



THE FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

NATIONAL EMPLOYMENT POLICY AND STRATEGY

April 2016
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Contents

Foreword.....
1

CHAPTER ONE

GENERAL

1.1 National Vision.....4
1.2 Vision of the Policy.....4
1.3 Mission of the Policy.....4
1.4 General goal.....4
1.5 General objectives.....4
1.6 Principles.....5

CHAPTER TWO POLICY PRIORITIES AND STRATEGIES

2.1 Ensuring the harmonization of macro and sectoral policies and strategies for matching the supply of and the demand for labour, thereby promoting decent employment opportunities.....6
2.2 Crating favorable conditions for the promotion of employment opportunities by improving the functioning of labour market information and employment services.....7
2.3 Creating enabling environment that facilitates the transition from the informal to the formal economy in order to unleash the creation and promotion of decent and sustainable employment opportunities.....9
2.4 Enhancing productivity and competitiveness by maintaining industrial peace.....10
2.5 Focusing on cross-cutting issues for employment creation.....11

CHAPTER THREE POLICY IMPLEMENTATION

3.1 Implementation modality.....20



3.2 The role of stakeholders.....20

3.3 Monitoring and evaluation
.....21

Glossary.....2

3

Foreword

Human resource is key instrument for the development of a country. It is, therefore, necessary for a country like Ethiopia to have a right employment policy in place in order to effectively use its growing labour force in a productive manner.

As labour force is among the abundant resources that Ethiopia is endowed with, the country is making rigorous efforts towards effectively utilizing its available labour force for development.

Accordingly, the macro and sectoral policies of the country are geared towards creating direct and indirect employment opportunities to the labour force.

In relation to this, efforts are being exerted to make sure that new entrants to the labour force are equipped with the necessary knowledge, skill, and attitude that the economy needs.

Micro and Small Enterprises have strategic relevance for employment creation, poverty reduction, rural-urban linkages, and for the growth of the private sector. In view of this, special attention is given to the sector in terms of training, financial, and business support towards engaging a considerable labour force (mainly the youth and women) in different economic activities.

A considerable number of permanent and temporary employment opportunities are being created as a result of the appropriate investment policy of the country attracting the private sector and also due to public investments especially in infrastructure, urban development, and housing construction.

As social protection and employment are interlinked, a National Social Protection Policy is adopted by the Ethiopian government so as to improve the lives of citizens, which is now in the process of implementation. Though there are encouraging results from due efforts for employment creation across sectors, the issue of employment still requires due attention of the government. The main reason for the country's unemployment is a mismatch between rapidly growing labour force and the rate of growth of productive employment and income generation opportunities of the economy.

It is recognized that poverty is less an outcome of open unemployment than of low labour productivity and inadequate levels of income. The agricultural sector and

the informal urban sector employ a large size of labour force in Ethiopia. However, employment in these sectors is characterized by low earnings and contributes significantly to the problem of “working poor”.

Labour market institutions provide such services as protecting the interests of workers based on standards and regulations related to employment, wages, benefits, promotion and other related issues. In Ethiopia, the scope of such institutional provisions and protections has been confined in most part only to the public enterprises and to some private sector employees, with no protection for the largest segment of the labour force which is engaged in the informal sector and subsistence farming. Public and private employment services are too weak to provide even basic services such as information to jobseekers and employers. The situation has therefore resulted in lack of protection and job security, weak social dialogue, and poor labour market services.

Employment creation can translate economic growth to poverty reduction to the extent that issues influencing the labour market dynamics are well managed and the policies and strategies are well targeted. Accordingly, Ethiopia is on the track of translating its economic development to poverty reduction by adopting a propoor growth strategy.

In order to alleviate the problems of unemployed and underemployed and thereby eradicate poverty, it is necessary to improve the productivity and income of labour by promoting social dialogue and work place cooperation, and maintaining industrial peace.

In view of this, adopting a national employment policy is expected to coordinate employment creation efforts in different sectors, to create effective and sustainable employment opportunities, and to provide comprehensive information on the situation of national employment to the government. It is necessary, therefore, to adopt employment policy that addresses issues related to labour supply, labour demand, and labour market institutions in a coordinated and participatory way.

Though the need for employment policy could be expressed in various ways, the major ones are:

- Effective coordination of efforts at different levels aimed at creating employment opportunities;

- Identifying gaps in currently implemented employment-related policies and strategies and filling these gaps through appropriate policy provisions;
- Promoting industrial peace through improved work relationships;
- Coordinating education and skill development programs with contemporary labour market needs;
- Ensuring that employment services respond to the needs of different societal groups and specific needs;
- Identifying mechanisms to enhance rural employment opportunities towards reducing poverty driven rural-urban migration;
- Better use of employment creation efforts extended by governmental and non-governmental organizations, workers and employers associations, and other stakeholders;
- Gathering and dissemination of employment and labour market related information for policy making, planning and programming;
- Gathering and documentation of information on employment related best practices and challenges to help guide successive policy directions and interventions.

Accordingly, the Council of Ministers of the Federal Democratic Republic of Ethiopia, in its 12th ordinary meeting held on April 28, 2016, have thoroughly discussed and endorsed the National Employment Policy and Strategy document.

CHAPTER ONE

GENERAL



1.1 National Vision

Making Ethiopia a middle income country where democracy, good governance, and social justice flourish based on equity and participation of its citizens.

1.2 Vision of the Policy

Making Ethiopia a country where all its citizens who are available and willing to work enjoy decent and equitable employment opportunities.

1.3 Mission of the Policy

Promoting decent, productive and equitable employment opportunities in Ethiopia by ensuring the harmonization and coordination of human resource development and employment related policies and strategies; by improving labour market information system and employment services; by maintaining industrial peace; and by undertaking periodic labour market and employment related researches and studies.

1.4 General goal

Ensure that full, productive, and freely chosen decent employment is promoted in Ethiopia.

1.5 General objectives

- a. Promote employment opportunities that fully absorb the country's labour force.
- b. Maintain stable and favourable macroeconomic policies that facilitate the creation of decent employment opportunities.
- c. Improve labour productivity and competitiveness.

1.6 Principles

- a. All citizens who are able to work have indiscriminate rights for employment opportunities.
- b. Compliance to labour standards is the basis for decent work.
- c. Social dialogue and work place cooperation are instrumental for labour productivity and competitiveness.
- d. Labour market information is fundamental for effective human resource development and employment.

CHAPTER TWO

POLICY PRIORITIES AND STRATEGIES



The priorities of the Ethiopian Employment Policy are the following:-

- a. Ensuring the harmonization of macro and sectoral policies and strategies for matching the supply of and the demand for labour, thereby promoting decent employment opportunities;
- b. Crating favorable conditions for the promotion of employment opportunities by improving the functioning of labour market information and employment services;
- c. Creating enabling environment that facilitates the transition from the informal to the formal economy in order to unleash the creation and promotion of decent and sustainable employment opportunities;
- d. Enhancing productivity and competitiveness by maintaining industrial peace; and
- e. Focusing on cross-cutting issues for employment creation.

2.1 Ensuring the harmonization of macro and sectoral policies and strategies for matching the supply of and the demand for labour, thereby promoting decent employment opportunities

Various policies and strategies of the country (e.g., agriculture, industry, small and micro enterprises, investment, trade and finance, education and training, health, population, urban development, social protection, disaster and risk management, etc) have in fact contributed directly or indirectly to human resource development and job creation.

However, it is necessary that efforts that aim at human resource development and employment creation across such diverse sectors need to be supported and guided

by a harmonized policy framework and operational guidelines that clearly delineate responsibilities and accountability among sectors and clearly outline agreed set of actions.

2.1.1 Goal

Promote human resource development and decent employment opportunities by ensuring the coordination and harmonization of national policies and strategies.

2.1.2 Strategies

- a. Developing and implementing a national human resource development and employment plan in order to supply the necessary labour force that meets the demands of the economy and the state of the art technology and skill;
- b. Establishing a national coordination mechanism to ensure that employment issues are properly mainstreamed in all development plans in an integrated manner;
- c. Providing capacity building supports for relevant bodies to make sure that employment is appropriately mainstreamed across all sectors;
- d. Providing the necessary advisory and counseling services to students, job seekers, and workers about the essence and culture of work and on the need to take initiatives and change attitudes to create own job for self-employment.
- e. Assessing and identifying gaps and challenges in implementing employment creation activities enshrined in different policies and strategies; and
- f. As deemed necessary, assessing and learning from the best practices of other countries in human resource development and promoting employment.

2.2 Crating favorable conditions for the promotion of employment opportunities by improving the functioning of labour market information and employment services

The institutions established to manage labour market in Ethiopia are not welldeveloped. As a result, there remains a lot to be done to ensure the basic rights of workers, to improve occupational safety and health, and thereby to enhance

labour and industrial productivity. The contemporary employment and labour related rules and regulations are not enforceable in the informal sector.

Most issues of the labour conditions are not known among workers in the private sector. Minimum wage is not implemented in the private sector, except in public enterprises. Employment services provided both by the public and private employment agencies are subtle and deficient of the basic services expected.

This makes it relevant to work together with the relevant stakeholders and coordinate efforts to establish a labour market information system and to improve employment services with the purpose of creating conducive environment towards promoting employment opportunities.

2.2.1 Goal

Create a balance between labour supply and demand through establishing modern, efficient, and effective labour market information system and promoting employment services.

2.2.2 Strategies

- a. Enhancing the capacity of labour market institutions to improve their role in terms of providing labour market related information and promoting employment opportunities;
- b. Promoting employment opportunities by establishing accessible national labour market information exchange network;
- c. Disseminating information to users on concurrent and reliable indicators of labour market dynamics, by using alternative mechanisms;
- d. Improving the accessibility of public and private employment services in a coordinated and integrated manner;
- e. Taking labour market adjustment measures to improve the employability of those job-seekers who are unable to compete in the labour market due to various reasons;
- f. Undertaking action-oriented and problem solving researches and studies in relation to employment and manpower; and

- g. Establishing a system that enables to determine minimum wages taking into account the country's stage of development, competitiveness and capacity to pay.

2.3 Creating enabling environment that facilitates the transition from the informal to the formal economy in order to unleash the creation and promotion of decent and sustainable employment opportunities

Though the informal sector provides employment opportunities to the majority of the labour force, the workers often do not have established and well identified work place, lack occupational safety, and most of them are working-poor. Moreover, the workers in this sector exceptionally work for long hours, are less productive, paid less, and lack access to training, information, credit, market, and technology services.

Generally, the informal economic sector lacks established employment rules and regulations, is not officially registered and recognized, and lacks providing the necessary legal protection to its employees. However, if transformed to a formal sector and provided with the necessary support, the informal economic sector can be a source for decent job creation and poverty reduction.

It is, therefore, necessary that the informal sector receives the necessary legal, administrative and technical supports for transforming it to the formal economy.

2.3.1 Goal

Contribute to the promotion of decent employment and sustainable development by creating an enabling environment that facilitates the transition from the informal to the formal economy.

2.3.2 Strategies

- a. Making assessments to understand the situation of the informal economy with the aim of transforming it to the formal economy;
- b. Establishing a system that helps transforming the informal economy to the formal economy and, thereby creating and promoting decent and sustainable employment opportunities;

- c. Ensuring the development of indicators that hallmark the transformation stages of the informal economy to the formal economy;
- d. Ensuring that fundamental principles and rights at work are extended to those employed in the informal sector and the workers have social protection coverage;
- e. Providing the necessary supports to workers in the informal economy to enhance their productivity and competitiveness in the process of transforming the informal economy to the formal economy; and
- f. Providing the necessary support to operators in the informal economy to be organized so as to protect their rights and interests.

2.4 Enhancing productivity and competitiveness by maintaining industrial peace

As Ethiopia's economy transforms from agricultural to industrial economy, the industrial sector is expected to accommodate a large number of the labour force. The conducive investment policy of the country, coupled with globalization, has attracted a growing number of foreign investors in different economic sectors. However, the industrial development can be halted unless it is accompanied with harmonious industrial relations.

Industrial relations and associated issues are expected to expand and get complicated as the country experiences economic transformation. Therefore, it becomes necessary to enhance enterprises productivity, competitiveness, and sustainability by preventing potential labour conflicts and disputes that may arise at work place. It is necessary to understand the role of industrial peace in the process of economic transformation and, therefore, to establish the appropriate mechanism to promote it.

2.4.1 Goal

Contribute to industrial development by maintaining industrial peace.

2.4.2 Strategies

- a. Building and strengthening the capacity of public executive bodies, social partners and other stakeholders towards maintaining industrial peace;

- b. Establishing and strengthening information exchange and advisory and regulatory services at all levels to ensure the application of labour standards in different economic sectors;
- c. Reducing labour disputes and enhancing productivity by promoting the culture of bipartite and tripartite dialogues and cooperation at work place;
- d. Establishing alternative labour dispute resolution mechanisms at all levels; and
- e. Undertaking continuous assessments to enhance and strengthen industrial peace.

2.5 Focusing on cross-cutting issues for employment creation

2.5.1 Mainstreaming gender issues in employment

The participation of women in education and employment is currently on the rise in Ethiopia. Yet, compared to their male counterparts, the participation of women in formal sector employment and professional occupations is limited.

As open unemployment and underemployment is more visible on women when compared to men and as most of the employed women are engaged in the informal sector, it makes it keen for the employment policy to pay special attention to address the different labour market challenges faced by women.

In view of this, it becomes necessary to take women-specific and gendered policy measures targeted at enhancing labour market participation of women (especially their participation for employment in the formal economy).

2.5.1.1 Goal

Enhance the participation of women in employment by mainstreaming gender related issues in employment.

2.5.1.2 Strategies

- a. Strengthening women targeted vocational and skill training programs to ensure the competency of women in the labour market;
- b. Providing appropriate legal protection for women against gender related discrimination in labour market and employment, and at workplace;

- c. Strengthening supports that enhance the benefits of women in projects and programs aimed at job creation;
- d. Providing support to improve the accessibility of women to benefit from programs aimed at enhancing business skills;
- e. Improving the productivity and income of women by enhancing the supply of technologies that reduce the burden on women from domestic chores; and
- f. Providing the necessary support to establish day-care centers in or around working premises where working mothers can safely leave their infants during working hours.

2.5.2 Reducing the impact HIV/AIDS inflicts on the labour force

Though the HIV/AIDS infection rate in Ethiopia is declining recently, it remains a threat against the effort of poverty reduction as it affects mainly the labour force of the population. Its impact is especially considerable among women.

Therefore, it is necessary for the government, in collaboration with development partners and non-governmental organizations to take necessary measures to prevent infections and to provide care and supports and eliminate stigma and discrimination against those leaving with HIV/AIDS.

2.5.2.1 Goal

Enhance production and productivity by promoting preventive measures and providing care and supports for those leaving with HIV/AIDS.

2.5.2.2 Strategies

- a. Identifying and implementing mechanisms that prevent HIV/AIDS infection among the labour force;
- b. Extending legal protection against stigma and discrimination to HIV/AIDS victims in labour markets and employment, and at work place;
- c. Enhancing the supply of HIV/AIDS medication, and promoting the importance of balanced diet to reduce the damage the disease inflicts; and

- d. Providing the necessary support at workplace to maintain the integrity and enhance the skills and productivity of HIV/AIDS victims.

2.5.3 Promoting employment opportunities for the youth

Youth, especially the urban youth, comprise the largest share of unemployed and underemployed labour force.

Therefore, in view of the potential contribution that the youth might unleash to development, it is necessary to promote and strengthen employment opportunities for the youth.

2.5.3.1 Goal

Enhance the contribution of youth to national development by promoting their employment opportunities.

2.5.3.2 Strategies

- a. Revising and improving academic and training programs towards improving the competitiveness and employability of the youth;
- b. Identifying and implementing programs that create employment opportunities to the youth;
- c. Creating awareness among youth to inculcate into them positive attitudes about jobs irrespective of types and grades;
- d. Promoting youth entrepreneurship related issues; and
- e. Facilitating the creation of alternative and complementary employment opportunities to reduce youth underemployment.

2.5.4 Facilitating employment opportunities for people with disabilities

Compared to their counterparts, the participation of people with disabilities in labour markets and other income generating activities is limited.

Therefore, it is necessary to adopt and practice skill development and supportive strategies that ensure equal participation of people with disabilities in labour market and in income generating activities.

2.5.4.1 Goal

Enhance equal participation of people with disabilities in labour market and employment opportunities.

2.5.4.2 Strategies

- a. Enhancing inclusive education, training and skill development programs responsive to the special needs of people with disabilities;
- b. Facilitating the provision of special and relevant labour market information and employment services tuned to the specific needs of people with disabilities;
- c. Extending legal protection to eliminate any discrimination in labour market and employment and at work place against people with disabilities due to their disabilities;
- d. Providing the necessary supports to enable people with disability to engage in self employment;
- e. Providing the necessary supports to strengthen associations of people with disabilities in view of promoting their employment opportunities; and
- f. Raising awareness among employers in the private sector so as to encourage them pay due attention to employment related issues of people with disabilities.

2.5.5 Preventing child labour

A considerable number of children are subject to child labour abuse through engagement in family farm, informal sector, and, sometimes, in formal sector economic activities. Yet, they earn low income. Poor family background, lack of awareness, and absence of custodian are some of the important factors that contribute to child labour.

This makes it important to protect children against child labour by providing the necessary protection.

2.5.5.1 Goal

Contribute to the overall development of children by protecting them against child labour.

2.5.5.2 Strategies

- a. Providing legal protection to children to eliminate child labour ;
- b. Improving and strengthening education to children to avoid school attrition and child labour participation;
- c. Improving overall economic growth for it to trickle to better family income and to curb and avoid child labour;
- d. Identifying and implementing programs that enable prioritizing and tackling the root causes of child labour; and
- e. Taking measures that reinstate children engaged in child labour.

2.5.6 Making labour migration fair and effective

2.5.6.1 Domestic labour migration

Domestic labour migration can often be considered a result of economic transformation and can be deemed appropriate and inevitable.

However, the majority of rural-urban migration in Ethiopia can be attributed mainly to the problem of land scarcity and degradation, poverty, search for employment opportunities, etc. As such migrants mainly participate in the informal economic sector; the migration exacerbates the problem of urban unemployment and creates pressure on the basic services available in urban areas.

Therefore, it is necessary that domestic migration from rural to urban areas is provided with institutional supports to make it planned and coordinated in such a way that it contributes to development and poverty reduction.

2.5.6.1.1 Goal

Establish a system for domestic labour migration management with the purpose of impacting effective employment opportunities across all economic sectors.

2.5.6.1.2 Strategies

- a. Devising mechanisms that help for efficient and effective labour migration in response to the needs unleashed by the opportunities of economic transformation;

- b. Providing supports and inputs that enhance the skill and productivity of young farmers in rural areas;
- c. Promoting and strengthening appropriate employment opportunities in pastoraland agro-pastoral areas;
- d. Promoting and enhancing technical and skill related supports to women farmers to reduce their work loads and improve their productivity and income generation capacity; and
- e. Promoting and strengthening non-farm employment and income generating activities.

2.5.6.2 International labour migration

International labour migration has become an ever increasing incidence. However, despite the benefits it might render to labour exporting and labour receiving countries, lack of legal protection and policies can lead to undesirable consequences on the migrants, including labour exploitation.

The growing outmigration of labour from Ethiopia makes it necessary to extend legal protection to the migrants in the best interest of the country and the migrants. Ensuring the safety of migrant workers of Ethiopian citizenship in different countries and protecting their rights requires coordinated service provision in the sector.

2.5.6.2.1 Goal

Protecting the rights and safety of international labour migrants from Ethiopia in order to make them competitive and ensure their benefits from their employment engagements.

2.5.6.2.2 Strategies

- a. Establishing and implementing a system to well protect the rights of international labour migrants from Ethiopia and to ensure their benefits;
- b. Establishing bilateral and multilateral agreements with labour receiving countries and other relevant bodies to ensure fair and effective employment opportunities for international labour migrants from Ethiopia;

- c. Assisting international labour migrants from Ethiopia have the necessary knowledge, skill and attitude to competitively participate in international labour markets;
- d. Establishing mechanisms that enable skilled manpower from Ethiopia to participate in international labour markets without affecting the domestic demand for manpower; and
- e. Devising and implementing mechanisms that control and curb illegal labour migration.

2.5.6.3 Employment of foreign nationals in Ethiopia

Measures being taken in the education and training sectors have important implication in terms of producing manpower necessary to meet the needs of the country. Employing foreign nationals can be deemed necessary under circumstances where and when the domestic labour market faces a gap in terms of supplying manpower with the required skills.

Therefore, it is necessary to ensure that the country benefits from knowledge, technology and skill transfer by employing foreign nationals to fill such gaps.

2.5.6.3.1 Goal

Employ foreign nationals who are capable and competent to contribute to the transfer of knowledge, skill and technology to the country.

2.5.6.3.2 Strategies

- a. Making periodic labour market assessment and identifying sectors and occupations that require the knowledge and skill of foreign nationals;
- b. Devising mechanisms to ensure whether the country adequately benefits from foreign nationals employed in Ethiopia;
- c. Providing legal protection to eliminate any form of employment and occupational discrimination between foreign nationals and Ethiopians employed in the country;
- d. Ensuring that the rights and safety of foreign nationals employed in Ethiopia are protected as per the Ethiopian Labour Law.

2.5.7 Balancing population growth and labour force demand

Though population size has its own impact on the development of a country, population (and labour force) growth beyond the absorptive capacity of an economy can lead to unemployment problem. Therefore, balancing the population growth of the country with labour demand immensely helps efforts of decent job creation, poverty reduction, and economic development.

This makes it necessary to promote family planning and related services, in compliance to the national population policy of the country.

2.5.7.1 Goal

Stabilize labour market by contributing to a balanced growth between population growth and labour demand.

2.5.7.2 Strategies

- a. Implementing family planning services continuously and in a vibrant manner;
- b. Ensuring that family planning is part of the education programs at all levels;
- c. Increasing women's age at which they give their first birth, assisted through implementing and as appropriate revising marriage laws;
- d. Enhancing women's decision making capacity and participation on issues related to marriage and birth;
- e. Taking measures to improve contraception services to better control pregnancy;and
- f. Facilitating for education and training opportunities to capacitate women labour force joining the world of work to engage in productive economic activities.

2.5.8 Improving environmental protection and natural resource management

Climate change and natural resource degradation, coupled with population growth, inflict negative consequences on the level and sustainability of agricultural income and on employment opportunities in the agriculture sector.

It is therefore, important that appropriate measures are taken to protect and effectively use natural resources towards a green economy, to contribute to global efforts promoting environmental protection, and to employment creation.

2.5.8.1 Goal

Promote employment opportunities through improved environmental protection and natural resource management.

2.5.8.2 Strategies

- a. Strengthening environmental protection and natural resource management programs against the negative consequences of climate change and natural resource degradation on rural and urban employment;
- b. Providing support to those vulnerable to climate change and related disasters and agricultural workers to engage in alternative income generating activities; and
- c. Promoting the inculcation of green economy initiatives across all economic sectors.

CHAPTER THREE

POLICY IMPLEMENTATION



3.1 Implementation modality

As employment policy is wide and multi-sectoral in its nature, it requires an integrated implementation modality involving government and other stakeholders. Accordingly, a National Employment Council (NEC) will be established comprising the representatives of relevant public sectors at federal and regional level, Workers' and Employers' Associations, representatives from the informal sector and others as appropriate.

The National Employment Council will ensure that employment related issues are mainstreamed and properly addressed at the level of all macro and sectoral policies

in a coordinated and integrated manner. The NEC will also serve as an advisory body to the government on issues related to employment.

Employment Council bodies with similar composition to the National Employment Council will be established at regional and woreda levels to ensure the implementation of the provisions of the Employment policy and the creation of decent employment opportunities.

The National Employment Council will establish a Technical Committee representing different stakeholders. The Technical Committee, in accordance with the guidance of NEC, will develop modalities, programs and plans that help effective implementation, monitoring and evaluation of the employment policy and strategies. Technical Committees can be established at regional level to serve the same purpose.

3.2 The role of stakeholders

3.2.1 Government

The Ethiopian government is committed to work in collaboration with other stakeholders towards creating and promoting decent employment opportunities.

This requires effectively coordinating the roles and activities of the different stakeholders in the interest of avoiding duplication of efforts, effective utilization of available resources, and improving employment policy implementation and its impacts.

Since the employment policy is multifaceted and envisages to address diverse issues, it is necessary to draw the attention and seek the participation of all the relevant public sector stakeholders. Doing so will make successful implementation of the employment policy possible.

Achieving this in reality requires implementation of the policy provisions in respective sectoral policies and programs towards decent employment creation. This requires, among others, identifying appropriate investments and other options for creating and promoting decent employment opportunities.

3.2.2 Social partners

The Government of Ethiopia promotes tripartism as core element for maintaining industrial peace, which immensely contributes to productivity growth, competitiveness, and investment expansion. In this respect social partners i.e., employers and workers can play a considerable role in settling conflicts and labour disputes that might arise between them through consultation, social dialogue and workplace cooperation which in effect can contribute to industrial peace and decent employment.

Therefore, it is expected that employers, workers, and their respective associations become strong partners of the government and contribute their share to economic development, productivity growth, employment creation, and income generating activities. In view of this, social partners are expected to proactively participate towards successfully implementing the employment policy and in the monitoring and evaluation of activities to get feedbacks to rectify it.

3.3 Monitoring and evaluation

A monitoring and evaluation system will be established to be able to periodically follow-up and evaluate the policy implementation process, gather relevant data and exchange information, and get feedbacks from stakeholders to be used as inputs.

The monitoring and evaluation system will be integrated with and synchronized to the overall development monitoring and evaluation system of the country. The monitoring and evaluations systems in place across different sectors and subsectors will be used as sources of information for the implementing bodies of the employment policy and strategy.

In the policy impact evaluation process, baseline information will be used to compare the ex-post impacts of the employment policy. The evaluation exercise will use appropriate indicators that enable assessing the employment creation and poverty reduction impacts of the policy.

Results of the monitoring and evaluation exercise will be published as reports, evidences, and recommendations that may lead to policy revision and programmes adjustment will be submitted to the government for appropriate action.

The Ministry of Labour and Social Affairs is mandated with the responsibility of following the proper implementation of the employment policy and strategy, assessing the effectiveness of measures taken to improve the implementation of the

policy, and providing information to relevant stakeholders. To this end, the policy implementation process will be evaluated periodically by engaging all relevant stakeholders.

Glossary

<i>Labour force</i>	Population aged 15 – 64 years and actively seeking employment opportunities.
<i>Employment</i>	Participation of a labour force in self-initiated economic activity or hired by others for a defined or undefined period of time.
<i>Self-employment</i>	Employment in own economic activities with no wage payment.
<i>Full employment</i>	Full engagement of an active labour force in productive economic activities.
<i>Unemployed</i>	Comprise all persons above a specified age who during the reference period were: without work, that is, were not in paid employment or self employment during the reference period; currently available for work, that is, were available for paid employment or selfemployment during the reference period; and seeking work, that is, had taken specific steps in a specified recent period to seek paid employment or self-employment.
<i>Underemployed</i>	A situation in which a worker is employed, but not in the desired capacity, whether in terms of compensation, hours, or level of skill and experience.
<i>Informal economy</i>	Refers to all economic activities by workers and economic units that are – in law or in practice – not covered or insufficiently covered by formal arrangements; and does not cover illicit activities, in particular the provision of services or the production, sale, possession or use of goods forbidden by law, including the illicit production and trafficking of drugs, the illicit manufacturing of and trafficking in firearms, trafficking in persons, and money laundering, as defined in the relevant international treaties.

Labour market institutions Organizations and institutions responsible for administering and regulating employment related issues, collecting labour market information, and performing related activities.

Employment service Service provided by public and private institutions on labour market and employment related issues.

Child labour Employment of children below the minimum age proclaimed by the Ethiopia Labour Law and by the Minimum age Convention of the ILO.

Decent work It is the aspirations of people in their working lives; and it involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.

Labour standards A recognized and enforceable legal framework to promote industrial peace and human resource development and management.

Social dialogue It is defined to include all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy.

Migrant worker A person moving from one State to another, or within his/her own country of residence, for the purpose of employment.

Regular migration Migration that occurs through recognized, legal channels.