directives issued in accordance with this proclamation;
- Prepare training on occupational safety, health and working environment.
- To seek in the court or in the authorities responsible for determining labour disputes appropriate measures for the enforcement of the provisions of this Proclamation and of such sanctions as may be required by its decision rendered in the course of its lawful activities.

Under the provision that state the enforcing machinery the law has put Labour Inspectors who are authorized to carryout the responsibilities of Inspections, supervising of the working conditions and places services will be discharged. The law has also provide that the inspectors recruited for this purpose will have a credential to exercise the power to enter during working hours or other wise with out prior notice any work place that they may think necessary to inspect in order to examine, test or enquire to ascertain observation of the provisions of the law that is meant to establish the labor inspection service.

Articles 178-182 has also clearly put the measures that should be taken by the inspector and set of restriction on their functions in due course of their services that could serve as “code of conduct” during exercising of their powers and authoritative functions. It has been clearly provided that certain set of acts have been deemed to constitute obstruction of the labour inspector in the performance of his/her duties, the acts include such as, preventing

the labour inspector from entering a workplace or from staying in the premises, refusing to let the inspector examine records or documents necessary for his/her functions, conceding data relating to employment accidents and the circumstances in which they occur, any other act or omission that delays or interferes with the exercise of the labour inspector function, are to mention a few.

1.3 Strengths Advantages and Gaps on the Labour proclamation 377/2003

The law as part of its implementation strategies has stipulated about the penalty which will be lodged upon the non compliers of the law including those offenders due to violating of the provisions of the law pertaining to safety, health, working environment and fundamental rights at work places (Article 183-186). The penalty laid down in for all violations except for those violating the procedure set (Article 130 (2&4)) for collective bargaining is up to Birr 1200 . In the case of not showing good faith or not appearing for bargaining the penalty is up to Birr 10,000 (Amendment of the Labour Proclamation No.494/2006 , Article 4(1)). On Article 183 as a general provision, it is also stated that unless the penal code provide more severe penalties, the penalties described above shall be applied.

But during the assessment of this report no records of penalties or list of offenders of the labour law was found being recorded or documented.

There are subsequent directives that are issued in order to supplement the effective implementation of the labour law as per the provision stipulated for this purposes

The directives issued, in the area of OSH and working environment so far include:

- a) Types of works that are dangerous to health and reproductive systems of women workers (1996/97)
- b) Lists of activities prohibited for young workers (1996/97)
- c) Safety and health committee's establishments directive (2005/2006)
- d) Occupational safety health and working environment directive (draft on the process to be issued)

1.4 Other Related Laws

A summary of the laws and regulation related to occupational safety, health and working environment can be found in the following once;

- Public Health Proclamation No 200/2000

- The Pollution Control Proclamation No 295/2005
- The Environmental important assessment proclamation No299 / 2002
- The Radiation protection proclamation No. 79/ 1993
- The Invest code proclamation No 37/1996
- Pesticide registration and control Decree No. 20/1990
- The Pension and Social Security for Civil Servants Proclamation No. 345/2003

1.4.1 The Public Health Proclamation 200/2000

The objective of the law is to legally determine the mechanism and steps to be taken for the promotion of the health of the society and creation of healthy environment the law covers also the obligation of putting in place of minimum requirement of health and hygiene to be maintained in each enterprise. The competent authority to oversee the implementation of the law is the Ministry of Public Health and its regional counterparts. It is also clearly indicated that the competent authority shall appoint qualified and capable inspectors to implement the provisions of the proclamation. The law has clearly spell out that subsequent laws related with public health shall be issued. The inspectors who do have powers with out prior notice can enter into premises to inspect matters that endanger the public health including those that affects the health of workers. The matters which directly related to occupational safety and health that are provided by the law are those that deal with occupational health control and use of machines, and the waste handling and disposal as a part of the obligation of the employer through the same law in its Articles 12 and 13.

1.4.2 Proclamation on Radiation Protection No. 79/1993

This is the law which has enabled the authority to control and supervises activities involving all sources of radiation and to lay down laws governing such activities in order to minimize any associated hazards. while allowing such activities to be carried out for the benefit of the public in general and working population in particular the authority which is the custodian for the implementation of the law has a mandate to recruit inspectors that have authority to inspect and identify radiation exposure and sources including those of occupational origin for putting in place of appropriate mitigating methods including taking prosecuting measures up on non compliance by proponents.

1.4.3 The Pollution Control Proclamation No. 300/2002

The law deals with any pollution in what ever forms be it in gases, mists, liquid and solid to be controlled if possible prevented the source. It is provides that enterprises and work places are responsible for controlling any type of pollutant generated in due course of their production services. The law designated the Environmental Protection Authority, to ensure the implementation of the law. The competent authority undertake both the inspection of the premises where such pollutant is believed to exist and undertake various measures including the monitory, evaluation of the hazard and propose measures to control. In some cases also to take the case to courts if there the case to courts if there is non complacence and proponents are not in position to implement the subsequent recommendation given by the authority. The authority shall assign inspectors who have the authority to inter in to premises or enterprises and activities to ensure the ideas of the law implemented.

1.4.4. Environnemental Impact Assessment Proclamation No.299/2002

The law deals with setting legal basis in order to manage and control the environmental effects which are caused by development activity before resuming operational level at design, construction, operation or an or going one as a result of its modification or termination through impact assessment in order to put in place mitigating intervention. The law has set all the mechanism and steps to be taken in order to determine the project, or the would be production system can entail as a harmful effect on the entire environment in general and of the working environment in particular. The issue identifying occupational safety and health impacts is also a central theme of the environmental Impact assessment proclamation and the subsidiary regulation, standards set for the effective implementation of the ideals of the law there in. The law clearly stipulated that any owner of project for which environment impact assessment, should be done in order to identify the likely adverse impacts the project can bring to the environment.

1.4.5. The Investment Proclamation of the Federal Democratic Republic of Ethiopia, No 37/1996

The legislation which is proclaimed for the encouragement and promotion of investment in order to accelerate economic development of the country has also clearly stipulated that upon the application for investment permit new projects required that the investment

authority in collaboration with concerned bodies to ascertain that the investment complies with the conditions stipulated in other necessary laws such as environmental, public health, labour law (Safety, Health and Foreign work Permit) to mention a few, within 10 days after receiving application, shall issue an invest permit. If the investment could not fulfill all the conditions set by the relevant laws as per deemed necessary advise is given to incorporate the advise to fulfill the conditions. If that can not be accepted accordingly the license can be suspended or evocated (Article 14 and 16)

1.4.6 The Pension and Social Security for Public Servants Proclamation No.345/2003

In this law it has been clearly stipulated that any civil servant who served at least 10 years and has got an occupational accident and contracted occupational diseases is entitled for invalidity pension for life (Article 17). The same law has also stipulated in detail about occupational injury including the definition, the incapacity schedule, presumption admissibility of proof, notification of accident, assessment of employment injury, incapacity benefit, incapacity pension, amount of incapacity gratuity. These provisions are provided in similar way like those that are stipulated in the labour law proclamation No 377/2003 for workmen compensation.

1.4.7 Pesticides Registration & Control Decree No 20/1990.

The decree is also one of the legal instruments, which, specifically deals with handling and safe use of agriculture chemicals i.e. pesticides. The main objective of this decree is to minimize the adverse effects of pesticides on human beings, animals, plants and the environment including the workers and occupational environment. The decree rules that;

- The manufacture, import, sells or use of an unregistered pesticide is prohibited
- A pesticides which is not duly packed or labeled, can not be imported, stored, transported or offered for sale;
- A package shall be designed and made in such a way that it contains the pesticide safety during transportation, storage, marketing, distribution and use including reuse where applicable;
- Accidents in connection with the transportation, storage, marketing, use or treatment other wise of pesticides shall forth will be reported;

- Directives shall determine the storage, and manner of disposal of pesticides and their packages;
- Contravention of the decree as enumerated shall be met with the cancel ration of registration while other violations shall lead to be punished according to the provision the penal code.

The decree also provides the necessary rules and guidelines for registration, packaging labeling, storage and disposal of pesticides.

The competent authority to enforce and implement the ideals of the decree is the ministry of agriculture. In addition to the ministry and the decree also provides for a pesticides advisory committee, whose composition is including the ministry serving as a chairman and other members are represented from the government institutions that have related functions with the management of pesticides, to be established. The advisory committee list that would expedite registration by collecting and evaluating data relating to pesticide through domestic research that use or other wise and to advise the competent authority with all matters regarding the effective implementation of the ideals of the decree.

All in all one can infer that there are enough basic legislation which can be taken as a legal source for the safety, health and working environment system to be promoted and develop with in the national labour administration system. But, there is no strong collaboration and networking between the owners of each legal instruments to better use the scarce resource of manpower and other resources available in the country.

1.5 Ratification of ILO Conventions.

Ethiopia has been a member state of the ILO since 1923 and has ratified 19 conventions to date as follows;

Table 1: Showing List of Conventions Ratified by Ethiopia

No	Convention	Date of Ratification
1	Unemployment convention No.2/1919	11 – 06 – 1966
2	Rights of Association (agriculture) conv. 11/1921)	4 – 06 – 1963
3	Weekly rest (Industrial) Convention No.14/1921	28 – 01 -1991
4	Freedom of Association and protection of the right to organize conv 87/1948	4 – 06 - 1963
5	Employment service conv. No 88/1948	4 – 06 – 1963
6	Fee-charging employment agencies Conv. No. 96/1948	Ratified 30-04-1991 Denounced on 10-05-1999*
7	The right to organize and bargain Collectively Convention No. 98/1948	4 – 06 - 1963
8	Equal remuneration Convention No. 100/1951	24 – 03 – 1999
9	Abolition of forced labour No.105/1957	24 – 03 – 1999
10	Weekly rest commerce Convention No. 106/1957	28 – 01 – 1999
11	Discrimination(employment) Convention No. 111/1958	11 – 06 – 1966
12	Minimum age convention No. 138/1973	27 – 05 – 1999
13	Occupational safety and health and working environment Convention No 155/1981	28 – 01 – 1991
14	Workers with family responsibilities /equal opportunity & treatment/ Convention No. 156/1981	28 – 01 – 1991
15	Termination of employment /employers initiative / Convention No 158/1982	28 – 01 – 1991
16	Vocational rehabilitation and employment /disabled persons/ Convention No 159/1983	28 – 01 – 1991
17	Private employment agencies convention No. 181/1997	24 – 03 – 1999
18	Forced labour convention No. 29/1990	2 – 09 – 2003
19	Worst forms of child labour No. 182/1999	2 – 09 - 2003

*The Convention is replaced by Convention No. 181 of 1997.

2. NATIONAL POLICY REVIEW

There is no national OSH policy which deals with how occupational safety and health is handled at a national level and undertaking level as per the principle stated by the Occupation Safety and Health and Working Environment Convention No. 155/1981 for which Ethiopia is a signatory. But there are other policies which have some relevant aspects pertaining to the promotion and necessity of occupational safety and health services development. The following are among others;

2.1 The Economic Policy of 1992 .The policy indicate the need for a labour law that determines fair and applicable labour relation, occupational safety and health and working conditions in the sprit of market economy. According to the policy, the labour law to be issued this way will facilitate the development of private ownership as prime and sole actor in the economic development of the nation.

2.2 The national health policy of 1993. The policy has clearly indicated principles that directly deal with the issues of occupational safety and health as follows:

- a. **Article 2.2.** That emphasis will be made in order to the promotion of occupational health and safety in industries and production sectors.
- b. **Article 2.3.** The development of environmental health which also include occupational health.
- c. **Article 3.9.** Under strategies to implement the policy it is clearly stated that inter sectorial collaboration shall be made in order to develop facilities and mechanisms for workers health and safety in production sectors.

Like many countries there are no particular policies of any aspect of labour administration system which can directly and reflect about the issues of occupational safety, health and working environment.

3. COORDINATION, COOPERATION AND COLLABRATION

The coordination body with regard to all aspects of labour administration system as per the provisions of existing labour law is the Ministry of Labour and Social Affair and its counter part in the regional states.

The Minster gives the political and executive leadership. The State Minister and department heads of labour relations, OSH and working environment and employment services give the technical leadership and oversee the appropriate implementation of the law under the scope of their responsibilities. They propose policy and legislation related instruments and under take studies and make follow up pertaining how the system is operating in all matters of labour administration. They cooperate directly with the different level of employers and workers organizations established both at national and undertaking levels. They also co-operate directly with other corresponding centers of power in government namely other lead agencies such as the Ministry of Health, the Ministry of Agriculture and Rural Development, Ministry of Finance and Economic

Development the Ministry Education, the Ministry of Justice, the Supreme Court, the Environmental Protection Authority, the Radiation Protection Authority, the Quality and Standardization Authority to mention a few. The industrial relations department which is also the registrar of trade unions and employers association has direct access to trade unions and employment association and participates with them negotiating their collective bargain's agreements and on conciliation, mediation and settlement of disputes.

The occupational safety, health and working environment department also has contact with workers and employers association regarding inspection visits, implementation of the ideal of the law, provision of training and information pertaining to occupational injuries and related once.

There is one Confederation of Ethiopian Trade Union, consisting 9 Industrial Federation and representing 462 basic trade unions in Ethiopia. The confederation has about 350,000 workers as members.

On the other hand there are only few employers association which are members of the Ethiopian Employers Federation.

The trade unions and employer associations operate independently at the Federal, Regional States and enterprise levels. These highest unionization bodies are established as per the provisions of the labour law proclamation No 377/2003, Articles 113-123.

3.1 National OSH Tripartite Bodies.

Based on the provision Article 171 of the Labour Proclamation, the establishment and duties of the National Tripartite Advisory Board is stated. The board has the duty to bring all social partners to make dialogue /consultation and exchange of information among themselves and advise the Minister on matters regarding to labour affairs. Under the board there will be three technical committees on Industrial Relations, OSH and Working Environment and Employment and Manpower Services, respectively. But the committees are not established to date and resume their normal duties. The only notable co-operation forum at present is that of collective bargaining and organization of the safety committee at the undertaking levels.

3.4 Professional OSH Bodies

There is no professional Occupational Safety and Health body or association established in the country. This might be due to the few professional engaged in the field and lack of awareness about the importance of having such body.

3.5 Enterprise Based and Other Related Councils/ Committees

Though, there is no registered data on the actual number of enterprise based OSH Committees, these committees are present almost in all public enterprises. However, these committees are voluntarily established and are not adequately effective in addressing issues of safety and health matters that arise from workplaces. This is due to the absence of national guidelines or directive until recently. More over, there is also lack of awareness on how to effectively establish and run the committees.

In response of fulfilling this gap and executing its responsibility per the provision of the Labour Proclamation No.377/2003 Article 92(2) Ministry of labour and Social Affairs has issued a directive on how safety and health committees are formed by the bi-partite partners (workers and employer representatives) at the enterprise level.

4. OSH TECHNICAL STANDARDS GUIDELINES AND MANAGEMENT SYSTEMS

Like many African countries and most of developing countries, Ethiopia has no developed standards of her own. Most of existing standards and guidelines are of ILO and other related organizations such American conference of Governmental Industrial Hygienist (ACGIH) and EU etc. ILO guidelines and codes of practice in many areas of safety and Health issues are applied in guiding employers and workers to achieve adequate safety and health at the workplace particularly in the management of noise, radiation, chemicals, construction, notification of occupational accident, injuries and etc. For chemicals apart from ILO convention and code of practice, the Health criteria of WHO, ILO, FAO, IPCS and of Canadian Center of Occupational Health and safety (CCOHS) are used. In developing OSH legislation, the ILO conventions and other countries laws have also been used as basis for setting provisions.

4.1. ILO Occupational Safety and Health Management Systems/ILO-OSH MS 2001/

As it is well known, based on the efforts made so far to promote and develop OSH globally, ILO has put in place OSH Management system as one platform to be adopted for nations of the world. Based on this since its introduction, ILO, OSH-MS is on the process

of dissemination and effort is made both at national and undertaking level in order that it is well accepted both by the government, employer and worker as integral part of economic activities. It is recommended that the system should be adopted in Ethiopia so that it will enable usage of new and effective safety management system including better identification and management of workplace hazards, risks. Up to now there are only few trainings and awareness programs conducted by the labor inspectorates for bipartite partners at work places. But there is no consolidated effort, in the country in order to support the implementation of the occupational safety and health management through enactment of legislation and policy.

5. OSH SYSTEM IMPLEMENTATION MEANS AND TOOLS

The Institutional frame – work is set up following the enactment of the notable OSH legislation, the Labour standard Proclamation No. 232/64 for first time in the history. The law for the first time had provided the detailed power and duties of the inspection service which is responsible to be custodian for the implementation of the respective law.

5.1 National OSH Competent Authorities with Implementation Responsibilities.

The Ministry of Labour and Social Affairs is the Federal Governmental Agency who's effective and healthy and peaceful Industrial Relations through promoting dialogue and to ensure good labour administration that ensures occupational safety and Health services, both at national, regional and undertake levels are put in place. The establishment of the services has the objective of preventing injuries, diseases, creating of harmonious and peaceful industrial relations where there are no strikes and industrial unrest.

With in the ministry, administratively, there is the Department of Occupational Safety, Health and Working Environment dealing with the two inspection functions i.e. commonly called the technical and non technical labour Inspections. The capacity of the service has been continued to improve and made to go through various structural and administrative changes.

The department has three teams responsible to undertake the major functions of Labour Inspection as per the provisions of Labour Law Proclamation 377/2003 and the principles

set by the ILO Labour Inspection Conventions (Convention No. 81/1947, Convention No 129/69). The teams are:

- Occupational Safety Team
- Occupational Health Team
- The minimum Labour Conditions Team.

Among these, there are also around eleven regional Inspection services established as a result of the Federal system of Administration in the country. There are around 79 Inspectors deployed in the Federal Ministry and 11 regional state Inspection services of the country. All the inspectors are performing both the technical and non-technical inspection in similar system of Integration.

The origin of the Department of Occupational safety, Health and Working Environment is traceable back to 1964 when the labour Inspection section in the Labour Department was established in the three major cities of Addis Ababa, Asmara and Dire Dawa. It was later developed in to a full fledged division headed by Division Head and now headed by Department head. The inspection services and Inspectors serving in the services have their duties and powers emanated from the labour Law Proclamation No. 377/2003.

Their role is to ensure the safety and health of workers are respected and strong system to realize this is put in place. Since the inception of this inspection system in the labour Administration of the country, there are various laws enacted to determine legally the duties and responsibility of the labour inspection services of the nation. The current law to do so is the Labour Law Proclamation No. 377/2003 (Articles 177-182).

As result of the on going civil Reform process in the country, since three years back there were two notable studies had taken place to make appropriate diagnosis of scrutinizing the whole process of the labour administration system in order to bring about notable change which can bring about an effective and efficient structure to address the existing challenges in the area of Labour matters in general and render labour inspection services in particular. This effort has resulted in to the restructuring of Federal state labour inspection to the Department Level since November 2005.

5.6.5 The Mission of Occupational Safety, Health and Working Environment Department

Accordingly the mission of the department is to ensure the available legal instrument issued are implemented with objective of putting in place a system that can guarantee the safe guarding of workers safety and health and improvement of working conditions are made practical. The same is also mandated through the co-operation and assistance of relevant bodies to undertake the necessary advisory and supervisory functions for ascertaining of that all workplaces are safe and healthy and places where the fundamental rights at work are respected.

5.1.2 Departmental Mandate

The department is mandated to ensure the legal provisions pertaining Safety, Health and Minimum labour conditions are respected and put in to practices. With regard to OSH in particular the major objective is evaluating and controlling the physical, chemical, psychological, social and technical factors that affect a person at work and working environment. With respect to improvement of working conditions the department has the objective of ensuring the stipulated terms and conditions of labour are respected and maintained in order to bring about peaceful and harmonious labour relations at work places.

5.1.3 Departmental Objective

The objectives of the department are derived from the mandate and functions for which the labour Inspection service is established for as stipulated in the provisions of the Labour Law Proclamation No. 377/2003 and other relevant legal instruments.

In this respect the following are the major objectives of the department of Occupational safety, Health and Working Environment;

- a. To minimize occupational accidents, diseases and disabilities at work places is maintained.
- b. To promote and encourage that good health and safety of the worker at work places.
- c. To promote good and high standard working conditions above all strive for effective labour protection system is put in place and minimum working conditions are respected.
- d. To promote the construction of environmentally and human friendly work places.

- e. Protection of work places for persons at work against contamination arising out of or in connection with the activities of persons at work.
- f. Control the keeping and use of chemical substances which may be explosive or highly flammable or toxic other wise dangerous substances or generally preventing the unlawful acquisition, possession and use of such substance at work.
- g. Control the emission of dangerous levels of physical forms of energy such as radiation, heat, noise, vibration and light that are likely to be harmful and dangerous to health at workplaces.
- h. Encourage a worker to fully participate in his/ her own safety and health care particularly to respect and implement all the available policy, guidelines and facilities provided at workplaces in the realm of occupational safety and health services.
- i. To ensure that all new work methods, processes, construction, machinery and substances in undertaking be it indigenous or imported are assessed for safety, health and environmental effects before they are allowed to be used in the country.
- j. To educate the worker, employer and public about occupational safety, health and working environment matters: “Knowledge is Power”.
- k. To ensure all laws, regulations and other legal instruments pertaining safety, health and working environment are respected and complied with at all work places.
- l. To encourage and promote occupational safety and health information in general and occupational injuries in particular information at workplaces are recorded, analyzed, and reported to competent authorities.

5.1.4 Enforcement and Inspection Systems

The department of Occupational Safety, Health and Working Environment is the governmental agency entrusted with enforcement of the provisions stipulated in the Labour Law Proclamation 377/2003 and subsequent regulation, directives, workplace standards issued pertaining to maintain safety and health and improvement of working conditions. The department performs inspections of work places in order to ensure that the legal instruments are enforced and work place hazards appropriately controlled. It also

provides advisory services in the form of conducting trainings and undertaking awareness creation program for workers and employers and public at large about occupational safety, health and terms and conditions of employment. It also registers occupational injuries and compiles statistics at national level from those reports received from regional states of Labour Inspection Services. It seldom also conducts work place working environment monitoring in order to identify occupational hazards using simple and direct monitoring equipments such as noise level meters, lux meters and thermal stress accessory equipments regionally.

It also undertakes some impact assessment studies with the objective generating information for formulating national level standards and guidelines.

5.1.5 Administration and Structure

The department of Occupational Safety, Health and Working Environment was restructured under the Ministry of Labour and Social Affairs as the third Department in the Labour Affairs sector wing of the Ministry. It is organized to have three units called (Teams otherwise) i.e.

- a. Occupational Safety Team with 4 staff
- b. Occupational Health Team with 3 staff
- c. Minimum Labour Conditions Team with 4 staff

With total of 13 staffs including the Department and Team leaders the department has 3 secretaries and 3 messengers as support staff. The department enforcement is complemented with other labour inspection services established in 9 Regional States and 2 Federal State City Administration. All together there are around 79 staffs comprising 73 male and 6 females. Over 90% the inspectors have 1st degree educational back ground in natural science (i.e. Chemistry, Biology, Physics), none of are certified or specialized in Occupational Safety and Health fields (see Table 8 for the number of inspectors and their distribution).

The Labour Inspection Services in the regional states usually undertake all activities aimed at the direct implementation and enforcement of the law. All of them reports to their respective regional administration organs, but supplies information to Federal Labour Inspection service. The information includes among other on Occupational injuries, Inspections conducted and advisory services provided. The inspectors working in all

regions are required to carry out regular visits and inspections in all undertakings situated in their localities and report to the regional Inspectorate services. They usually co-operate with the Federal Level Inspection service /i.e. OSH and Working Environment Department/ in activities such as national training, providing information on occupational injuries, supervisory and advisory services, formulation and validation of Occupational safety, Health and Working Environment legislations, Guidelines, directives, Inspection procedures.

5.1.6 Professional Staff

The professional profiles of the staff of the department are:

- a) Chemists 4 out of four one is doing MSC. On Environmental Science
- b) Biologist 3 (all with 1st degree)
- c) Lawyer 1
- d) Civil Engineer 1 (Diploma)

Currently the structure allows for 12 staff

➤	Department Head	1
➤	Team Leaders	3
➤	Senior Expert	3
➤	Experts of OSH	<u>5</u>
	Total	12 staff

5.1.7 Basic Duties of Labour Inspector

The duties of Labour inspectors include among others:

- a. To conduct planned and unplanned routine visit or surveys of undertakings and confirm the compliance of established legal instruments in occupational safety, Health and working Environment.
- b. To carry, or cause to be carried out, on spot measurements and examination of samples collected from field surveys of environment,
- c. To gather timely information and compile statistics of all working condition and environment related national statistics.

- d.** To recommend medical examination of exposed persons and identify the level of exposure and the risk endured by the exposure to dangerous contaminants and hazards therein,
- e.** To prescribe measures, which, as far as it reasonably practicable, should be taken to improve the quality of the working environment and prevent disease or impairment to health or and safety,
- f.** To compile and keep up to date inventory of all industrial processes especially of those dangerous work places and processes as well as materials used in these undertakings,
- g.** To bring to the notice of the court all non-compliance in order to be penalized if found guilty as deterrence for others,
- h.** To carry out audits or inspections of industries and working places and advise employers, workers and government on measures to be taken in protecting and controlling of hazards in working environment and develop methods of prevention and mitigation of any undesired effects of such processes,
- i.** To carry out research on the causes of working environment hazards and the deleterious health effects of dangerous agents and recommend ways of safe-guarding the exposed workers.
- j.** To give technical advice or information to the investor/ entrepreneurs/ development partner, to the workers and to the government on matters of occupational safety, health and working conditions,
- k.** To develop, recommend, assist and advise government on the national actions to be carried to foster and promote the improvement of working conditions to meet the social, economic, health, safety and other requirements and goals of the nation.

The inspection system in Ethiopia is almost integrated one. As most of the inspectors are of technical background they also undertake the non technical inspections as well. The number of inspectors varies usually as the turn over of professional is very high. The retention power of the Inspectorate of the recruited and trained inspectors is very low. There is no motivational or rewarding system including provision of sufficient salary, facilities such as transport, desk top computers with internet aces, sample assay laboratory and reference materials.

The type of activities undertaken by the all the inspectorates in all over the country are:

- ★ Planned or routine inspections

- ★ Complaint based inspections
- ★ Preventive or industrial licensing
- ★ Follow up inspections
- ★ Accident Registration and investigations
- ★ Research activities
- ★ Advisory and Training services
- ★ OSH related Information /CIS/
- ★ Prosecution of non compliance

Table 2: Showing Work Place Inspection Executed as reported By Regions for the Years 1998 to 2002.

Year in GC	Regions	OSH Inspection	Terms & Conditions Of work
1998/99	4	1702	1024
199/00	4	802	966
2000/01	5	1154	1275
2001/02	5	1285	932

The intended strategy to execute work place inspection was to perform occupational health and safety visits and to identify terms and conditions of work related provisions are responded separately by different experts or inspectors in the field. But, due to man power shortage and related problems, in all regions both type of inspections were conducted together by the same inspectors using integrated inspection system.

There is also an attempt by the regional inspectorates to exercise prosecution of non compliance on those employers who fail to observe the provision the Labour Proclamation on minimum working conditions. But, the data's on the number of those persecutions was not reported to the Federal Inspectorate.

5.1.8 Work place and Plant registration and Occupational Safety and Health Data

Though the existing labour Legislation obliges employers to report all accidents occurred at work places the employers do not usually comply to the law. Due to this there is high under reporting. The accidents are reported only from around 10% of the undertakings that are covered by the legislation. The following is the table showing the under reported

accidents that occurred and reported during the years 1993-2004 for 11 years. On average, about 4000 non fatal and 9 fatal accidents were reported during these years.

Table3: showing the accidents that occurred and reported during the years 1993-2004

Undertakings who reported the accident by year and number of employees				Types of Accidents		Lost days due to the accidents	
S.R. No	Year in G.C	No of Factories	No of Workers	Non Fatal	Fatal	Lost Days	Salary Paid
1	1993/94	60	48695	3896	6	9360	29,827
2	1994/95	80	66094	5236	6	13146	122,770
3	1995/96	87	64227	4831	7	35322	206,414
4	1996/97	112	60164	3998	14	40990	128,988
5	1997/98	129	64247	5288	13	13260	167,659
6	1998/99	98	59391	4417	11	14105	317,164
7	1999/2000	94	57230	4115	12	14669	200,014
8	2000/01	103	65073	4119	8	14253	213,151
9	2001/02	105	62183	4740	14	18352	
10	2002/03	29	16122	1269	3	3583	56,297
11	2003/04	72	47072	2994	7	10453	181,596

Total	969	610,498	44,903	101	187,493	1,623,880	

a. Work place and plant registering system

In Ethiopia there is no work place and plant registration system put in place due to absence pertinent law which obliges occupier or employer to do so. No arrangement designed so far to do so both at the regional and national levels. Even the system that was working in order that work places include safety, health and working environment issues at their planning and establishment level is not working very well due to change of policy review that took place that employers are not required to apply for preventive inspections at their establishment levels like all old days. Regional and Federal labour inspection services are notified to undertake inspections after the establishments been registered by investment offices and other licensing institutions.

b. Promotional programs including campaigns, awareness training, advocacy and structures.

The labour inspection established in the regions and the Federal Department under take planned or on request basis training programs for workers and employers on occupational safety and Health and working environment. The training programs are aimed at raising awareness of workers and employers on the basic principles OSH and the services are meant to provide trainings that will help the social partners to comply with duties and responsibility underlined by the law. Special trainings in the form of TOT are given for safety officers and technical personnel for the duration of up to 10 days twice or trice in a year. These training are given to those working in relatively developed regions such as, Addis Ababa, Oromia, Tigray, Amhara, Southern Nations and Nationality Regional Administration.

With regard to awareness creation campaign, rarely Radio and TV programs for public consumptions are conducted both at the Federal and regional levels. Lectures and speeches are also delivered on special occasions organized by both the workers and employers organizations. It is also gratifying to mention that in order to promote the safety and health cultures at national level there is a practice of celebrating Annual Occupational

safety and Health Day (April 28) since 2004 for three consecutive years. The practice has helped to make public campaigns and bring all the relevant bodies and the public at large to work together for concerted cooperation to bring about a difference in the field.

5.7 OSH Laboratories and Research Institutions or Capabilities/ Capacity and Areas of Research

Basic work environment monitoring equipment are available at the Federal and some regional offices. However, there are no dedicated Occupational Safety and Health Research laboratories or hazard monitoring instruments in Ethiopia that can be used for analytical research or assessment of work related exposure of workers to various occupational hazards (analysis of air samples, biological samples, audiometric testing, etc.), awareness creation and giving advice to all the parties on the subject of occupational safety and health.

During the assessment it was known that there is a laboratory established under the ministry of Mining and Energy with the necessary laboratory facility fulfilled. It gives analysis services for various organizations on request and payment basis for its services.

On the other hand, the Drug Quality Assurance Toxicology Laboratory which is organized under the Drug Administration and Control Authority of Ethiopia is also assess and notify work related exposure values by analysing blood samples of those workers exposed to various pesticides and other chemicals upon the request of various employing institutions.

Both laboratories are equipped with modern laboratory equipments and can be used for as base line investigation and research purpose if formal networking and collaboration is established.

5.8 Information/Knowledge Centers/Institutes Including Their Products and Level of Technical Capacities

5.8.1 Dissemination of OSH Information

The situation of OSH information in Ethiopia is not yet developed. The only information maintained regarding occupational safety, health and working environment are the occupational accidents and inspections which are compiled by the federal OSH and environment department through reports gathered from regional states counter parts. Even this information suffers from non comprehensiveness and of low coverage due to

under-reporting. There are no institutions or centers who are performing OSH information management and dissemination.

The notable news letter meant for dissemination of OSH information are the annual statistics bulletin published by Addis Ababa and Amhara regional state labour inspection services. They provide some statistics on occupational accidents, inspection performance and trainings conducted in each region. These statistics also suffers under reporting and are not in a state of deploying the exact situation prevailed in this regard.

5.3.2 Linkages to ILO-CIS and other OSH institutions

The Ethiopian national occupational safety and health information center (National C/S center) though established in 1992, due to absence of trained manpower in information and lack of requisite materials especially Internet and Web site it could not function very well. There is no access to information around the world including those of ILO's via internet. The enterprises are legally obliged to report occupational injuries and related information to labour inspection services, but most of them are not complying with these legal responsibilities.

5.9 Occupational health services

5.9.1 Legal Responsibilities

There is legal provision stipulated in the Labour Proclamation No. 377/2003 which state that employers are responsible to undertake the necessary medical checkups including pre-employment and periodical checkups. But, this provision is not as comprehensive as stated by the Occupational Health Services Convention No. 161 of the International Labour Organization (ILO). Accordingly, as stated in Article 92(5) of the Proclamation No. 377/2003 the employer shall arrange, according to the nature of the work, at his own expense for medical examination of newly employed workers engaged in hazardous work, as may be necessary.

In addition, Article 105 and 106 of the proclamation states that the employer shall cover the expenses of general and specialized medical care; hospital and pharmaceutical care; and any necessary prosthetic or orthopedic appliances for the duration decided by the Medical Board for workers who are injured at workplaces.

5.9.2 current practices/arrangements

The most common practice in rendering health services is via establishment of clinics. Though few, there are also cases where health services are rendered at hospital levels. This is common in Sugar and Mining industries which are far away from urban areas.

In all cases, the health services at the workplaces mainly focus on curative approach that includes provision of first aid services.

Similar health services are also provided in government and private hospitals for sick and injured workers coming from workplaces on the basis of referral or contractual arrangements.

5.9.3 linkages to Primary Health Care Systems

The Ministry of Health of Ethiopia is responsible for ensuring high standards of health care through regulation of all healthcare institutions and establishments. It formulates national health policies, coordinates the development and planning of the private and public health sectors, as well as setting health standards and ensures the implementation thereof.

It is also responsible for the prevention and control of communicable and non-communicable diseases through conducting epidemiological surveillance, research and investigation. It also concentrates on the provision of both prevention and control of the most prevalent and killing diseases, such as malaria, upper respiratory tract diseases and the pandemic HIV/AIDS.

5.10 Workmen's Compensation and Work Injury Insurance Schemes

5.10.1 Extent of Coverage

Under the provisions of the Labour Proclamation No.377/2003 Article 170 Sub Article 1(I) Minister of Labour and Social Affairs is empowered to issue a directive on undertakings required to have insurance coverage for the payment of employment injury benefit. In addition, Article 102 Sub Article 1 of the proclamation states that, the degree of disablement shall be assessed in accordance with the assessment table of disablement prescribed by directives issued by the Minister. Moreover, Article 177 Sub Article 3 of the

proclamation states that the Labour Inspection Service of the ministry shall prepare the national list of occupational diseases and schedules of degrees of disablement.

But, due to lack of capacity of skilled manpower and resources confronted by the ministry, most of the provisions of the Labour Proclamation could not be materialized.

However, one public and few private insurance companies' provide Workmen's Compensation and Group Personal Accident Insurance Schemes for various undertakings that have arrangements for such coverage.

a. Workmen's Compensation: Provides cover for death or bodily injury of workers/employees inflicted by an accident or occupational diseases arising from the workplace during the time of work. In general, the benefits payable include the following:

- **Death-** Minimum of Five years salary.
- **Permanent Total Disablement-** Percentage of Five years salary.
- **Temporary Total Disablement-** Monthly payment of salary up to 12 months.
- **Permanent Partial Disablement-** Percentage of Five years salary.
- **Medical, Surgical and Hospital Expenses-** Varies starting from ETB 1,000.00 according to each undertaking procedure and special agreement made with insurance companies.

b. Group Personal Accident: Provides cover subject to terms, conditions and exceptions of the insurance policy for payment up to a specified sum to the insured(s) or legal inheritors in the event of death ,bodily injury disablement and this can cover on job or off the job hours or both.

There is no list or clear policy statement and procedure regarding the compensation of occupational diseases.

During the assessment, five years data was collected on the insurance coverage for compensation of Workmen's Compensation (WC) and Group Personal Accident (GPA). Accordingly, **Birr 104,848,225** was paid in the form of claim by one public and two privately owned insurance companies. Refer table 4 below for details.

Table 4: showing the Summary of Paid Claim Workmen’s Compensation (WC) and Group Personal Accident (GPA) from 200/01 to 2004/05 per Insurance Companies Assessed

YEAR	ETHIOPIAN INSURANCE CORPORATION		HIBRET NSURANCE		AWASH INSURANCE		GRAND TOTAL
	WC Claim	GPA Claim	WC Claim	GPA Claim	WC Claim	GPA Claim	
2000/01	5,374,072	17,867,803	562,525	585,236	NA	NA	24,389,636
2001/02	4,723,488	15,440,312	790,359	582,684	303,700	223,610	22,064,153
2002/03	4,810,909	13,716,410	1,153,322	900,074	344,800	127,460	21,052,975
2003/04	5,528,957	10,047,632	769,237	729,702	566,300	407,122	18,048,950
2004/05	5,442,086	11,411,108	786,320	692,522	703,070	257,405	19,292,511
TOTAL	25,879,512	68,483,265	4,061,763	3,490,218	1,917,870	1,015,597	104,848,225

5.10.2 Agencies Responsible for Administration

Administration of Workmen’s and Group Personal Accident claim compensation is done mostly by the undertakings while funding is done by the insurance companies.

5.10.3 List of Occupational Diseases

At the time of the assessment, the list of occupational disease was at its draft stage being included in the draft Directive of Occupational Safety and Health of the Ministry of Labour and Social Affairs.

5.10.4 Linkages of The Systems To Notification/Data Collection, Prevention and

Rehabilitation

The Insurance companies only compile and do the financial trend analysis of loss ratio i.e. premium versus claim and they do not have established system for the collection and analysis of statistics of occupational accidents and diseases. In addition, they have not developed programs of financial support for promotion of OSH and the prevention and rehabilitation of occupational injuries.

5.11 Poison Centers

5.11.1 Responsible Agencies and Collaboration/Networking Systems

Drug Administration and Control Authority (DACA) of Ethiopia is mandated to establish poison centers as per the provisions of Drug Administration Control Proclamation No. 176/199. Even though, the authority has not yet established the poison list at present, it has a strategic plan to develop, publish and issue the list of poisons and guideline for the prevention and management of poisoning in the coming physical budget year.

More over, based on the request of employing organizations, the Drug Quality Assurance Toxicology Laboratory carries out Biological Exposure Indices (BEI) lab test for employees exposed to chemicals by taking blood, urine and tissue samples. It also gives services to forensic cases. Presently, these services are available at the national level.

5.11.2 Linkages to international programs such as INTOX of WHO-IPCS

At the time of the assessment DACA was in the preparation process, such as, training of professionals to establish the African Poison Information Centers network in Ethiopia. This networking program will be linked to the INTOX of WHO – IPCS Program and two professionals already assigned for facilitating the establishment and running of the program.

5.11.3 Awareness Programs and Hazards Alert Systems

The would be Drug and Poison Information and Network Center will have many activities including the Identification and publishing of the list of poisons, giving information to the general public and professional through guidelines and hotline management.

5.11.4 Level and Sources of Funding

At the time of the assessment, there was no financial source for funding the poison center. But during the assessment, there was an action plan for designing a project and forward the proposal to WHO for funding.

6. PROMOTION AND ELIMINATION PROGRAMMES

6.1 Elimination of Hazardous Child Labour

Child labour is work, which by its nature or the circumstances under which it is performed is likely to jeopardize the health, safety and moral development of the child, there by denying children the opportunity to go to school and develop into knowledgeable and skilled adults. The fundamental causes of child labour are structural problems directly inked to the socio-economic setting of society, despite the fact that significant improvements in the country's macro-economic situation, most of Ethiopian house holds continue to suffer from abject poverty and deprivation. This coupled with other manifestation of poverty and especially as result of the increasing the levels of orphanhood due to HIV/AIDS has increased the levels of deprivation for many families. Other contributory factors are related to social and cultural attitudes and practice. These include early marriage, traditional attitudes towards girls, parent's attitudes towards education, bad child rearing practices that are related to irresponsible parent hood, as well as the general lack of understanding and appreciating of the rights of children are to mention a few. According to the national child labour survey of 2001 over 15.5 million (85.4% of the countries children) are reported to have been in economic (productive) activities, house keeping and in both activities. Of these, the over whelming majority – about 12.6 million (81.2%) are below the age of 15 years; slightly over half are boys and about 88% reside in rural areas where access to basic social services such as schools water supply and grain mills is limited. House keeping and or house hold chores are other child labour activities that children were engaged in. About 33.3% of children in the age below 17 years were engaged in house keeping child labour work in the country during the National Survey of same.

The National child Labour Survey of 2001 didn't include data on the "Worst forms of child labour" i.e. the categories of which include hazardous child labour the unconditional Worst forms of child Labour (all forms of slavery or practices similar to slavery; the sale and trafficking of children; debt bondage and serfdom and forced labour; and forced or compulsory recruitment of children to be used in armed conflict; the use procuring offering of a child for prostitution involving them for production of pornography or for pornographic performances; the use, procuring, and or offering of a child for illicit activities, in particular for the production and trafficking of drugs and involving them in work, which by its nature or the circumstances in which it is carried out is likely to harm the health, safety or morals of children, ILO, 1999). Most of child labour i.e. about 90% of the economical active children are drifted in to child labour as a result of the chronically poverty in order to ensure the survival of their family and themselves. Though there is no comprehensive and specific studies in the area, the scattered and limited assessment done so far, have shown that the problem of both the unconditional and hazardous types of the worst forms of child labour are obvious phenomenon in Ethiopia. What ever the magnitude will it be, the phenomenon of child labour is manifested in various economic sectors and different settings of human life i.e. agriculture, formal and informal economic activities, urban and rural, etc.

The risks and hazards, to which children are exposed however, are not adequately documented in Ethiopia; let alone, the most risky occupations with in the informal sector. As part of recognizing the problem of children in general and that of the working children in particular, the government of Ethiopia has, so far taken various measures in order to address the problem. The government has duly took note of the problem of disadvantage children's and ratified the Convention on the Rights of Child (CRC) on 14 May 1991 and made it part of the law of the land. It has also adopted the World Summit for children based on which the national program of action for children were prepared twice and endorsed. The major objectives and future interventions of the program have also been incorporated both in the Past PRSD (poverty reduction and sustainable development) and the existing PASDEP of the country. CRC is a legal document that is of paramount importance in realizing the principle of "the best interests of the child" and that recognized children's special needs as unalienable rights. The convention has positioned children squarely at the fore-front of the movement of human rights and social justice. The Ethiopian government has put in place national legislations through which child labour is

legally condemned and the commission of acts against is punishable. It has also ratified relevant International instruments; including conventions 138 Minimum Convention and the Elimination of the Worst Forms of child labour of 1999, in the years 1999 and 2004 respectively.

The Constitution of the Federal Democratic Republic of Ethiopia provides the legal protection of children from child labour in its article 31 (1) (d) that they should be protected from economic exploitation and not forced to be engaged in works that jeopardize their health, safety and educational rights.

The labour proclamation of Ethiopia (No. 377/2003) establishes the minimum age of 14 years for employment and forbids the employment of a child under the age of 14 year. The same law classifies children aged 14-18 as a young worker, those categories which can to some extent allowed to work in works which are considered to be non-hazardous and have no detrimental effect to their safety, health and developmental prospects. Article 89/4 of the labour proclamation (No. 377/2003) prohibits such as the following:-

- Work in the transport sector, involving heavy weight lifting pushing or pulling or any other related type of labour.
- Work connected with electric power generation plants
- Underground work, such as mines quarries and similar works
- Work in sewers and digging tunnels.

According to the labour proclamation, Articles 177-182 the Labour Inspection Services carries out inspections targeting working conditions and occupational safety and health of workers in general and working children. The types of inspections currently executed in this regard are as follow:

- The preventive inspections (planned and programmed), Routine inspection and its follow up through which identification and checking of working children below the minimum or those with age range of youth (14-18 years) are engaged in hazardous occupation (i.e. those issued by the competent authority).
- Follow up inspection (through which recommendation and directives are given to correct identified non compliance of laws have been made practical.
- Complaint-based inspection, is an inspection which is meant to identify breach of laws and contraventions as per reported complaints through which the necessary measures to correct defaults by the service.

Apart from this the inspection services are also involved as much as possible in activities such as, in training and awareness creation regarding to the detrimental effect of child labour on the prospective development of the children and to advise the workers and employers how working children are protected and withdrawn from this on eventual basis. Surveys and assessment studies of different size (national, regional), the objective of which to show both the magnitude and nature of child labour can also be cited as necessary system placed in the country.

The other aspect of monitoring system is the enforcement activities made through bringing the contraveners of the laws related to child labour to the courts and other enforcement machineries. The enforcement of that breach of law concerning the worst forms of child labour such as child prostitution, abusing through severe physical punishment and economic exploitation is also done by the police forces. Recently the police force has opened child right units, which protect children from different worst forms of child labour. Though there are laws which have addressed that strong monitoring system should be put in place regarding child labour, there is still noticeable gap between the law and the practice.

The limitations in the enforcement of the existing legislation are as follow;

- All the labour laws that are promulgated so far are found to cover only undertaking where there is formal employment relationship leaving aside the informal ones where a lot of children are found to participate in such activities as domestic services, small private farming etc., which undoubtedly have deleterious effect to the safety, health an overall development of the children.
- The penalties set by the existing and the former laws being not strong enough to play their deterring effect, has hampered the enforcement of provisions pertaining to child labour.
- Enforcement capacity of the existing legislation is being poor due mainly to the absence of strong and effective enforcement machinery for monitoring regulations and standards governing child labour. The existing body for enforcement In the country i.e. the labour inspection service, is not in a position to carry out its inspection activities including child labour due to the various factors such as lack of qualified staffs, material resources, absence of child labour inspection techniques etc.

In addition to the legal arrangements put in place to address the problem discussed above, the governments of Ethiopia and its partners have initiated a number of interventions with the aim of tackling the scourge of child labour in a better and concerted ways. The Ministry of Labour and Social Affairs (MoLSA) and the Ministry of Women and Gender (MoWG) are two notable, primary agencies for handling all child labour, its prevention, protection, withdrawal and rehabilitation. There is no strong and operational steering committee unlike most of countries that have launched ILO/IPEC Program. Though there was an attempt to establish this forum four years ago, it could not be long last feasible and feasible due to many reasons of unknown types.

There are also various fragmented and scattered activities under taken by several governmental and non-governmental and civic societies organizations, the aim of which are to tackle the problems of working children. The activities are not coordinated to bring about the necessary impact in terms of prevention and protection of children out of the scourge of child labour. The other practical step towards addressing the problem of child labour is the effort undergoing in expanding the education opportunities of children so that every children of the country enjoy the right to education. The education and training sector policy places emphasis on vocational training, provision of equal educational opportunities to the girl child and integration of education and training with in the development activities. The policy has also clearly indicated that the Universal Primary Education (UPE) targeted to be met in 2020. This intervention will therefore help to address the issue of education as part of combating the problem of child labour in the country.

Another practical activity on going is to prepare the analytical report of the national child labour survey of 2001 that include assessment of existing both, the policy, legal and social frame work with regard to the scourge of child labour in order to design appropriate, national programs and strategies to address it. The analytical report have already been prepared and effort is made to establish a national steering committee that can play a role of coordinating of all efforts to put in place policy and programs aimed at addressing the problem.

6.2 Elimination of Silicosis and Asbestosis Diseases

At the time of the assessment, there is no program on the elimination of Silicosis and Asbestosis disease.

6.3 Elimination of Violence and Sexual Harassment at Work

Violence and sexual Harassment at work place is a prohibited action and clearly stipulated in the labour law. Committing this will be one of the reasons that is considered for automatic termination of contract of employment for a worker. But for sexual harassment as the practice is not open and is not easily identifiable, it is difficult to effectively implement the law. There are circumstances that female workers are sexual harassed by the employer or fellow bosses in order to get employment be benefit of promotion and the likes. The case of preventing violence and sexual harassment at work is only taken as an element of awareness creation at workplace, there is no strong programs both at undertaking and or national level to address the problem in a systematized ways.

6.4 Elimination of Persistent Organic Pollutants (POPs)

The Government of Ethiopia is well aware of the role of Persistent Organic Pollutants (POPs) in degrading the environment. The management of POPs is done through two different government agencies:

The first one is the Ministry of Agriculture and Rural Development. The Ministry is mandated by the Pesticides Registration Control Decree No 20/1990 and has a pesticides advisory committee, whose composition includes the ministry serving as a chairman and other members who are represented from the government institutions that have related functions with the management of pesticides. The committee expedites registration of pesticides by collecting and evaluating data relating to pesticide through domestic research, past use or other wise and to advise the competent authority. Accordingly the Ministry of Agriculture and Rural Development strictly controls and prevents the entry and registration of these POPs in the country.

The second agency is the Environmental Protection Authority. This too is set up by law, Environmental Protection Organs Establishment Proclamation No. 295/2002.

The authority has already drafted a regulation that includes a strategy of regulating all the 12 Pops. The list of the POPs includes:

- Aldrine
- Chlordane
- DDT
- Dieldrine

- Endrin
- Heptachlor
- Hexachlorobenzene
- Toxaphene
- Mirex
- Furans
- Dioxines
- PCBs

At the time of compiling of the assessment report the use of dichloro diphenyl trichloro ethane (DDT) was officially permitted by WHO to control malaria in the country.

6.5 Elimination of Drug Abuse at Workplaces.

Ethiopia has signed the 1961 Single Convention on Narcotic Drugs; 1971 Convention on Psychotropic Substances and the 1988 convention Against Illicit Trafficking of Narcotic and Psychotropic Drugs.

The Narcotic and Psychotropic Drugs Control Abuse Prevention Division is organized under the DACA. It is primarily responsible to inspect and control the distribution, use, and administration and disposal procedure of drugs for medical use. The division regularly updates the national drug list and notifies the users through mass media and distribution of guidelines.

Although, the division currently has 15 inspectors, it is not adequate enough to extend its inspection services to all regions of the country, in particular, to monitor elimination of drug abuse at workplaces.

6.6 Promotion of Work-Related Welfare Facilities

This aspect is considered as one aspect of the organizational work and work process in order to bring about productivity and efficiency at work places. It is promoted through the bipartite negotiation of the two parties (employers and workers) through common understanding of their situations and capacities of their undertakings. But in most undertakings in spite of the existence of discrepancies in their standards and level of services, there are various welfare facilities such canteens and meal centers and different sport places. In work places that are situated far from city centers welfare facility such as market places, bars and amusement center is established for workers and its families in order to contain them to the workplaces.

This aspect is promoted through collective bargaining in most cases that the employer should provide this facilities by his own or with the co-operation of worker organizations and the trade unions. Awareness creation and training is also given to promote the issues both by the government bodies and trade unions.

6.7 Promotion of Well-Being Programs Including Healthy Lifestyles and Stress Prevention

Wellness programs are designed to address and promote health and safety behaviors and should be targeted at three levels, including awareness, lifestyle and behavioral changes and supportive environments. Healthy lifestyle are directed at helping employees change their behavior, such as starting and maintaining exercises , eating nutritious foods ,and enhancing communication and coping skills.

Even if such programs help to maintain and protect good health in a more effective and less costly than treatment and cure, at the time of the assessment the programs are not included and exercised in the existing occupational safety and health programs.

However, the importance of these programs is not very well known except in a few handful enterprises that have linkages or membership to international associations, business chains or under go subsequent audits because of international regulatory requirements. These enterprises include such as Ethiopian Airlines, Sheraton Addis, Total and Shell Ethiopia. Their program includes observance of safety week, dissemination of fliers, bulletins and newsletters on various wellness and healthy life style themes and providing an aerobic exercise facilities and equipment.

6.8 Application of Programs to Combat HIV/AIDS at the Workplace and the Application of ILO Code of Practice on HIV/AIDS

In Ethiopia HIV/AIDS is affecting and will continue to affect the section of the population which is made up of people who are in their economically and socially most active years, with family members who are dependent on them — that is, the working sector of the population.

The current AIDS in Ethiopia report is the 6th in the "AIDS in Ethiopia" series. The present edition reports that the 2005 antenatal based site-level surveillance findings and estimates the HIV and AIDS status in the country.

Based on reports taken from VCT centers, blood banks, and ART programs, the cumulative number of people living with HIV/AIDS (PLWHA) is about 1.32 million (45% male and 55% female). This results in a prevalence rate of 3.5% (3% among males and 4% among females; 10.5% urban and 1.9% rural areas) for the total estimated population of 73 million.

The estimated number of new adult AIDS cases was 137,499. The number of new HIV infections was 128,922 (353 per day) including 30,338 HIV-positive births. Females accounted for 53.2% of new infections.

There were 134,450 (368 per day) AIDS-related deaths including 20,929 children 0-14 years (83.6% under age five). Females accounted for 54.5% of AIDS-related deaths. The number of AIDS orphans aged 0-17 years reached 744,100.

The number of PLWHAs in need of antiretroviral treatment (ART) was 277,757 including 43,055 (15.5%) children aged 0-14 years.

Taking the potentially huge devastating impact of the HIV/AIDS epidemic into consideration, the government of Ethiopia response was initiated as early as 1985.

Recent simulation of the ILO shows that, in Ethiopia the economy lost over US 234 million (7%) annually from 1992-2002 because of labor loss.

Workplace intervention has been given prominent role to mitigate the adverse impact on HIV/AIDS in the country. The Plan for Accelerated and Sustainable development to End Poverty (PASDEP) document clearly indicates that the major activities planned for the period includes a major mass media and community mobilization campaign, including focuses on in-school and out-of-school youth, and **workplace interventions**.

The Ethiopian Strategic Plan for Intensifying Multi-Sectoral HIV/AIDS Response (2004 - 2008) has incorporated the world of work component. Specifically under Leadership section, Objective 12, stated that “Ensure that leadership at all levels sustain HIV/AIDS as a priority development and emergency agenda”. In order to achieve the above objective the following strategies are stated;

- Expand advocacy and advisory activities.

- Ensure that institutional leaders lead and manage the implementation of workplace HIV/AIDS programs.
- Introduce accountability re-enforcing mechanism

The strategic plan also clearly indicated the role of the Ministry of Labour and Social Affairs and the Social Sector.

The ILO in close collaboration with the tripartite constituents, government organizations namely; Federal Civil Service Agency, Federal Cooperatives Agency, Federal Micro and Small Scale Agency, Selected Enterprises, UN Agencies, NGOs and other workplace actors is in front in the fight against HIV/AIDS in the world of work.

The ILO's Response to HIV/AIDS in Ethiopia Focuses on:

- Promotion and Implementation of the ILO Code of Practice on HIV/AIDS to Initiate and scaling up HIV/AIDS workplace policy and programs.
- Mobilizing and capacity building of tripartite partners and other workplace actors
- Raising awareness of the social, economic and development impact of AIDS through its effects on labour and employment
- Advocating for legal and legislative framework review in line with the HIV/AIDS epidemic trends
- Mainstreaming HIV/AIDS into other ILO SRO projects and activities.

Major achievements in mitigating the impact of HIV/AIDS in the world of work includes:

- **HIV/AIDS Workplace Policy**

- The ILO Code of Practice on HIV/AIDS is being actively promoted as a key instrument to guide HIV/AIDS workplace response in Ethiopia and has been translated into Amharic, local working language and into Afan Oromo. The ILO code of practice education and training manual is also translated into Amharic.
- Drawn from the ILO Code of Practice, the Ethiopian Employers Federation and the Confederation of Ethiopian Trade Union have already developed their own workplace policy. Ministry of Labour and Social Affairs also produced a guideline to address the issue of HIV/AIDS in the world of Work.
- The Federal Civil Service Agency developed HIV/AIDS workplace guideline for the civil servants, which incorporate the 10 key principles of the ILO Code of Practice.

- With the assistance of the ILO/USDOL project 15 large enterprises one cooperative center (see table---) have developed HIV/AIDS workplace policy and initiated workplace programs. Under these workplaces a total of 26,104 workers were employed. The overall program of the project has two developmental objectives, namely, reducing HIV/AIDS risk behaviors among targeted workers and reducing employment related discrimination against persons living with HIV/AIDS.

Table 5: Showing the List of Enterprises who has HIV/AIDS Workplace Policy and Workplace Programs

Sectors	Ser. No.	Enterprises
Agriculture	1)	Wushwush Tea Developmetn - Ethio-Agri Ceft
	2)	Gumero Tea Development - Ethio-Agri Ceft
Manufacturing	3)	Akaki Textile Share Co.
	4)	Akaki Spare Parts and Hand Tools Share Co.
Hotels	5)	Ghion Hotels Enterprise
	6)	Ras Hotels Enterprise
	7)	SPA Service Enterprise (Flowha Hotel)
Transport	8)	Ethiopian Air Lines
	9)	Ethiopian Shipping Lines
	10)	Ethiopian Airports Enterprise
Service	11)	Ethiopian Electric Power Corporation
	12)	Ethiopian News Agency
Banking and Insurance	13)	Dashen Bank of Ethiopia
	14)	Nyala Insurance
Informal	15)	Shiro Meda Araya Shema Producing Center
Total No. of Workers		26104

Source: ILO/USDOL Project

- **Trainings**

- A number of workshops were organized to sensitize the partners about impact of HIV/AIDS on the world of work, how to develop and implement HIV/AIDS workplace policy and programs, BCC etc.
- A number of peer education, master trainers trainings were conducted in selected enterprises, agricultural cooperatives in Oromia Region.
- National and regional workshops were organized to address the issue of HIV/AIDS in the informal Economy

- **Collective bargaining documents and HIV/AIDS**
 - Some public and private organizations are reviewing their collective bargaining documents to incorporate the treatment of HIV/AIDS. So far Thirty-Four enterprises have incorporated HIV/AIDS treatment in their collective agreements. The ILO in collaboration with CETU provided series of trainings on how to incorporate HIV/AIDS in collective bargaining documents.
- **Mainstreaming HIV/AIDS in the other ILO Projects and activities**
 - Training on HIV/AIDS, ILO Code of Practice, developing and implementing HIV/AIDS workplace policy and programs is provided for beneficiaries of Tigray Rural Road Maintenance Project .
 - In collaboration with ILO-DCI Partnership Project, training on HIV/AIDS and how to mainstream HIV/AIDS in BDS program is provided for BDS facilitators.
 - In collaboration with the implementing partners, Occupational Safety and Health Day was celebrated with the focus of the year's theme - Safe work, Healthy Work and HIV/AIDS and this was supported with questions and answers program which was broadcasted on Ethiopian TV for two weeks.
- **Mobilizing and capacity building of workplace actors**
 - The ILO through its Technical Cooperation Project is trying to strengthen the capacity of the tripartite partners in addressing the issue of HIV/AIDS in the world of work. In addition to the tripartite partners, ILO is providing technical support to Cooperatives and Micro and Small- Scale Enterprises in addressing the needs of the informal economy workers.
- **Knowledge based works**
 - Mapping Exercise: To asses what has been done so far in the area of HIV/AIDS in the world of work
 - Situational needs assessment of Enterprises: in order to gather information on HIV/AIDS intervention activities in the selected workplaces.
 - Coping with HIV/AIDS in the Informal Economy: to asses how the informal economy operators are dealing with HIV/AIDS in their workplaces.

At the time of the assessment the following HIV/AIDS Projects where on ongoing:

- ✓ HIV/AIDS Workplace Education Program- Funded by USDOL
- ✓ Prevention and mitigation of HIV/AIDS labour and socio-economic impact in the world of work- Funded by Italian Government.

- ✓ HIV/AIDS prevention and Impact Mitigation in the world of work-Funded by SIDA

6.9 Promotion of Programs on Gender Equality and Maternity Protection.

The gender equality issue in Ethiopia is a well recognized and has been taken one component of the development program for the country. There is a well established governmental body established in the Prime Ministers Office up to recently and Gender and Women Affairs with different Department and units related to this mentioned affairs. The ministry is mandated to empower and mainstream gender equality issues in to national development and systematically eliminate social, cultural and Harmful practices that are the sole reasons and those that condone discrimination against women. It is expected for the organ to carry out surveys and analyses of gender situations especially in employment, education and rights in the communities.

Despite the effects the government of Ethiopia is making in order to ensure gender equality in all spheres of life through putting in place of appropriate policy, legal frame work and promotional programs, the gender responsiveness among the population is still poor. This is because of the tendency to perceive gender as a separate issue for which the Ministry of Gender and Women Affairs and other special women's organizations are responsible. It is there fore a need to articulate gender issues in local and national government plans and programs and to formulate gender responsive budgets and activities to realize this.

Encouraged Discrimination is employment and remuneration against women is a prohibited action through legal instruments put in place including the constitution of the country.

Maternity protection as a reproductive right is the one that has been respected since the start of the end decade of the past millennium. Maternity protection has been made to be included in both the labour Law and civil servants law in a clear way. Mechanism has also been designed to ensure that women should entertain this right. But there is a problem still in the informal sector. Most employers in the informal sector, and this being where most of women work, do not offer maternity protection. Casual female workers do not get maternity leave and have no job security as they are advised to resign on getting pregnant. Those in the formal sector but are in privileged of about 60 days of maternity

leave with pay and at least 30 days after and before confinement respectively. And this well stipulated in both the labour laws above mentioned.

There is an improvement in the actions taken by the government in order to address the problem of unequal benefits for men and women both from the bud sets and developmental out puts. The poverty eradication programs under taking in the country have made, as far as possible to incorporate the gender dimensions. The issue of unequal gender relations reducing overall rate of economic growth is a well taken matter by the government. The government has also given a due consideration for the poor especially the poor moment to be taken out of the state in which they are in terms of having limited access to justice, rights and awareness and protection of their rights by the law enforcement bodies. Measures are also been made in order to mitigate the problem of women to be in a stare of having limited access to and control of productive resources particularly land its resources. It has been accepted that this practices are hindrance to modernization of agriculture and other developmental spheres for the country.

Efforts are an going in order to address and a appropriately recognize the obvious linkages that exist between gender inequalities and poverty. The existing National policy of women commits the government and other non-governmental bodies to tackle gender issues in all national development processes. There has been attempt made by the government to put in place systems and guidelines for mainstreaming gender in any developmental activities of the government. The ongoing 2nd phase poverty eradication programmer i.e. the PASDEP has well conquered the issue of gender mainstreaming. As regards of labour issue, the main focus of gender main strewing effort that is underlined is the ensuring, of economic rights and maternity perfection. The defeat of economic rights for women equally with men due to their less qualification and skill is tried to be talked through putting in place legal protection provisions in the existing labour law Proclamation 377/2003 and civil servant laws. There are also affirmative actions that are also backed by law for the employment is encouraged especially in public owned organization.

6.10 Program for application of Globally Harmonized System (GHS) for Classification and Labeling of Chemicals and Chemical Safety Data Sheet (CSDS).

This issue of chemical safety at work place is not yet developed and delivered the right recognition with regard to its importance and otherwise. It is only dealt as a manse of promoting through trainings given to workers and employers with in the activities of labour

inspection services. Chemical safety is also one aspect of the workplace inspection in order to ensure the implementation of the provisions of the labour law. There is no systematized way of controlling chemicals and are not well managed and controlled for safe classification and labeling. No harmonized legal instrument to do so. Trainings are not well addressing these aspects. So it can be concluded that there is no program for application of Globally Harmonized systems (GHS) for classification and labeling of chemicals and chemical safe Data Sheets for all industrial and house hold chemicals.

The only aspect that could be mentioned for addressing of safe use of pesticides and agrochemicals is the Ministerial Decree of Pesticides Registration and Control Decree No 20/1990. The responsible body for ensuring the implementation of this aspect as it is clearly indicated in the same decree is the Ministry of Agriculture and Rural Development.

6.11 Programs for Promotion of OSH in Especially Hazardous Sectors or Agents

6.11.1 Agricultural Sector

In spite the fact that, agriculture is the main stay of the economy and the sector that generates employment opportunities for 85% the country's population, the OSH services have not yet developed programs to address problems that accounts for occupational safety and health impairments. This is due to lack of trained manpower and material and financial resources to undertake specialized programs such as this.

6.11.2 Construction Sector

The construction sector is also growing in Ethiopia and providing employment opportunities. Due to the hazardous nature of the sector there may be a lot of accidents and occupational diseases that will occur. But, there are no adequate inspection services in this dangerous sector. This is due to lack of trained inspectors and absence of technical OSH standards for specialized inspections.

6.11.3 Chemicals

In Ethiopia time after time the use of chemicals in all spheres of life is on the increase. The safety and Health program with regard to prevention and control of chemicals hazard is not yet established. It is only treated with other occupational hazard, at work places.

There is no special program for safe use of chemicals at work. This is due to lack of trained manpower, material and financial resource. The absence of the right awareness towards the program is also creating ignorance to the unsafe use of chemicals at the workplaces.

6.11.4 SMEs and the informal sector

The informal sector is not covered or supported for services of occupational safety and health services due to various limitations such as lack of adequate manpower, facilities, budget, and absence of awareness towards recognizing the importance of the sector it plays in the national economy.

6.11.5 Mining

The development of Mining in the country is at its premature stage and there is no Occupational Safety and Health program designed for this sector at the national level.

7. EDUCATION, TRAINING, AWARENESS RAISING AND ADVOCACY STRUCTURES

7.1 OSH Training At Universities And Colleges And Type Of Certification And Curriculum

The University of Gondar, Debu University, Jimma University, Haromaya University and medical College of Addis Ababa University offer 3 credit hours of Occupational health and safety to all students enrolled in the BSC program of Environmental Health and MPH programs.

During the assessment it was a surprise to note that the University of Gondar was the only University in the country that was conducting degree program in Occupational Health and Safety for 60 third year students in the field.

The curriculum is designed to complete the training in three years by covering a total of 121 credit hours according to Ethiopian higher education program.

The University of Gondar is delivering the BSC degree program in Occupational Safety and Health having the following specific objectives:-

- a. To produce competent, compassionate and all rounded occupational health personnel in congruent with the manpower needs of disciplines.

- b. To carry out relevant basic and applied research for the advancement of knowledge and improvement of the health care system in the country as a whole.
- c. To disseminate knowledge essential for the improvement of the health care system and health professional training in the country at large

Up on the completion of a baccalaureate program in occupational health and safety, the students will be able to:

1. Recognize, analyze, assess, and monitor the problems in water, air and land pollution in the occupational and general environment.
2. Acquire a broad knowledge of occupational medicine and apply it in identifying different health problems of workers.
3. Identify the characteristics of different industrial processes and assess the accident and health effect of the working environment.
4. Analyze the risk of different working circumstances and take preventive action accordingly.
5. Acquire a deep knowledge in occupational and environmental epidemiology to prevent different kinds of communicable diseases in the working and general environment.
6. Identify and evaluate different types of occupational hazards in physical, chemical, biological and ergonomic areas that can affect workers in small and large-scale occupational environment.
7. Manage the working environment including its safety and associated risks.
8. Recognize, evaluate, and control of exposure to toxic chemicals, radiation, biological materials and other environmental insults in the workplace.
9. Study methods to predict measure, evaluate, and control of different kinds of exposures.
10. Apply the design of ventilation systems and practice with state-of-the-art equipment and techniques for monitoring and evaluating exposure in the workplace.
11. Measure radioactivity in the environment and control toxic aerosols and gases in the home or workplaces.
12. Use toxicological knowledge to solve problems related to the assessment of risk from environmental or occupational exposures.
13. Identify ill health in the working environment and act accordingly.

14. Supervise the working environment at a regular basis and assess the workers, the machine and the general environment and take action accordingly.
15. Utilize appropriate principles of basic and behavioral sciences in protecting workers in occupational environment.
16. Participate in health education of workers in different kinds of occupational settings.
17. Participate and act in the control and provision of safe and adequate water supply, proper waste management, safe and wholesome food, vectors of public health importance and other related environmental parameters.
18. Function with a legal and ethical framework, accepting responsibility and accountability in all areas of work.
19. Plan, implement and evaluate occupational and environmental issues in their actual place

The qualified student is admitted in the university college after completing all the preparatory courses that are expected to be equivalent to the first year freshman courses. Therefore the study time for this is expected to be three years of duration. The course set up is composed of: basic and social science courses (that are not touched in preparatory courses), allied courses, and major and minor courses. Major courses are focused on occupational health and minor courses focus on environmental health. The program provides the student with a curriculum that includes formal and informal instruction in scientific principles, professional practice in industries and other work places and environment.

On the other hand, Technical Vocational Training (TVT) training program curriculums are under revision by the Ministry of Education where Occupational Standards are included during the preparation of the curriculum. During this process elements of occupational safety and health are considered in the core units of the subject areas, such as Construction, Industrial Electricity, Automotive, etc.

7.2 Programs Implemented By OSH Agencies, Employers and Workers' Organizations and Other Institutions.

At the time of the assessment, there is no OSH agency. Ethiopian Employers Federation is in the process of developing system how to manage OSH as organizational mandate. The federation is one of the active members in the established Labour Advisory Body as social partner of those activities supported by ILO Sub Regional Office.

Confederation of Ethiopian Trade Union (CETU) has employed one professional who is responsible to follow-up OSH activities in the member undertakings. This effort is culminated into establishing OSH working force whose activities is focused on creating awareness to those basic union leaders and selected workers. In addition, CETU is one the tripartite social partner who is actively participates in activities of the Labour Advisory Board.

7.2.1 Legally required training such as for safety committees and institutions providing such training-

There is no specific legally required training for those persons engaged in OSH services in undertaking level or national levels including such as safety officers, safety committees , safety inspectors and so on. Based on the provision of Article 92 of the proclamation No 377/2003 there is a requirement on employers to give adequate training to their workers on matters of safety, health and existing hazards at work places. Except those trainings given by Federal and Regional Labour Inspection Services there are no institutions of both medium and higher level giving full formal training in any subjects of occupational safety and health. The trainings organized by Federal and Regional Labour Inspection Services are conducted for the duration between 3 up to 10 days based on the need assessment made on undertakings safety and health problems. For example the Addis Ababa city administration labour inspection service organizes and conduct around 6-10 trainings per year for about 50-100 participants. The curriculum of the training consists of the following subjects.

- Fundamental principles of occupational health
- Fundamental principles of occupational safety / accidents prevention and control
- The legal instrument regarding OSH
- Minimum labour conditions and its relation with OSH
- Safety in use of chemicals at work
- Thermal factors and its prevention and control
- Industrial noise prevention and control
- Industrial dusts / prevention and control

- Industrial illumination / privation and control
- Occupational ergonomics
- Work shop safety
- Manual handling techniques
- HIV/AIDS prevention and control at work places
- Working women with in working places / adequate protection support to be delivered
- The role of ILO to promote safety, health and working environment
- Child labour prevention and control
- Occupational safety and health management system
- The role of trade unions in promotion and development of OSH service
- How to prepare action plan on safety and health improvements
- The role of OSH officers
- Fire prevention and control techniques,
- Personal protective devices principles / how to use provision

However, as discussed above, under the University of Gondar, there is first degree program on occupational health and safety and 60 students are at their third year of training. Under the Medical Faculty of Addis Ababa University an average of 70-80 medical students per year takes a two credit hours environmental health course which has parts that deals with occupational health and nature, hazards of noise and visits to small scale enterprises. The medical faculty also offers four credit hours of occupational health course to those students who enrolled in the Masters of Public Health (MPH) in environmental health specialty track. During the assessment, it was known that 10 post graduate students already graduated in this Specialty.

Alemaya, Debub, Jimma , Haromaya and Mekele universities are also offering a three credit hours of course on Occupational health and safety to all students enrolled in the BSC program of Environmental Health and MPH programs.

7.2.2 Specialized Training Such As On Plant Safety – Boilers, Cranes, Hygiene

At the time of the assessment there was no specialized training on Boilers and Crane Safety.

7.2.3 Number Of Those Trained Annually For All Categories – Workers, Managers, Experts

Please refer section 7.2.1 above.

7.2.4 Specialized Technical Institutions Including Medical And Scientific; With Linkages To Various OSH Aspects Including Such As Emergency Response

a. Standardizing Agency

Standardization is done by the Quality and Standards Authority of Ethiopia in the country. It is empowered by Quality and Standards Authority of Ethiopia establishment Proclamation No.102 of 1998. Among the many power and duties stated in the proclamation, there is a provision, to formulate, approve, declare and issue Ethiopian standards for general or specific application as may be necessary. Accordingly, the authority has drafted many standards that can indirectly help to the prevention of hazards and accidents resulting from not calibrated machineries, unhygienic foods, and substandard consumable products and unsafe industrial tools.

Being member of the International Standard Organization (ISO), the authority is in preparation to implement the Occupational Health and Safety Assessment Series (OSHAS 18002 & OSHAS 18001) at the national level. OSHAS 18001 is compatible with the ISO 9001:1994, ISO 9001:2000 (quality) and ISO 14001:1996 (Environmental) management systems standards.

OSHAS specification gives requirements for an occupational health and safety (OHS) management system, to enable an organization to control its OSH risks and improve its performance on a continuous basis. It does not state specific OHS performance criteria, nor does it give detailed specification for the design of a management system.

b. Emergency Response

The Ethiopian Radiation Protection Authority, together with the Disaster Prevention and Preparedness Authority and in collaboration with the International Atomic Energy Agency (IAEA), is participating in a regional project in order to have a radiological emergency response team at the national level.

On the other hand, Addis Ababa City Administration has Fire Brigade whose duty is to give services such as, trainings of Fire Attendants and fire drill skills. The Brigade is also responsible for both prevention and control of fire emergency response of Addis Ababa City and its environs including industrial settings.

8 STATISTICS OF OCCUPATIONAL ACCIDENTS AND DISEASES

8.1. Year 2001/2002 G.C.

In the physical year of 2001/2002 there have been around 4754 accidents out of which 3370 with day lost and 1370 with out day lost and 14 fatal accidents were reported to occur. The report was obtained from 105 undertakings in six regional states employing 62, 183 workers. The severity rate for the accident is found to be 0.83 hours out of 1000 hours of work. The frequency rate for the occupational accident during the same year was 3.185 hours. Out of the accidents caused 0.3% were fatal ones. The days lost due to accidents in the same year was around 18 400 days.

Looking at statistics by industry, the manufacturing sector was the most hazardous i.e. caused most occupational accidents (with 86.6% of the occupational accident) followed by agriculture and fishing (with 7.5% of the total occupational injury).

8.2. Year 2002/2003

In the year 2002/2003 fiscal year the number of occupational accidents decreased significantly, there were only 1,262 occupational accidents all together out of which there are only 3 fatal accidents. 29 undertakings reported the accidents employing 16,122 workers and 1,112 accidents are reported with day lost causing 3584 days to be lost with out work.

The severity rate of the accident was around 0.1 hour or around 6 minute out of 1000 hours was lost. This look like as if it is negligible severity rate in terms hours lost but it is does not show the real situation due to under reporting of accidents statistics from 75% the country. Had it not been like this, the figure could be swollen many times. The frequency rate for the accident was 34 hours out of million hours worked for the same year. As compared to the past year 2001/2002, the manufacturing sector is still the most hazardous industrial sector caused most of the occupational accidents i.e. 67.12% of the total occupational accidents followed by construction (19.5% of the total occupational). The remaining industries accounted only for 13.39% out of all the casualties.

8.3. Year 2003/2004

In the year 2003/2004 out of the, total estimated 4600 undertakings in the country employing 10 and above workers only 81 (i.e. around 2% out of the total) reported 3,029 accidents (fatal and non fatal). Out of this there were 15 non fatal accidents. Due to the 2448 non fatal accidents around 11,263, days were lost with out work. The severity rate during the same year was around 1 hour or 60 minutes lost out of 1000 worked hours. Where as, the frequency rate was around 25 hours out of one million worked hours in the same year. Similar to the past year, manufacturing is the most hazardous industrial sector accounting for 91.04 percent of all accidents caused, followed by agriculture hunting and forestry industrial sector i.e. around 6%. The remaining industry accounted only for around 3% out of the total reported accidents.

As it has been tried to explain, the national compilation of annual occupational injuries suffers from under reporting and has been remained to be poor in all the history of the labour inspection services starting from its inception. This is ascribed due to the awareness problem towards the importance of the formation regarding the occupational injuries can play in putting place of strong OSH services and the positive role it has in enhancing productivity and competitiveness of undertaking in the business endeavor. In addition to this, undertakings are reluctant to comply with their obligation of compiling and reporting all occupational injuries caused to the nearest labour inspection services as per legal obligation set by the labour proclamation No 377/93 Article 92. This is due to absence of strong enforcement in this regard. So the existing statistics can not show the reality of both the incidence and rate of occupational in injuries in the country.

At the time of the assessment, there was no list of occupational diseases and dangerous incidents which can be used as reference standard to immediate report to the Labour Inspection services.

9 . POLICIES AND PROGRAMS OF EMPLOYERS AND WORKERS' ORGANIZATIONS

9.1 Policy Statements and Structures for their Implementation (OSH Units/Desks, OSH Committees, etc)

As it has been stated in the preceded part of the profile, the legal obligation to put in place all necessary endeavors for ensuring safety health of workers and improvement of working-conditions at workplace is of employers. The workers are also required to Co-

operate and fully participate in implementation of all procedures laws and polices for maintaining safety and health set by the employers. In many work places the employers assign safety officer whose duty is to deal with all activities required for putting in place safety and health programs based on their working conditions. Most of the safety services in many undertaking is focused mostly on provision of PPE and other issues such as, organizing awareness creation training programs occasionally. Except those few modern and relatively enlightened and conscious industries, in most of the cases OSH trainings are conducted by the federal and regional labour inspection services. Even the national occupational safety, health and working environment policy is not issued though it is required by the country as result of ratifying occupational safety and health convention No .155/1981. The issue of establishing of safety and health committees is a long tradition among many government owned large sized enterprises. But since 2003 the existing labour law has clearly stipulated that every undertaking employing 10 and more workers is required to establish safety and health committees. Based on this, the ministry of labour has also formulated and issued a directive that determines how these committees are formed and how they should perform in order to improve safety and health services. After issuing this instrument there are many safety committees established in all over the country.

9.2 Training Information, Advocacy and Awareness Raising Programs

The training information and advocacy program are not carried widely at undertaking levels. Such programs take place only in few undertakings whose OSH services are owned by the management of the undertakings. The awareness creation and training usually carried out by the labour inspection services for undertakings in their localities. Even such services are not wide and are of low coverage as lots of industries are not beneficiaries of these government organs services.

9.3 Integration of OSH as Standard Clauses into Collective Bargaining Tools

The affairs of occupational safety health and working environment are stated in the labour law as one aspect of the elements of collective bargains. As result of the low level of consciousness and awareness on the part of the bargaining parties, the collective bargaining at this right time is not in a position to address important issues of safety, health and improvement of working conditions. The common clause that is included in

collective bargaining is the issue of personal protective devices and other social and health services. The issue of PPE even if it is taken care by the bargaining, is not well backed by the necessary studies and evaluation of work place hazards and their impact on health and safety. It is only recently that through the continuous training provided by labour inspection services, it is considered as an issue to be included in the bargaining in a manner that both parties will accept whatever the recommendation provided by the labour inspectors through inspecting and monitoring of the workplace and condition. Using this approach it was managed to reduce many disputes that were created due to provisions of inappropriate of the PPE and the absence of provisions of them when they are supposed to be.

9.4 Participation In Tripartite OSH Structures and Decision Making

As it has been discussed in the part of OSH legislative frame work, the principal law governing the labour affairs is the Labour Proclamation 377/2003. The same has, clearly stipulated that national labour advisory board whose members is comprised of the government, the nationally recognized workers and employers organization shall be established to lay ground for participation of the social partners in the area of matters that determine the entire labour administration systems. Based on this, there is labour advisory board established at national level in order to advise the competent authority in the formulation of labour policies and the mechanism and system to be designed for the implementation. The advisory board was also stated that it will have various technical committees established under it to deal with the major functions of the labour administration systems. This also include the one which will take care of activities dealing with all technical aspects of OSH and working environment systems and their implementation mechanism there of. In would be technical committee the two social partners and the government will be represented. The government will be represented by various relevant government organizations whose duties are directly or indirectly related to the affairs of OSH. Currently the labour advisory board which is established around five years ago is not still functional. The secretariat is not established with necessary man power and required materials. Because of the non establishment of the labour advisory board office, the formation of technical committees was not materialized. With regard to the structure of the labour advisory board it is established in such away to be responsible to report for the Minister of Labour and Social Affairs. The structure of the ministry is attached with the report.

10 . REGULAR AND ON-GOING OSH RELATED ACTIVITIES

10.1. National Programs on Prevention, Advocacy and Awareness Capacity Building and Revitalization of OSH Services and Infrastructure.

As result of the existing low level of development of OSH, there are no worth mentioning national programs on prevention, advocacy, awareness capacity building. The only event which is taking place every year continually since the year 2004 is the “world safety Day” on the day of April 28. Many government organizations whose duties are relevant to OSH, Employers and workers organizations and International bodies have been participating on the celebration event. As this event is celebrated every year through different themes, programs for celebration vary. Events organized to commemorate up to now are exhibitions, panel discussion and radio and TV programs as an advocacy events for raising of awareness of relevant bodies and public at large.

The events have been organized by a tripartite core groups, the leading role was played by the ILO/SRO. ILO has been providing both the technical and financial support for the events to be celebrated. There are also other regular events that take place every year but are not used to integrate the issue of safety and health as promotional activities. These events include among others. “The world health day”, “The Road Safety Week”, “The Environment Day”, “The standard Week”, etc. So there is a need to look in to optimizing this opportunities for the purpose of national campaign in raising awareness and under take activities for improving the level of prevention and protection with regard to on going activities as a capacity building and revitalization.

10.2. Industry Initiatives Including Implementation of OSH-Management Systems Such as ILO-OSH 2001.

The industries in Ethiopia presently are not paying due importance for inclusion of Occupational Safety and Health as an integral part of their business. The ILO OSH Management System-2001 is only at the stage of being used as one awareness creation topic during training programs organized by both the Federal and regional Labour Inspection Services. Emphasis is always made so that industries could adopt system and mainstream it in their regular business activities. Currently about five industries are

certified for Quality Management Standard (QMS) ISO 9000 and 14000. There is also a center established as “Cleaner Production Center under Science and Technology which is helping industries to fulfill and qualify for the required ISO certification. The Quality and Standard Authority is also involved in training and the promotion of Quality Management system Standards as one of its core services.

There are also few National and International affiliated industries which have established safety week and or regular programs of OSH in their undertakings. The industries in this category are Ethiopian Airlines, Sheraton Addis, Total and Shell Ethiopia.

10.3 Programs by Workers Organization

The workers organization in Ethiopia has not yet developed strong and full fledged OSH programs at their highest unionization institution or industries level. They rarely involve in training of their members through a co-operation with the relevant government organization and ILO regarding sensitization of trade union leaders and members of the organization. The notable program they are actively involved and ongoing are the prevention control of HIV/AIDS at work places and to some extent on the implementation of Child Labour Intervention programs in specific industries such as in large and commercial plantations. Effort is also undergoing through the initiation of ILO to mainstream OSH in to both HIV/AIDS and Child Labour program at both national and undertaking levels of Trade Unions.

10.4 International Programs Such as In Capacity Building and Improvement of Policies and Infrastructure

As result of the problems related to less development of the field, there are no specific international programs in the area of capacity building addressing OSH. There are few National programs on going such as Decent Work Deficits in Cotton and Floriculture by ILO/ SRO together with the government of Ethiopia, whose objective has also an element of issues aimed at addressing problems of capacity building in OSH area. The two programs are on the process of developing projects to address identified focus areas including OSH. There are also programs such as chemical Safety on POPs chemical in order to make the country to fulfill the obligation set by the Stockholm Convention. In addition to above on going activities, there is on and off programs that are taking place with FAO and WHO in the area of pesticide safety and other environmental health and

sanitation. All ongoing programs are not taking place in a coordinated manner by involving and teaming up all the relevant bodies. If such practice continues to exist, it will ultimately create negative effect towards optimizing all available capacities and opportunities found among relevant organizations. Further more it will continue to create gaps for focused and coordinated work to develop and build a full fledged OSH service in the country.

11. INDICATORS OF ABSENTEEISM AND WORK ABILITY AND AVERAGE RETIREMENT AGE

At the time of the assessment there was no data on indicators of absenteeism and work ability and average retirement age.

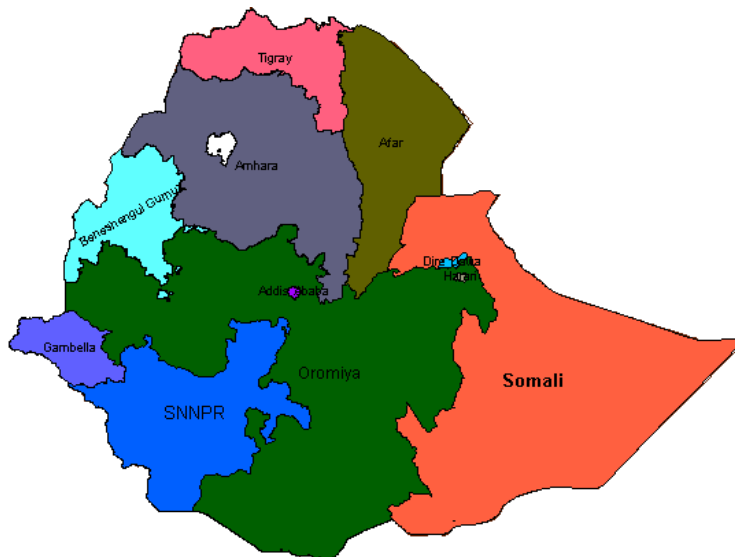
12. GENERAL DATA

12.1 Demographic data

Ethiopia is a landlocked country lying in the north- eastern part of the Horn of Africa. It stretches between 3⁰N and 15⁰N latitudes and 330E and 480E longitudes. The country borders with Djibouti in the east, Somalia in the southeast, Kenya in the south, Sudan in the west, and Eritrea in the north and northeast.

The total geographic area of the country is 440,284 square miles (1.104 million square kilometers) making it the 9th largest country in Africa.

Figure 1: Showing Regional Map of Ethiopia



Ethiopia is endowed with a diversity of topographic features ranging from a shallow point of 110m below sea level to a peak rising 4,500m above sea level. The country enjoys three types of climatic zones namely: “kola” which is the hot low land zone of approximately 1,500m above sea level, “Woina Dega” which is within the range of height between 1,500 and 2,400m, “Dega” so termed because of its temperature and covers the highlands of the country above 2,400m. The regions in the Dega zone generally receive more rain than the lowlands.

Ethiopia is the third populous country in Africa with a population of more than 74 million (CIA - The World Fact book – Ethiopia, www.cia.org, October 2006) 85% of the total population lives in the rural countryside making the country one of the least urbanized in the world. The working-age population, defined as the portion of the entire population between the ages 15-65, was 52.5 per cent (27 million) in 1994. The crude birth rate is estimated at 37.98 births/1,000 population (2006 est. www.cia.org).

Ethiopia is established as a federal republic under the 1995 Constitution. The executive branch includes the president, the council of States and the Council of Ministers. Executive power resides with the Prime Minister. The parliamentary system in Ethiopia is bicameral whereby representation is assumed through national legislative elections conducted every five years. The judicial branch comprises of federal and regional courts.

The country is divided into nine regional states and two city administrations. The regional states are afar. Amhara, Benishangul/ Gumuz, Gambela, Harari, Oromiya, Somali, Tigray, and Southern Nations, Nationalities, and Peoples. Addis Ababa and Dire Dawa are the two autonomous city administrations that enjoy full measure of self-administration, and

are accountable for the Federal Government. Delimitation of the 9 regional states is made solely on the basis of settlement patterns, language, identity and consent of the people concerned. These States assume exclusive powers that is not given to the federal Government, or powers concurrently given to both the federal government and the regions. Powers of the Federal Government include: the duty to protect and defend the Constitution, formulate and implement the country's policies, formulate and implement foreign policy and negotiate and ratify international agreements; formulate and execute the country's financial, monetary and foreign investment policies and strategies; regulate inter-state and foreign commerce etc.

12.2 Literacy levels

Based on 2003 estimate, age 15 and over can read and write and the total population is 42.7% out of which male accounts for 50.3% and female accounts for 35.1% (CIA - The World Fact book – Ethiopia, www.cia.org , October 2006).

12.3 Types of Sectors of Economic Activity and Percentage of Workforce

According to the 2005 National Labour Force Survey Report 41,018,088 (77%) the total population of the country aged 10 years and over were working during the reference period. 34,151,043 are employed in the rural areas while 6,867,045 are employed in the urban areas. The majority of the total employed persons 88.5 percent in rural areas were engaged in agricultural activities.

On the other hand, 21.8 percent of the employed persons in urban areas were engaged in the wholesale and retail traders, followed by manufacturing (14.3 percent) and hotel and restaurant (10.8 percent). Higher proportion of females than males in urban areas participated in the wholesale and retail trade, manufacturing and hotel and restaurant industrial divisions compared to male counter part.

At country level, 31,435,108(40.9 percent) of the employed population were self employed next to unpaid family workers 31,435,108(50.3 percent). The paid employee altogether constituted only about 8.0 percent of the total working population. The share of employers, apprentices and member of cooperatives among the total employed population was found to be negligible.

12.4 Economic Data

Ethiopia's poverty-stricken economy is based on agriculture, accounting for half of GDP, 60% of exports, and 80% of total employment. The agricultural sector suffers from frequent drought and poor cultivation practices. Coffee is critical to the Ethiopian economy with exports of some \$156 million in 2002, but historically low prices have seen many farmers switching to chat to supplement income (CIA - The World Fact book – Ethiopia, www.cia.org, October 2006). In November 2001, Ethiopia qualified for debt relief from the Highly Indebted Poor Countries (HIPC) initiative, and in December 2005 the International Monetary Fund voted to forgive Ethiopia's debt to the body. Drought struck again late in 2002, leading to a 2% decline in GDP in 2003. Normal weather patterns late in 2003 helped agricultural and GDP growth recover in 2004-05.

12.5 Estimated overall level of resources (in US\$ or as % of GDP) devoted to OSH

At the time of the assessment, there was no information regarding estimate of the overall level of resources that the country has devoted to the Occupational Safety and Health Services.

13. OTHER ISSUES

Ethiopia is a poor country confronted with HIV/AIDS, poverty, unemployment and disasters. Most of the country's meager economy was almost used for continuous civil wars and other wars with neighbor countries including the recent one with Eritrea. This situation has required courage, determination and sense of urgency, as well as clear economic and political program to bring about considerable change in entire development of the country.

These measures have been successful in attaining high rates of economic growth and macro-economic stability. However despite the significant progress exhibited in both economic and social spheres, Ethiopia remains a poor country. Current statistics shows that about 45% of the population is still living below the poverty line and the majority workers are still working under unsafe and appalling working conditions.

The prevailing unemployment rate forces the people to accept working in poor and dangerous condition since it is better to work in poor conditions and have food on the table than to be unemployed and no food on the table. The employers have been using this situation as a weakness and as an opportunity to use it for saving operational cost expenditure.

13.1. Other Policies that may Impact on OSH Development and Delivery System

The policies that have impact on OSH development and delivery systems include among others are the health policy, the education policy, the environment policy, the industrial development policy etc. These policies in one way or another deal with issues related to the contribution of positive impact for OSH development and delivery systems.

13.2 OSH Issues Relating to OSH

Due to the globalization and international trade labeling systems, like other aspects of fundamental conditions of labour required to be fulfilled by producers of export commodities, OSH is also getting a momentum to be included in this categories. The issues that incorporated OSH as one aspect of requirement of trade are:

- a) The African Government Opportunities Act (AGOA) which helps the countries to trade with American markets with out tariff barriers. This trade initiative has also a package of requirement from the African countries which include that they should demonstrate effectively that they produce the commodities with out imposing workers work in conditions where safety and health is not maintained. So this is one opportunity that needs to be optimized for organized way of the development of OSH system in the country.
- b) The quality and standard requirements which are set the international standardization organization (ISO) the total quality management system (ISO, 9000 and ISO 14001) from suppliers in developing countries have one way or another put OSH as a center of concern to be treated along qualifying for the certification of fulfilling the standards. This has also witnessed from those, undertaking who have certified for ISO 14001 (Environmental management standard).

13.3 Other Details and Initiatives Relevant to OSH in Light of any Existing Regional Blocks

Ethiopia being a member of COMESA has a close collaboration among East and Southern African countries in trade and other areas. But this relation has not yet incorporated the issue of harmonization of laws regulation and other aspects of Labour Administration system in general and OSH in particular. This areas needs to be explored for future collaboration and co-operation in the field of OSH and working condition.

13.4 Strong Points and Weakness Gaps

As a result of many predisposing factors, the situation of OSH in Ethiopia remains to be at its premature stage. Presently, there is no much strength in the OSH system in relation to policy, implementation of legislation, infrastructure, skills and capacity etc. all in all the weakness predominates. Please refer Table 6, for major summary of strengths and weaknesses found during the assessment.

Table 6: Showing the Summary of Strengths and Weaknesses of OSH System.

Strengths	Weakness
<ul style="list-style-type: none"> • Though not comprehensive available legislations and directive that clearly stipulated issues of OSH. • Government policy and program indirectly addresses positively to OSH • The ongoing international trade requirements that include OSH as requirement for competitiveness. • Existing core programs that 	<ul style="list-style-type: none"> • Lack of trained man power in OSH. • Lack of adequate financial resources. • Lack of strong and effective national OSH policy and program. • Lack of streamlined system for addressing the existing low awareness of OSH. • Absence of strong and effective research institution for effective

<p>could be used to mainstream OSH i.e. SMEs development, women interpreter ship and decent work deficit country program.</p> <ul style="list-style-type: none"> Existing laboratory facilities, and higher learning institutions can be optimized for developing OSH. Increasing trend of awareness in OSH among employers and workers 	<p>development of OSH.</p> <ul style="list-style-type: none"> Absence of co-operation and coordinating mechanism among the concerned bodies to put in place strong networking and cooperation system of OSH. Absence of comprehensive and validated in formation of OSH at all levels.
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Table 7: Showing the Courses offered by University of Gondar by Semesters for B.Sc. Degree Program of Occupational Health (Generic)

Year 1 semester 1

S.N	Course title	Course No	Pract.hr	Lecture hr.	Cr.hr.
1	Communication skill	FLEN 101	-	3	3
2	Anatomy	ANAT 103	1	4	5
3	Organic chemistry	CHEM 103	1	2	3
4	Physiology	PHYL 103	1	3	4
5	Biochemistry	BIOC 103	1	2	3
6	Civic and Ethical Education	COSC 100	-	2	2
	Total				20

Year I semester II

S.N	Course title	Course No	Pract. Hr	Lecture hr.	Cr.hr.
1	Parasitology	PARA132	1	1	2
2	Analytical Chemistry	CHEM172	-	2	2
3	Analytical Chemistry practice	CHEM174	1	-	1
4	Sociology	SOSC 101	-	-	2
5	Industrial Ecology	OHAS112	-	2	2
6	Introduction to occupational health & safety	OHAS102	-	1	1

7	First Aid	CNUR 101	-	1	1
8	Microbiology	MBIO 122	1	2	3
9	Psychology	SOSC 102	-	3	3
10	Applied Mathematics	MATH133		3	3
	Total				20

Year II semester I

S.N	Course title	Course No	Pract. Hr	Lecture hr.	Cr.hr.
1	Biostatistics	COMH 311	-	3	3
2	Epidemiology	COMH109	-	3	3
3	Health service management	COMH 305	-	2	2
4	Professional Ethics and Environmental Health law	OHAS281	-	2	2
5	Medical Entomology and vector control	ENVH201		4	4
6	Risk assessment	OHAS271	-	1	1
7	Toxicology	OHAS211		3	3
8	Occupational hazards	OHAS201	3	3	4
	Total				22

Year II Semester II

S.No	Course Title	Course No.	Contact Hours		Credit Hours
			Lecture	Practical	
1	Environmental Impact Assessment	OHAS272	1		1
2	CDC	COMH217	3	-	3
3	Industrial hygiene	OHAS222	3	2	3
4	Health education	COMH215	3		3
5	Waste management	ENVH 242	3	2	3
6	Pre-internship program	ENVH272			4
7	Research methods	COMH319	1		1
8	Industrial pollution & management	ENVH212	3		3
	Total				21

Year III Semester I

S.No.	Course Title	Course No.	Contact Hours		Credit Hours
			Lecture	Practical	
1	Housing and institutional Health	ENVH 321	2		2
2	Principles of industrial Engineering	ENVH331	3	3	4
3	Industrial process Technology	OHAS341	3		3
4	Occupational diseases	OHAS301	3		3
5	Occupational epidemiology	OHAS391	3		3

6	Industrial Ergonomics	OHAS361	1		1
7	Occupational safety	OHAS351	2		2
8	Professional Practice program				3
	Total				21

Year III, Semester II

S.No	Course Title	Course No.	Contact Hours		Credit Hours
			Lecture	Practical	
1	Research project	OHAS302	-	3	3
2	Health informatics	HINF 100	1	1	2
3	Water supply	ENVH352	3		3
4	Food safety and hygiene	ENVH 362	3	2	3
5	National and International Labor Regulations	OHAS382	2	-	2
6	Nutrition	ENVH 335	3	2	3
7	Occupational safety & health management	OHAS332	1		1
8	Instrumentation & techniques of sampling	OHAS342	1		
9	Construction safety	OHAS352	1	-	1
10	Team training program				4
	Total				21

Major Professional Courses

S.No	Subject	Credit hours
1	Industrial pollution & management	3
2	Introduction to Occupational health and safety	2
3	Industrial hygiene	3
4	Occupational disease	3
5	Industrial process technology	3
6	Occupational and epidemiology	3
7	Occupational risk assessment	1
8	EIA	1
9	Occupational hazards	4
10	National and international labor regulations	2
11	Principles of toxicology	3
12	Occupational health and safety management	2
13	Occupational safety	2
14	Instrumentation and techniques of sampling	1
15	Industrial ergonomics	1
16	Construction safety	1
17	Professional practice	3
18	Research project	3
19	Pre internship program	4
	Total	45

Minor Professional courses

S.No	Object	Credit hours
1.	Professional Ethics and Public health law	2
2.	Housing and institutional health	2
3.	Food safety and hygiene	3
4.	Water supply	3
5.	Waste management	3
6.	Medical Entomology and vector management	4
7.	Introduction to industrial ecology	2
8.	Team training program	4
<i>Total</i>		23

Supportive (allied courses)

S.No	Subject	Credit Hours
1	Epidemiology	2
2	Anatomy	5
3	Physiology	4
4	Microbiology	3
5	Parasitology	2
6	First Aid	1
7	Biostatistics	3
8	Health Education	3
9	CDC	2
10	Nutrition	2
11	Health service management	2
12	Research method	1
13	Biochemistry	3
Total		33

General courses (basic)

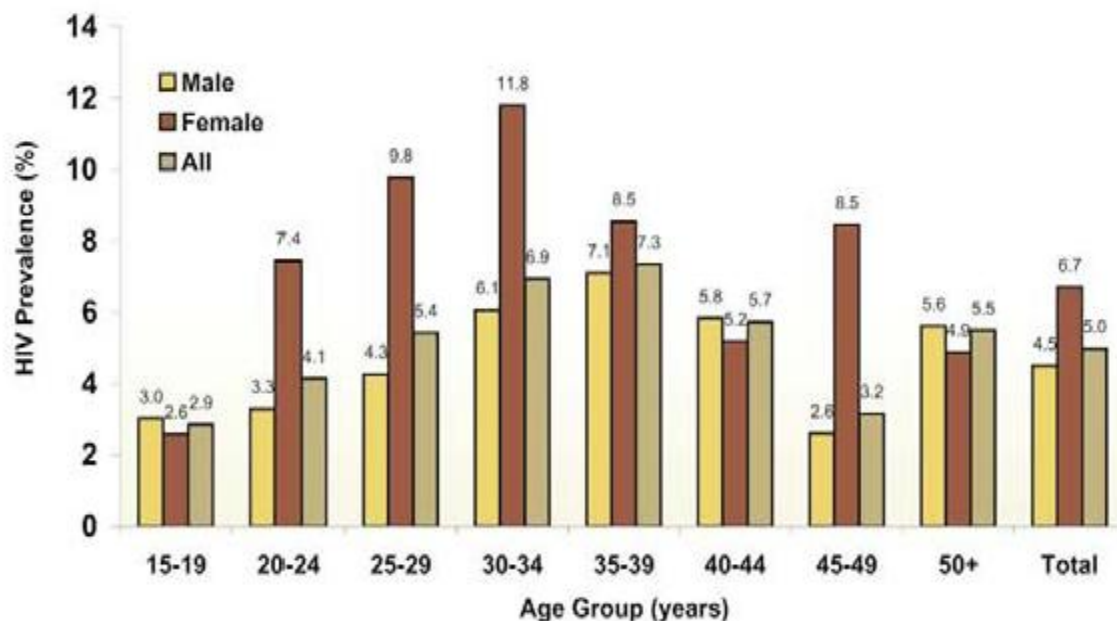
S.No	Subject	Credit Hours
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1	Communication skill	3
2	Applied mathematics	3
3	Analytical chemistry	3
4	Organic chemistry	3
5	Sociology	2
6	Psychology	3
7	Civics & Ethical education	2
8	Health informatics	1
Total		20

Total credit Hours summary

Courses	Total Credit Hours
Basic and Social Sciences	20
Allied	33
Major professional courses	45
Minor Professional courses	23
Total	121

Figure 2: - Showing HIV Prevalence in Blood Donors by Age and Gender, 2005



Source: AIDS IN ETHIOPIA, 6th Report, September 2006.

NB: The Bar graph Keys for Female & All should be read interchangeably.

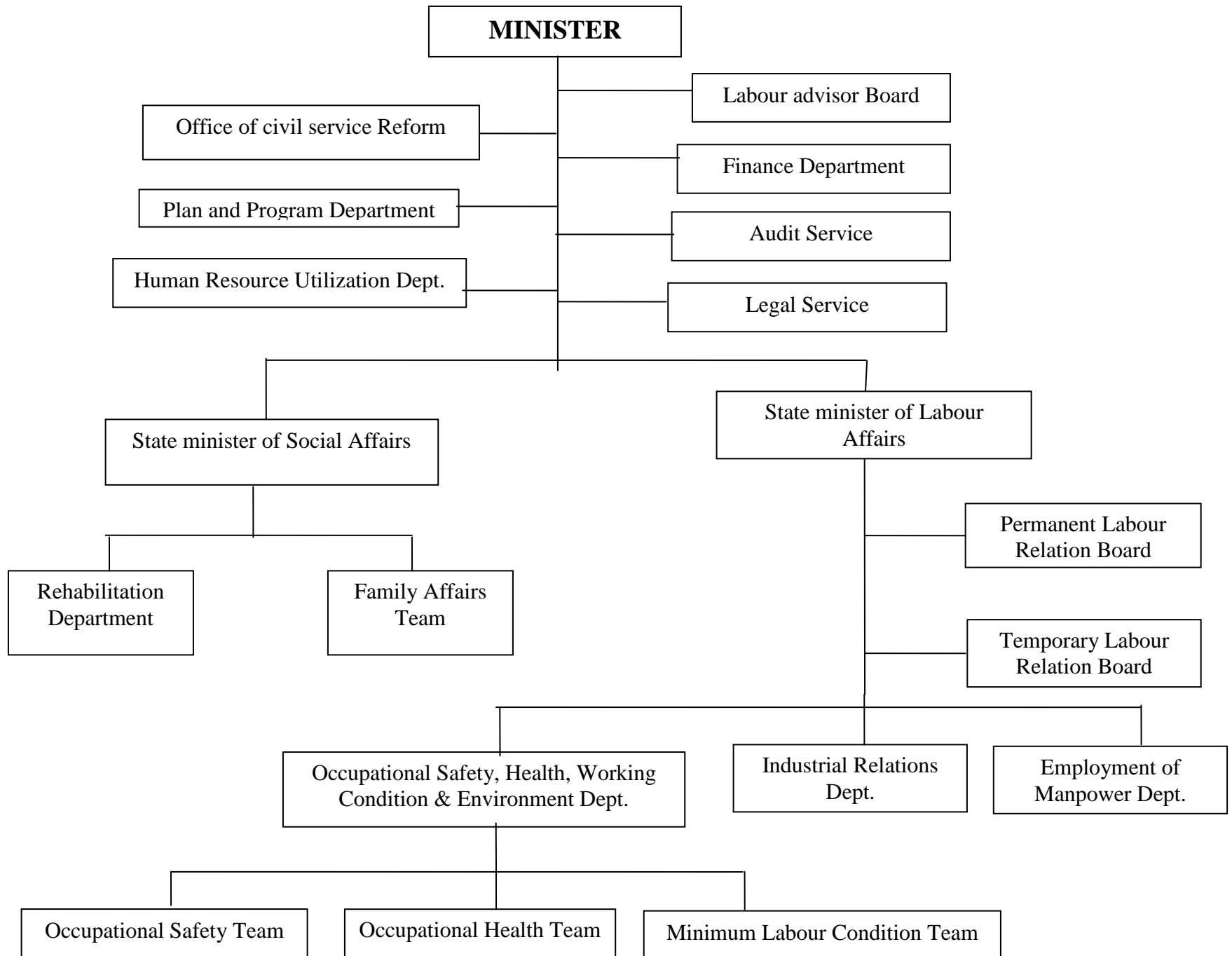
Table 8: Showing the Distribution of Labour Inspectors Nation Wide

Regional Federal Labour Inspection Services	At. Regional		At.Zonal		Total
	Male	Female	Male	Female	
Amhara	3	-	13	1	17
Oromia	5	-	13	1	19
Harari	1	-	-	-	1
DirDawa	-	-	-	-	-
Benshangul	1	-	-	-	1
Addis Ababa	5	1	4	-	10
Tigray	2	-	14	3	19
Southern Nation & Nationality	2	-	1	-	2
Somali	2	-	-	-	2
Gambella	-	-	-	-	-
Afar	1	-	-	-	1
Federal	9	-	-	-	9
Total	31	1	45	5	82

Table 9: Showing Occupational Accident by Year for Selected Hazardous Industries

Year Industry Type	2001/1002		2002/2003		2003/2004		Total
	Fatal	Non Fatal	Fatal	Non Fatal	Fatal	Non Fatal	
Manufacturing	2	4115	3	844	5	2727	7696
Electricity, gas and water supply	1	-	-	90	-	-	91
Agriculture, Hunting & fishing	4	352	-	79	2	190	627
Construction	6	93	-	246	-	77	422
Total	13	4560	3	1259	7	2994	8836

FIGURE 3: SHOWING ORGANOGRAM OF THE MINISTRY OF LABOUR AND SOCIAL AFFAIRS



LIST OF INSTITUTIONS ASSESSESSED/INTERVIEWED

1. Ministry of Labor and Social Affairs
2. Addis Ababa Region Labor & Social Affairs Bureau
3. Oromia Region Labor & Social Affairs Bureau
4. Ministry of Health
5. Ethiopian Environmental Protection Authority
6. Radiation Protection Authority of Ethiopia
7. Quality and Standards Authority of Ethiopia
8. Ministry of Agriculture and Rural Development
9. Confederation of Trade Union
10. Ethiopian Employers Federation
11. Mining Laboratory
12. Ethiopian Insurance Corporation
13. Awash Insurance.
14. Hibret Insurance
15. Pension and Social Security
16. ILO ongoing OSH programs including workplace HIV/AIDS Projects/USDOL/
17. HIV/AIDS Prevention & Control Office
18. Ministry Of Education
19. Medical Faculty (AAU) , Department of Community Health
20. Drug Administration & Control Authority
21. Gondar University (Medical College)

**Questionnaire to Gather
The Necessary Information on OSH and Working Conditions
From Relevant Organizations for the Preparation of Country OSH Profile
Report**

1. Name of the Institutions/ Agency _____

2. Ownership

Private Both public and Private

Public Other

3. Address – Woreda _____ Kebele _____

Tel. _____ Fax _____ E-mail _____

4. a) Do your organization have direct or indirect concern in the area of safety, health and working conditions?

b) If your answer for 4(a) is yes, how does your concern could be expressed? Is there any legislations, rules, guidelines, regulation which does give your mandate to deal with safety, health and working conditions and environment?

c) How do you involve in the area of safety and Health? And how far is your coverage of area in this regard?

5. a) Do you have policy in your area of mandate? Does the policy which you are responsible for its implementation have a concern for safety, health and working condition and environment?

b) If your answer 5(a) is yes, how does it deal with the issue of safety, health and working conditions and environment?

c) What is the level of implementation of the policy?

6. a) Does your enterprise is involved in co-ordination and collaboration of safety, health and working conditions and environment at national, regional or enterprise level?

b) Does your organization is dealing with activities regarding

- National, OSH tripartite bodies
- Professional OSH bodies
- Enterprise based and other related councils/ committees

c) If your organization is involved in activities related to any of the above bodies mentioned under 6(b), Please provide information in regards to the status condition pertaining the mentioned activities.

d) Does your organization is aware of the ILO OSH technical standards, and management systems or other national instruments? Do the Instruments have relevancy in your endeavor of promoting safety, health and working conditions and environment? If you are applying them, how far have you gone implementing them? Do you find them important in realizing your OSH program?

7. a) Does your organization is involved as concerned institution to ensure the implementation of OSH and working condition and environment or required by law to promote and implement occupational safety, health, working conditions and environment at the level of operation for which you are mandated?

b) If you are required to involve in the implementation, what is your level (status) in the area?

- How is your organizational structure for this
- Your human resources and how many
 - Inspectors _____
 - Doctors _____
 - Safety Engineers _____
 - Nurses _____
 - Hygienists _____
 - Technicians _____
- Your activities are they falling into:-
 - Inspections
 - Enforcement
 - Your area of power span _____
 - What kind of administrative system do you have?

c) How many inspections do you undertake in a year?

- Planned _____ Industrial Licensing _____
- Follow up _____ Complaint basis _____
- Surveys _____ Medical examination _____
- Others _____

d) Do you have a system registry for work place and plant for annual data of inspections?

e) Do you have OSH promotional program (campaigns, awareness, training and advocacy)?

f) Does your organization have facilities for research in the area of safety and health (OSH, Laboratories and others)?

g) Does your organization have relevant activities which can contribute a source for OSH information or managing and complying?

h) If so what are the information? Could you mention them?

i) Does your organization has a role in the provision or regulating occupational health services at any other levels? i.e. enterprise, regional, national?

- If so what is your legal responsibility? _____
- The arrangement to fulfill your mandate in the area.

- How is the service linked with public health?

j) Does your organization involve in any aspect of workmen's compensation and work injury insurance schemes?

k) If your answer for j is "Yes", please provide information related to your service in the area _____

- What is the extent of the coverage of your services?

- How do you manage your responsibility (system)?

- What do the Appellant system pertaining to your service?

- Do you provide services for both occupational accidents and diseases?

- Do your services linked to the manner (system) to notification, data collection of occupational injury and information?

8. Does your organization is related to activities concerning poison centers?

- If your response is yes, what kind of responsibility do you have with the centers?

- Is there other organization who are collaborating and have networking with you in planning the poison center?

- What is the source of funding for the poison centers/ who are responsible for this?

- Do the service of the poison centers have linkage with international concerned organization such as INTOX of WHO/IPCS?

- Do the centers have awareness and hazard alert system programs?

- If so how these programs are taking places?

9. Do any of the following promotion and elimination programs are taking place? Is your organization involved in any of them?

- ~ Elimination of hazardous child labor
- ~ Elimination of silicosis and Silicosis related diseases
- ~ Elimination of violence and sexual harassment at work
- ~ Elimination of drug abuse at work places
- ~ Promotion of well-being programs including healthy life-styles and stress prevention.
- ~ Application of programs to conduct HIV/AIDS at the work place and application of ILO code of practice on HIV/AIDS
- ~ Promotion programs on gender, equality and maternity protection
- ~ Program for application of Globally Harmonized system /GHS/ for classifications and labeling of chemicals and chemical safety Data sheet (CSDS/MSDS)
- ~ Programs for promotion of OSH in especially hazardous sectors or agents such as:
 - Agricultural sector
 - Construction sector
 - Chemical
 - SME's and the informal sector
 - Mining

10. Does your organization directly or indirectly is involved in any of the following aspects of education training awareness raising and advocacy activities pertaining safety, health working conditions and environment?

- OSH training at universities and colleges and certification and curriculum?
- Training programs implemented by OSH agencies/ Employers, workers, private organizations, etc?
- Legally required training such as, for safety committee and institutions that provide this?
- Specialized training such as on plant safety – boilers, cranes, industrial hygiene?
- Number of those trained annually for all categories, workers, managers, experts? _____
- Specialized technical institutions including medical and scientific with linkage to various OSH aspects including such as emergencies response?

11. Does your organization involve in collecting, recording, organizing and utilize information in regards to occupational injuries /occupational accidents and diseases)?

- If your answer is yes, what is the reason that makes you involve in the statistics?
-

- Could you provide us the statistic property recorded fatal and disabling accidents in your organization for the last 5 years?

- Does your organization has a criteria or systems used for reporting and notification of the accidents and diseases occurred at work? If yes, could you provide the system?

- Are you applying the ILO recording and notification of occupational accidents and diseases, i.e. 1995 code of practice?

- Do you also record compensated occupational accidents and diseases? If so could you provide statistics of those recent years?

- Do you compile annual statistics and prepare reports in accordance with international standards? Could you provide the statistics of recent years?

12. As an employer and workers association (Organization) do you have policies, programs, structures to promote and undertake safety, health, working conditions and environment services?

- a) If your answer is yes, could you provide information pertaining your service is running?

b) Does your organization safety and Health unit promote safety, health, working conditions and environment based on the conditions of the enterprise or organization? Do you have trained manpower/ to be responsible for the units activities? Do your organizations have established OSH committee to supplement the OSH service as bipartite approach of promoting safety, health working conditions and environment? If yes to the above question, could you provide information about the current situation including the bylaws and guidelines used?

c) Do you have programs regarding training, information and advocacy and awareness services pertaining to OSH and working conditions and environment?

d) Does your organization have a policy and system where by matters of OSH are integrated into collective bargaining tools as a standard clauses?

e) If so could you provide us detail information on this specimen of collective bargaining where such integration of OSH into the instruments?

f) As an organization of tripartite partners and bipartite structures how far do you participate in OSH systems both at national, regional and undertaking levels?

g) Do you provide views, suggestions, and comments on how the OSH services could be promoted and develop especially integrated into both developmental plans and business operations?

h) As competent governmental institution and workers and employers organization, is there any national programs regarding the prevention, advocacy and awareness, capacity building and revitalization of OSH services and infrastructure in which all of you or either any of you are participating?

i) If so could you give us the program and how it is implemented the objective, the out put and the impact created up to now?

j) Do Industries you represent or you supervise have their own initiatives such as the implementation of occupational safety, health, working conditions and environment management systems as clearly expressed in the ILO – OSH MS – 2001?

k) Does the workers organization have OSH programs? How do they address the issue of workers safety, health and well-being of their members? If so could you describe the programs objective and the coverage of implementation and the result gained from implementing it?

- 1) Is there any international program on going in any of your organizations? What are the objectives and the targets of the programs?

General

We cordially request you to answer the above questions related to your organizations or which concerns you. Please provide us detailed information or other supporting documents (research reports, statistics, bulletins, organizational diagrams, proclamations, directives, guidelines, policies, bylaws, regulations, formats or other documents you feel it is important).

Thank you!