



Report on Tripartite Plus Consultation Workshop on Social Protection Extension to Formal and Informal Workers

**Organized by: Confederation of Ethiopian Trade Unions (CETU)
in Collaboration with International Labour Organization (ILO)**



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1. Background and Objective of the Workshop

Ethiopian Trade Union movement began back in 1936, when the umbrella organization Confederation of Ethiopian Labour Unions (CELU) was established with technical and financial support of the International Trade Unions Confederation (the then ICFTU) and by the American Labour Center (AFL-CIO).

The main purpose for the establishment of Confederation of Ethiopia Trade Unions (CETU) is to safeguard and protect the rights and interests of the entire workers in the country. From organizational perspective, the CETU, together with affiliated industrial federations, has radically grown its member size in the last five years and now has more than 1,000,000 members organized under 2201 basic trade unions. Moreover, at this moment, CETU has eight (8) Branch offices opened in different regions with higher concentration (density) of workers. The Branch offices are located in Hawassa, Direedawa, Mekele, Bahirdar, Jimma, Adama, Kombolcha, and Finefine. Furthermore, CETU is a unified confederal national trade union center of affiliated Nine (9) Industrial Federations.

Side by side to protecting workers' rights, CETU has built strong relationship with both employers and governments through institutionalized tripartism system. This means that, CETU has a role in formulating, promoting, and implementations of labour policy, industrial policy, OSH policy, social protection policy, development policy, and fiscal policy. Among the mentioned policies, Social Protection is oriented towards preventing and reducing poverty and vulnerability among citizens including the work force that CETU represents.

For this reason, CETU prepared a workshop entitled as “tripartite plus consultation workshop on improving social protection to formal private sector and extension to informal economy workers” that focused on awareness raising for stakeholders regarding social protection schemes. The workshop was organized for pertinent stakeholders from 18-19 may 2021 at Pyramid Hotel, Bishoftu.

The general objective of the workshop is to pursue a tripartite plus consultation for improving social protection schemes on formal private sectors and extension to informal economy workers with specific objectives of:

- creating awareness to stakeholders on the rights to inclusive social protection to all including to informal workers;
- discuss innovative mechanisms in social security provision;

- create the ground for unemployment insurance to formal and informal workers and;
- determine the roles of workers and employers' organizations in promoting social protection for all workers across the life cycle.

This report contains Background and Objective, Keynotes and Opening Remark, Presentations on contextual definitions and overviews of social protection in Ethiopia; legal perspectives of social protection; extension of social protection coverage to the private sector and the informal economy; challenges to implementation and the way forward.

2. Venue and Participants

The Workshop was conducted at Pyramid Hotel and Resort, Bishoftu attended by 40 participants. The participants (higher officials and senior experts) of the workshop represented the following organizations.

- Ministry of Labour and Social Affairs
- Confederation of Ethiopian Trade Unions (CETU)
- Nine affiliated Industrial Federations,
- Ethiopia Employers Federations Confederation (EEFC)
- Ethiopian Health Insurance Agency
- Oromia Regional State Bureau of Labour and Social Affairs
- International Labour Organization
- Addis Ababa City Administration Bureau of Labour and Social Affairs
- Ethiopia Association of People with Disabilities (EAPD)
- Job Creation Commission (JCC)

3. Opening Remarks

3.1 Keynote Address of Mr. Fisehatsion Biyadgign, Head of Social Affairs Department of CETU

Mr. Fisehatsion, welcomed the participants and highlighted the importance of the two-day training workshop from the perspective of raising the awareness of participants on social protection in general and advocating for the application of Social Protection schemes to the Ethiopian people in the informal sector. Mr. Fisehatsiyon started his presentation by asking participants about their understanding of Social Protection. He then discussed the concept of social protection and also shared information on its coverage globally. He also provided a short summary of the concept of social security



Mr. Fisehatsion also stated that the objective of the workshop is to create awareness for the tripartite actors and get their commitment to contribute to the improvement of the social protection system of Ethiopia. He mentioned that social protection promotion is desirable so that everyone could have access through progressive realization. He further mentioned some of the challenges that workers, especially those in the informal economy face with respect to accessing social protection. Finally, he invited Mr. Alexio Musindo, ILO Country Director, to deliver his keynote speech.

3.2 Keynote Address: By Mr. Alexio Musindo, ILO Director for Ethiopia, Somalia, Djibouti, Sudan and South Sudan Countries and special representative of AU and UNECA

Mr. Musindo, started his speech by stressing the importance of promoting and pursuing Social Dialogue in the development of Social Protection mechanisms. He added that the workshop is critical as it addresses the issue of extending Social Protection in the informal economy.

He also congratulated CETU for organizing such an important tripartite consultative workshop on Social Protection. As an example he mentioned that the entertainment industry such as music and sport is parts of the informal economy. He went on to say that this year the ILC would focus on the workers in the creative economy and digital economy among the agendas. He added that the ILC is also expected to propose policy advice and options that the ILO presenters would share with the participants during the course of the two-day consultation session. Finally, he concluded his speech by wishing fruitful and successful deliberations.



3.3 Official Opening Remarks: Mr. Kassahun Follo, CETU President,

Mr. Kassahun Follo, CETU President, started his speech by thanking Mr. Alexio Musindo, Director of ILO Country Office and his team for all the support provided for the realization of the important tripartite plus consultation.

He highlighted that the Social Protection policy framework is very crucial in addressing the deep-rooted poverty, social and economic risks and vulnerabilities of citizens. He added that poverty, unemployment, internal conflicts and other related risks compounded by the current COVID-19 crises expose a sizable population in the Eastern Africa region to great loss of incomes and health risks. He said, addressing the problem requires a strong effort by the government and relevant stakeholders through creating a robust social security system.

He concluded that the Social Protection tripartite consultation is very important in addressing the above-mentioned challenges.

Mr. Kassahun also said that in one country, if fair economic and social benefits of citizens are not guaranteed, if their standard of living is not improved, and if food security and access to health are not ensured, the consequence is an absence of respect of human rights. On top of that, he mentioned that, if citizens are not protected through a range of social protection programmes, it is impossible to create productive citizens, and hence poverty cannot be eradicated.

Mr. Kassahun reminded the participants that our country has signed an agreement on social security frameworks based on the African Union's social policy framework since the 1960s. The main purpose of this agreement is to protect people from extreme poverty and social problems. In addition, he described that, a social protection policy and strategy has been developed for the country to protect citizens from extreme social



problems, to reduce the risk of poverty, to prevent citizens from becoming more vulnerable, to ensure equitable access to resources and to ensure social justice and peace.

He explained that the Confederation of Ethiopian Trade Unions (CETU) puts a lot of effort to implement this policy, as it would ensure workers' future safety. He added that workers should not be left on their own when they are unable to work due to poor health, disability or old age. The social security framework plays an important role in this regard. The establishment of a state-owned social security institution for civil servants has expanded to workers employed in private enterprises which is a significant progress. However, it is important that the institution's social security services need to be strengthened and expanded with additional contingencies such as unemployment insurance and also to cover unprotected workers such as those in the informal sector.

He stressed that the Ethiopian workers need to make changes and improvements in their careers. CETU believes that their significant role in productivity growth and their contribution to the development of our country should be recognized. This recognition should primarily be reflected in the establishment of the national social security and social protection mechanisms which aimed at providing economic, social and health insurance coverage for all workers.

However, as the current rate of unemployment is very high in the country and the economic development is still very low, government could not include unemployment benefits in the Social Protection schemes. Hence, he stated that, it is important to enhance and promote job creation and employment opportunities to unemployed youth so as to improve their living conditions and enable them to get coverage under the social protection policy schemes of the country.

He stressed that the implementation and enforcement of the social protection policy will be a guarantee for workers who are unable to work due to old age or health problems and who are at risk due to disability.

In addition to advocating for robust and sustainable social protection policy, he said that CETU is working with the tripartite partners for the setting of a national minimum wage which is one of the most important elements to the social protection policy frameworks that would help protect workers from low salary payment and unnecessary exploitations.

In concluding his speech, he stated that the promotion and implementation of social protection schemes is essential to expand employment opportunities, reduce poverty and vulnerability, and improve living conditions of the citizens. He also added that in order to make the policy practical and successful it needs frequent social dialogues and consultation forums among and between social partners.

He closed his remarks by hoping and wishing successful deliberation of the two-day consultation forum.

4. Day One: Workshop Proceedings

4.1 Overview of the Social Protection: By Mr. Abebe Gebre Medhin, MoLSA SP Technical Advisor

Introduction

Mr. Abebe G/medhin, Social Protection Advisor of MOLSA, started his presentation by briefly explaining the definition, concept and implementation of social protection, as follows;

- Countries and development partners define social protection in ways that suit their purposes, depending on mandates, scopes of interventions and their intended objectives. Sometimes, it is difficult to see the important transformative aspects of the concept in their definitions.
- The International Labour Organization (ILO) uses social protection interchangeably with social security. But in the definitions of social protection, social security is one part of social protection.
- The most comprehensive definition which is recently agreed by consensus is that “Social Protection refers to the set of public actions which address poverty, vulnerability and exclusion as well as provide means to cope with life’s major risks throughout the life-cycle” that enhance the social status and rights of the excluded and marginalized segments of society.



He then explained that Social Protection is composed of the following four broad but interrelated interventions:

1. **Transformative interventions** that aim to protect the rights and interests of different segments of society exposed to social risks and vulnerabilities by addressing power imbalances and structural causes that perpetuate economic inequality and social exclusion. This is to promote social inclusion and social justice. Some of the instruments used to implement the transformative intervention include enforcing legislation on economic, social and cultural rights; addressing violence against women, etc.,
2. **Promotive interventions** aim to increase income and improve livelihoods, through instruments such as promotion of employment opportunities, provision of vocational skill training, access to micro-credit services, etc.,
3. **Preventive interventions** aim to prevent risks and consequences of livelihood shocks. Some of the interventions included here are formal and informal insurance mechanisms such as social security, social- and community- based health insurances, weather-index crop insurance, revolving credit, burial societies like “*iddir*”, etc.,
4. **Protective interventions** aim to provide social assistance in cash or in kind to very poor and vulnerable groups of the society. Some of the instruments used under this intervention include provision of basic social services to the poor, provide alternative care to vulnerable populations who need special care; provision of care and support to the elderly, persons with disabilities and vulnerable children, health and education fee waiver, school feeding, etc.,

Mr. Abebe also mentioned that the principles of social protection and factors that are considered on proper program design and implementations as listed out below:

- Evidence based analysis on who needs what type of assistance, when (and for how long), where and why? What works and what do not work? In which countries? What impacts the various SP interventions brought about, etc.,
- Accountability and Transparency - from design through M&E and dissemination of information, respond to specific, identified poverty and vulnerabilities in specific local contexts,
- Affordable, Adequate, Acceptable, Appropriate, Predictable, Sustainable, Effective & Efficient

He added that the major factors that require attention for SP program design are:

- ✓ Demography (fertility, aging & longevity, disability)
- ✓ Economy (fiscal space, activity & inactive (dependency), formal- & informal-economy)
- ✓ Level of poverty and vulnerability
- ✓ Governance
- ✓ Implementation capacity

In addition to the above factor, Mr. Abebe explained that the Social Protection schemes varies depending on the country's economy and welfare system. He then explained the Social Protection mechanisms or schemes under different form of government structure and type of states in the world as follow;

- a Social-Democratic regime - (Nordic/Scandinavian countries): This type of state when implementing social protection it will;
 - ✓ Provide Strong universal welfare services
 - ✓ Help people to get access to benefits and services based on citizenship
 - ✓ Limit reliance on family and market
 - ✓ Social policies are perceived as 'politics against the market
 - ✓ Stronger labour and labour forming alliances (trade unions)
- b The Liberal regime (Anglo-Saxon): This type of state when implementing social protection it will;
 - ✓ market dominance and private provision
 - ✓ Ideally, the state only interferes to ameliorate poverty and provide for basic needs
 - ✓ largely relying on a means-tested basis (opposite to universal)
 - ✓ Weaker labour and labour forming alliances (trade unions)
- c Christian Democratic (conservatism) welfare state (Continental Europe): This type of state when implementing social protection it will;
 - ✓ Follow the principle of subsidiarity (SP to be handled by the smallest, lowest authority capable of addressing effectively)
 - ✓ dominance of social insurance scheme

In relation to the type of government structure and welfare systems, he also explained the negative and positive impact on economic performance of these nations as follows.

- a The negative impacts of implementing SP in large welfare states are:
 - ✓ create excessive administrative costs
 - ✓ give rise to compliance costs and moral hazard
 - ✓ affect the supply of productive resources
 - ✓ generate “deadweight losses”
 - ✓ create rigidities
 - ✓ slow down productivity growth
- b The positive impacts of implementing SP scheme in large welfare states are:
 - ✓ more efficient in the provision of insurance---Mauritius
 - ✓ enable economic subjects to take risks---RSA
 - ✓ permit access to schooling facilities, thereby enhancing human capital (Brazil & RSA)
 - ✓ facilitate economic restructuring--RSA
 - ✓ build trust and prevent social unrest--RSA
 - ✓ arrangements (especially social transfers) alleviate poverty– Brazil & RSA

Before concluding his presentation, he explained the attention given by the Sustainable Development Goal of the UN, which is integrated to the Ethiopian Growth and Transformation Plan, as clearly shown in the following diagram.

Figure: Linkage of the Social Protection and the SDGs



4.2 National Social Protection Policy and its Strategy Mr. Feleke Jember, MoLSA SP Development Directorate Director

Introduction

Mr. Feleke started his presentation by explaining the purpose of the consultation, which he said, is enhancing awareness of the Confederation of Ethiopian Trade Unions, affiliated industrial federations, and labour and social affairs representatives, on the Social Security Policy. He said that participants would have a better understanding of the concepts of social protection, social security information and the rules of enforcement strategy.

Mr. Feleke went on explaining in detail the following concepts regarding Social Protection and other related issues:

- ✓ Social protection: reducing poverty, social and economic risk of citizens,



vulnerability, and exclusion by taking measures through formal and informal mechanisms to ascertain accessible and equitable growth.

- ✓ Social security: a human right which is a set of policies and programmes designed to reduce and prevent poverty and vulnerability.
- ✓ Social support: which is emotional support provided by friends, for instance, is extensively used with first-time parents. Social support can be used by therapists and educators to help individuals and families found in various contexts.
- ✓ Social protection stakeholders: involved in providing social protection which includes the beneficiaries as well.
- ✓ Corporate social responsibility: where business as part of society, considers issues of environmental matters, eradication of poverty, employment creation and labor practices, education and human development.
- ✓ Social insurance: expansion of mandatory insurance for formal sector workers and innovative insurance for the rural poor and urban informal workers, to enable people to better manage risks.

- ✓ **Productive safety net:** poor and vulnerable households will receive transfers in the form of cash or food, to enable them to increase their consumption of food, to access essential services, and to make productive investments. These transfers may or may not be conditional depending on local circumstances (e.g. target group, availability and quality of services to which conditions are attached).

The Ethiopian economy has been growing at more than 10 percent per annum for the last ten years. In spite of sustained economic growth, the absolute number of people living in poverty declined only very slightly from 24.4 to 24.3 million due to high population growth and increased vulnerability to various shocks. While preparing this strategy (2015), about 10.2 million people were affected by the global El Niño phenomenon and required food assistance. Chronic malnutrition still affects 40 percent of children in Ethiopia, which is of particular concern due to the lifelong irreversible impacts on their physical and intellectual development. In view of these realities, GTP II (2015:4) confirms the government's commitment to sustaining inclusive and pro-poor development strategy over the coming years to further address the poverty, unemployment and underemployment challenges.

The National Social Protection Policy (NSPP) of Ethiopia

The government recognized social protection as one of the key instruments to promote inclusive and pro-poor growth and development. To this end, the National Social Protection Policy (NSPP) has been developed and endorsed with a vision “to see all Ethiopians enjoy social and economic wellbeing, security and social justice”. The policy identified five integrated focus areas as strategic directions. These are:

- a **Productive safety nets:** poor and vulnerable households will receive transfers in the form of cash or food, which will enable them to increase their consumption of food, allow access of essential services, and make productive investments. These transfers may or may not be conditional depending on local circumstances (e.g. target group, availability and quality of services to which conditions are attached).
- b **Livelihoods and employment support:** poor households will be provided with demand-led technical and financial support and/or information on employment opportunities, to enable them improve their on and off-farm livelihood activities.

- c **Social insurance:** expansion of mandatory insurance for formal sector workers and innovative insurance products for the rural poor and urban informal workers to enable all to better manage the risks they face.
- d **Access to health, education and other social services:** health fee waivers, subsidized health insurance, specialized services for people with disabilities (PWDs), pregnant and lactating women, and school feeding, together with support from an expanded social work system, will improve access to services for the most vulnerable groups.
- e **Addressing violence, abuse and exploitation:** a range of interventions both to prevent and respond to violence, abuse and exploitation will protect and empower some of the most disempowered and marginalized members of society.

Why a Social Protection System?

Social protection is defined according to a country's context and professional interests. The National Social Protection Policy defines social protection broadly as part of social policy framework that focuses at reducing poverty, social and economic risk of citizens, vulnerability, and exclusion by taking measures through formal and informal mechanisms to ascertain accessible and equitable growth to all. This entails:

- Strengthen and work with community based social support mechanisms
- Provide social assistance to enhance access to basic social services
- Expand the coverage of social security services
- Enhance the availability of gainful employment opportunities
- Implement appropriate laws, directives and action plans and strengthen institutional arrangements to ensure the poor and vulnerable equitably benefit from the growth of the country

Ato Feleke then went on to explain the major challenges for the implementations of social protection in the Ethiopian context:

- Problems of standards
- Weak linkages between stakeholders
- Problems of follow up
- Limited coverage and limited financing
- Lack of designed system and existing administrative problems
- Low implementing capacity of responsible bodies

Social protection should especially focus on children, pregnant women, people with disabilities, elders, mentally ill persons, people on streets, poor people living with HIV, abused persons, communities who are faced with both social and natural disasters, unemployed people, smuggled persons and poor people in the informal sector.

4.3 Discussion Session

At the end of the two presentations, participants were given a chance to raise their questions and issues of their concerns. The two presenters addressed the questions and a general discussion was conducted on some issues related to the application of SP scheme for citizens in the informal economy.

1. Regarding the poverty situation and vulnerability of the people including the child and maternal mortality rate, participants raised questions as to how all these social problems are reduced and addressed.

The presenters explained that expanding health insurance coverage to all members of the society throughout the country and implementing community-based health insurance particularly at grass roots level can help reduce child and maternal mortality. However, communities should have better awareness of the packages of health insurance to fully utilize the service.

2. Regarding the challenges in applying merit-based career development where skill and professionalism can be preconditions for placing the right person in the right position and the application of political commitment as a precondition to assign people to different positions, it was raised by participants if it is being one of the reasons that could be a barrier for the application of SP policy in the country.



In this regards the presenter said that the county should first make available the labour market information system (LMIS), so as to have a clear recruiting procedure and consider skills and profession as precondition for hiring, It is then important to strengthen institutional linkage by taking in to account demand and supply of labour market.

3. Addressing the problem of internally displaced people is another issue of concern raised by the participants. The presenter replied that displacement is a serious problem for developing countries like Ethiopia. There are many pushing factors for internally displaced people (IDP) such as war, natural disasters, pandemic, etc. Therefore, the National Disasters Risks Management Commission should be able to take responsibility of IDP. It is important however to expand the coverage of the national social protection to address these groups of people and request integration, coordination and cooperation among and between pertinent stakeholders.
4. Establishing an inclusive, participatory and trustworthy social protection system was one issue of concern raised by participants. In order to address this issue, the presenters suggested that government should put a maximum effort in designing and setting up an efficient participatory social protection system with broader scope of coverage. Government should consult professional experts and should seek the support of concerned governmental and non-governmental stakeholder (contributing and noncontributing actors) in order to organize and effectively administer the national social protection scheme that would have a broader scope to make it more inclusive.
5. For issues regarding the production of skilled manpower, it was suggested that the country should improve the quality of education, provide continuous training to the work forces, build a functional the LMIS (the Ministry of Labor and Social Affairs has already digitalized the LMIS), and improve services of job facilitation centers at *woreda* level.

5. Proceedings of DayTwo Presentations

5.1. Extension of Social Security Protection to Private Sector and Informal Economy:By Mr. Mban Kabu, ILO ACTRAV Workers Specialist

Introduction

Mr. Kabu Mban briefed participants on the lack of social protection coverage for workers in the informal economy and in the private sector.COVID-19 pandemic has starkly revealed that human right to social security is not yet a reality for the majority of the world's population. ILO's R204 and R202 are therefore guiding the extension of social protection to workers in the informal economy.

Labour Informality

Mr.Mban further explained labour mobility is a pervasive characteristic of the 21st century's global labour market. This is widespread in most African countries and encompasses many categories of workers including the self-employed, unpaid family labour, employees in precarious employment situations including those trapped in triangular employment relationship, etc.Large army of working poor: concept of mass and cheap production for export – the current global model of production that is perpetuating a race-to-the-bottom. There are higher informality rates amongyouth and women ingeneral. In Sub-Saharan Africa, 84% of women workers, outside the agriculture sector, are informally employed compared to 63% male.Workers in the informal economy are either not covered or insufficiently covered by social security systems.

Why do we need Social Security?

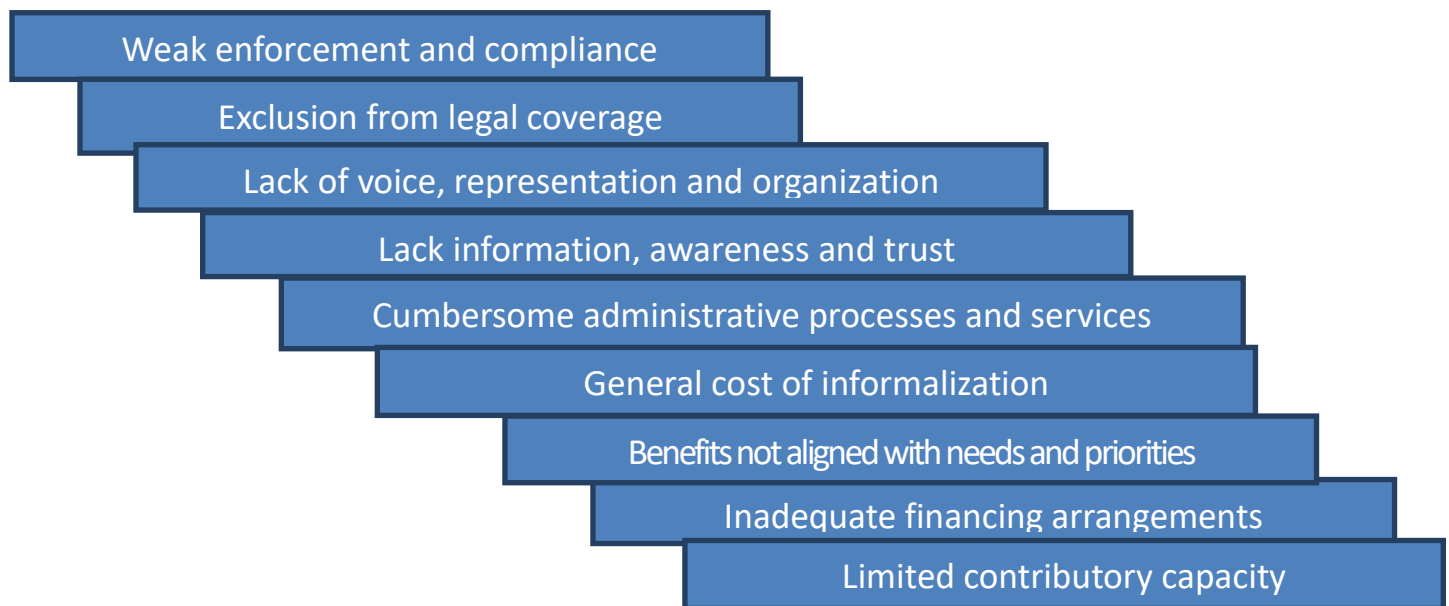
Mr. Mban went on to describe that Social Security is a human right. The Universal Declaration of Human Rights on article 22states that, “Everyone, as a member of society, has the right to social security”. However, 55% of the global population remains without access to this service. - “Denying this human right to 4 billion people worldwide is a significant obstacle to economic and social development”, ILO Director-General, Guy Ryder.

In addition, the Universal Declaration of Human Rights,article 25 states that,“Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family...”. Article 26 states: “Everyone has a right to education”.

Social Security is a social necessity. Social security transfers are powerful tools to reduce poverty and inequality – they help to reduce poverty faster and meet the Sustainable Development Goals (SDGs). Mr. Mbanelucidated that social security has helped to reduce poverty by at least 50% in almost all OECD countries. Global social protection coverage can be effective to prevent conflict, enhance social cohesion and politically stable societies.

Social security is an economic necessity. Access to healthcare and education enhances human capital and productive employment. A better educated, healthy and nourished workforce contributes to productivity growth. This in turn often leads to rise in workers' income – a situation that can boost domestic demand and growth. Cash transfers in developing countries have multiplier effect on local markets. Social security benefits are widely recognized as social and economic stabilizers in times of crises.

Obstacles in providing social protection to workers in the informal economy



Advancing social justice and promoting decent Work

Mr. Mbansaid there are two policy approaches to extend social protection to workers in the informal economy. These are:

1. Extension of coverage through social insurance and other contributory mechanisms, and
2. Extension of coverage through tax-financed schemes.

He also explained ILO's two-dimensional social protection extension strategy:

1. Horizontal dimension in line with Recommendation No. 202
2. Vertical dimension in line with Convention No. 102

Social protection floor: Everyone has access to essential health care, including maternity care, all children enjoy basic income security, providing access to nutrition, education, care, and any other necessary goods and services, all persons in active age who cannot earn sufficient income, enjoy basic income security, particularly in cases of sickness, unemployment, maternity, disability and all older persons enjoy basic income security. Anchored in human rights framework and reflected in SDGs 1.3 and 3.8.

Invest more

This is a type of social protection which re-allocates public expenditures; increases tax revenues (by taxing consumption on luxury goods, corporate profits, financial transactions, personal income, property, imports or exports, natural resource extraction or tourism); strengthens the efficiency of tax collection methods and overall compliance; expands social security coverage and contributory revenues by formalizing informal economy; lobbying for increased international aid and transfers; eliminating illicit financial flows (such as money laundering, tax evasion or bribery); using fiscal and foreign exchange reserves; managing debt (borrowing or restructuring debt); and adopting a more accommodative macroeconomic framework, allowing for higher budget deficit paths and/or higher levels of inflation without jeopardizing macroeconomic stability.

Invest Better

This is an approach that ensures regular actuarial evaluations to guarantee sustainability of social protection schemes; restores confidence in public institutions and ensures that money dedicated to social protection is appropriately allocated; ensures investment of social security funds according to international guidelines; and ensures

the coordination of different social protection systems at national level, so as to avoid overlapping of benefits and unnecessary administration costs.

Examples of Universal Old-age Pension Schemes in Africa

❑ Lesotho:

Lesotho has a larger share of older people than many countries in sub-Saharan Africa. All citizens over 70 years of age are entitled to a monthly old-age pension (OAP) of LSL 550, equivalent to US\$40. It is the largest regular cash transfer in Lesotho, covering about 83,000 persons. While coverage of eligible persons is approximately 100 percent, it is estimated that many more benefit indirectly. The OAP costs about 1.7 per cent of GDP and is financed by general taxation, which largely comes from revenues of the Southern African Customs Union.

❑ Namibia:

The Basic Social Grant in Namibia guarantees all residents over 60 years of age a monthly allowance of NAD 1,100 (approximately US\$78), lifting the beneficiary well above the poverty line. Beneficiaries have been found to share the grant with the extended family, especially by supporting schooling and well-being of grandchildren. While there are some problems in reaching people in remote areas, the total coverage is estimated to be over 90 percent.

❑ Zanzibar:

In April 2016, Zanzibar (United Republic of Tanzania) became the first territory in East Africa to implement a social pension financed fully by the government. The Universal Pension Scheme provides all residents over the age of 70 a monthly pension of TZS 20,000 (US\$9). In a place with high poverty and high work informality, very few people are eligible for the contributory pension. The benefit level is admittedly modest and cannot lift older people out of poverty on its own, but it is a reasonable first step towards expanding a universal pension. In May 2016, 21,750 people, or 86 percent of the eligible population, received the universal pension.

Conclusions for the way forward to a “better normal”

Mr. Mban concluded his presentation by suggesting the way forward to expand the social protection for all including the informal economy:

- ❖ Financing adequate, comprehensive social protection systems which is feasible for the vast majority of countries. However, raising government revenue is necessary in order to meet social protection financing needs.

- ❖ Establishing universal social protection systems through a mix of different financing methods, that is contributory and non-contributory schemes.
- ❖ Extending access to social protection for informal workers whilst supporting the transition from the informal to the formal economy.
- ❖ Considering social protection extensions, within a broader agenda for decent work, including tackling precarious and non-standard forms of work and ensuring living wages.
- ❖ Implementing social protection extensions based on national social dialogue. Social dialogue and consultations with social partners are particularly important for devising coordinated policy responses, especially for the COVID-19 pandemic.
- ❖ Strengthening capacity of workers' and employers' organizations, to ensure effective social dialogue to contribute to building coordinated policy responses and address the current crisis and recovery.
- ❖ Actively consulting and engaging social partners to design potential reform measures to safeguard social outcome, as countries start to emerge from crisis and the pressures, to put in place austerity measures increases.

5.2. Extension of Social Protection to the Private Sector and Informal Economy in Ethiopia

Mr. Fantahun Melles, ILO Co-Addis, SP National Coordinator

Introduction

Mr. Fantahun Melles, ILO Co-Addis, SP National Coordinator, started his presentation by defining social protection as stated by World Social Protection Report (ILO 2017-2019);

Social protection, or social security, is a human right and is defined as the set of policies and programmes designed to reduce and prevent poverty and vulnerability throughout the life cycle.

Social protection systems address all these policy areas by a mix of contributory schemes (social insurance) and non-contributory tax-financed benefits, including social assistance.

He also briefed that all people face the possibility of risks, shocks and events during their life-cycle, which have financial consequences. For this reason, social protection is

provided to withstand the economic and social distress caused by such contingencies.



International legal frameworks of social protection

Mr. Fantahun went on to explain the universal declaration that recognizes Social protection as a human right and the international convention on minimum social security standards. These are articles 22 and 25 of the Universal Declaration of Human Rights (1948): everyone has a right to social security and a decent standard of living. ILO Convention 102 recognizes the minimum standards of social security and ILO Recommendation 202 recommends social protection floors while CRPD Articles 19 and 28 provide for access to social protection for persons with disabilities.

Mr. Fantahun also mentioned, the social protection issues included in the 2030 agenda of the SDGs: SDG 1, No Poverty; SDG 3, Good Health and Wellbeing; SDG 5, Gender Equality; SDG 8, Decent Work and Economic Growth and SDG 10, Reducing Inequality. In addition, Target 1.3 especially states, - Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage for the poor and the vulnerable.

Furthermore, recognition of the role of social protection, in sustainable development, is a major step forward from the Millennium Development Goals (MDGs). Recognizing the importance of social protection systems, and within those, acknowledging and emphasizing national ownership (by extension: national responsibility and accountability), of social protection floors is also an important step in flourishing and expanding social protection.

On the other hand, the ILO Social Protection Floors Recommendation adopted in 2012, No. 202, states, all those in need of medical care should be guaranteed access to essential health care services and all children and residents should enjoy income security during their lifetime.

Mr. Fantahun explained facts on social protection (global and national) as follows:

Global facts on social protection

- Only 45 percent of the global population is covered by at least one social protection benefit.
- 55 percent of the world's population (about 4 billion people) are left unprotected.

Ethiopia facts on social protection

- 11.6 percent of the population is covered by at least one social protection benefit (African average=17.8 percent).
- 15.3 percent of the 60+ age population receives old-age benefits (African average = 22.7 percent)
- Social protection expenditure as percent of GDP is about 1.4 percent (African average =1.7 percent)

Ethiopia has a policy, strategy and action plan for social protection:

- ✓ **National Social Protection Policy** (NSPP 2014)
- ✓ **National Social Protection Strategy** (NSPS 2016)
- ✓ **National Social Protection Action Plan** (2017-2021)

Social protection coverage schemes in Ethiopia are based on data collected through the Social Security Inquiry (SSI) tool, 2020, with special focus on six social protection schemes.

1. Rural PSNP has 8 million beneficiaries
2. Urban PSNP has 0.7 million beneficiaries (59 percent women)
3. Social insurance of the Public Servants' Social Security scheme has 2.5 million contributors (30 percent women)
4. Social insurance of the Private Organizations' Employees Social Security scheme has 1.67 million contributors (39 percent women)
5. Community Based Health Insurance has about 32 million beneficiaries
6. School feeding scheme covers over 2 million children

Extension of social protection to the private sector and informal economy workers in Ethiopia

Mr. Fantahun said formal employees of private organizations in Ethiopia are covered by social security through the Private Organizations' Employees Social Security Agency (POESSA) since 2011. As of December 2020, the scheme has 1.67 million contributors (39 percent women). Though informal employment constitutes 85.8 percent of the work force in Ethiopia (Labour Force Survey 2013), its workers are covered neither by social assistance nor by the social security schemes in Ethiopia (missing middle). Therefore, it is timely and mandatory to expand the social security coverage which is the best tool for poverty reduction interventions.

Barriers to social protection extension to the informal economy workers

Mr. Fantahun pointed out the following main barriers in the formalization and extension of social protection to informal economy workers:

- ✓ Legislative barriers (e.g. labour law does not recognize informal workers)
- ✓ Administrative barriers (it is not clear as to who should manage tax-financed versus contributory social protection of informal workers)
- ✓ Financial barriers (e.g. lack of capacity and willingness to pay)
- ✓ Other barriers, such as lack of awareness, trust, institutional capacity, coordination, compliance etc.

Mr. Fantahun concluded his presentation by raising three discussion points:

1. What are the social protection challenges for formal workers and proposals for improvement?
2. What steps need to be taken to facilitate extension of social protection to informal economy workers?
3. What roles can CETU play in the improvement of social protection benefits to formal private employees and the extension of social protection to informal economy workers?

5.3. The role of Trade Unions in the Expansion of Social Protection at Workplaces:By: Mr. Demis Wendaferew, CETU OSH Senior Specialist

Mr. Demis started off by emphasizing the primary objective of trade unions - to protect the right and interest of the members and workers. A worker's right is part of the fundamental human right and also part of the Universal Declaration of Human Rights. Everyone has the right to an adequate standard of living that can ensure health and well-being including that of his/her family. Moreover, every worker wants to secure a job, earn good wages with benefits and conditions that are agreeable, acquire opportunities to grow, and a feeling of dignity and worth in their work.



The social protection floors

The social protection floors comprise at least the following basic social security guarantees:

1. Access to a set of goods and services, constituting essential health care, including maternity care, that meets the criteria of availability, accessibility, acceptability and quality;
2. Basic income security for children, at least at a nationally defined minimum level, accessing nutrition, education, care and other necessary goods and services;
3. Basic income security, at least at a nationally defined minimum level, for persons in active age but who are unable to earn sufficient income, in particular in cases of sickness, unemployment, and disability; and
4. Basic income security, at least at a nationally defined minimum level, for older persons.

Trade unions' actions that helps to fight poverty

Mr. Demis explained that trade unions' actions help to fight poverty through:

- expanding social protection;
- expanding labour standard,
- ensuring implementation and expanding social dialoging by maintaining the required quality standard, and establishing collective bargaining mechanisms,
- creating and promoting universally accepted standard Occupational Safety and Health (OSH) policies and procedures at work places so as to combat occupational disease and injuries, and encourage implementation of trade union self-help initiatives against poverty to improve assets and skills.

He added that CETU has the following tools to expand social protection in general;

- Developing constitution and policies, in line with the ILO international labour standards, that are ratified by the Ethiopian Government.
- Promoting the practice of social dialogue and collective bargaining, and
- Establishing different unionized workers committee at work place.

Advocating for meaningful engagement of government bodies and employers

Mr. Demis concluded his presentation by explaining, the importance of participation of government bodies and employers, to promote social dialogue and social Protections policies/schemes. Accordingly, he proposed that the following should be considered:

- Promoting rights-based approach to development and decent jobs agendas;
- Promoting social dialogue by mainstreaming gender issues and setting social protection schemes for all workers;
- Advocating for macroeconomic policy for job creation
- System development and analysis of functional - LMIS including occupational injury recording,
- Setting Social responsibility standard (ISO 26 000), for employers, (such as respecting the protection of their environment or ecosystem and encourage them to involve in corporate social responsibility initiatives (such as providing basic social services to communities in their surroundings).

6. Groups Discussion and Presentations

6.1. Discussion Points

The following five discussion points were given to participants to discuss in smaller groups and present their discussion outcome to all the participants;

1. What advocacy strategies can trade unions be advised to implement in order to expand social protection schemes for workers?
2. As a stakeholder concerned with social protection, what are the advocacy strategies you would design to extend social protection to formal and informal workers?
3. What are the challenges of formal social protection for workers and your proposals for improvement?
4. What steps need to be taken to facilitate extension of social protection to informal economy workers?
5. What roles can CETU play in the improvement of social protection benefits to formal private employees and its extension to informal economy workers?



6.2. Group Presentations: Feedback and Recommendations

Following are summary of feedbacks and recommendations forwarded by the groups.

1. Advocacy strategy for social protection by trade unions
 - Executing continuous and extensive awareness creation for trade union leaders and members, at all level
 - Including the issue of social protection in bylaws of trade unions: the strategies and action plans for the implementation of the bylaws need to clearly state the application of Social Protection schemes;
 - Lobbying and influencing policy makers, i.e. government officials, university teachers, practitioners, and other governmental and private organizations to introduce social protection for their workers;
 - Advocating the advantage of social protection on the reduction of poverty and unemployment
 - Introducing and developing Social Protection action plan for those marginalized parts of the society and for poor people in the informal sector;
 - Include mechanisms and strategies that can promote social protection in CETU's strategic plan
2. Advocacy strategy for social protection by pertinent Stakeholders
 - Organizing campaigns, in collaboration with other stakeholders
 - Following up activities of stakeholders:
 - Ensuring commitment of the leadership and implementation of exemplary actions as related to social protection



3. Challenges of formal social protection and recommendation.

The following are summary of challenges presented by the groups and recommendations forwarded by them for expanding the scope and coverage of Social Protection Mechanisms for all workers, including workers in the informal sector.

Challenges	Recommended solutions
✓ Lack of awareness on the issue of social protection	Organizing extensive awareness raising campaigns at all levels. For employers, workers, government representatives and other stakeholders
✓ Lack of awareness regarding legal protection and absence of strong legal framework	<ul style="list-style-type: none"> - Design participatory awareness raising activities for legal bodies to ensure equitable service to member of the community. - Expand the legal coverage of social protection for the Formal Economy and follow up the implementation; - There is a need to initiate legal framework for the Informal Economy as a means to tackle poverty and address vulnerability of people
✓ Financial constraint	Pooling funds from different stakeholders such as the government, individuals, and enterprises by designing fund raising programs.
✓ Poor recognition in the workplace	Organizations should mainstream the issue of social protection in their plan of action rather than consider it as a cross cutting issues.

Challenges	Recommended solutions
✓ Absence of a National Minimum wage	Follow up on introducing a national minimum wage.
✓ Lack of employers willingness and awareness	<ul style="list-style-type: none"> - Continuous awareness creation about the benefits and practices of social protection for employers - Creating employers' awareness about the benefit of putting OSH policy at the workplace, to improve productivity and minimize additional cost due to accident at work place.
✓ Increasing number of Work-related sickness and accident or occupational hazards,	There is a need to put in practice all the necessary OSH procedures at all work places. Employers should be aware that applying the required OSH procedure has an advantage to increase productivity and reduce expenses that could be incurred due to occupational hazards
✓ Lack of commitment	Ensure commitment of political leaders to implement legal frameworks regarding social protection.
✓ Lack of systems	Design and implement a participatory system
✓ Lack of coordination	Design collaborative action plans/working systems with pertinent stakeholders

4. Steps required to extend social protection to the informal economy workers

- Establish legal frameworks for informal workers
- Organize experience sharing: learning from countries with extensive social protection coverage
- Undertake research to learn how, when and what types of social protection are required for the informal sector
- Organize the informal economy workers, under trade unions.
- Organize a support group from the organized formal economy workers to encourage solidarity.
- Introduce systematic data management on social protection concerns
- Organize awareness creation sessions for trade unions leaders and workers



5. The role of CETU in the improvements of social protection benefits, Plan, organize and enforce suggestions listed under number 4.
 - Design collaborative strategies for implementation of plan on improvements in social benefits.

7. Recommendation and the way forward

The two-day consultative workshop was concluded with the following general recommendations forwarded by participants;

1. There is still a need for more awareness creation initiatives and involve in policy Advocacy interventions. It was recommended to execute continuous and extensive awareness creation for trade unions leaders, members and workers, at all level, policy and law drafters, employers, legal bodies, etc. It was also recommended to influence policy makers: government officials, higher university teachers, practitioners, and representatives of other governmental and private organizations.
2. Modification of Trade Unions Constitution and Strategic Plan in way that can accommodate issues social protection: formulate strategies and action plans required to support effective implementation.
3. Advocacy activities to emphasize the advantages of social protection on reduction of poverty and unemployment and to expand the coverage to the informal economy by instituting a legal framework for the informal economy workers.
4. Implementing deliberate action plan for marginalized segments of society.

5. Improving leadership commitment through, exemplary actions and improved awareness on the issue.
6. Improving budget constraints by pooling funds from ILO and other pertinent stakeholders.
7. Following up on the introducing and implementation of the national minimum wage.
8. Working to minimize work related sickness and accident: By putting in place and improving the OSH coverage in all workplaces.
9. Sharing experience with countries that have advanced social protection coverage.
10. Undertaking research on how, when and what types of social protection are required by the informal sector.
11. Organizing the informal economy workers under trade unions: providing solidarity and support from organized formal economy workers.
12. Introducing systematic data management for social protection issues.

8. Concluding Remarks



Mr. Dawi Ibrahim, Special Advisor to CETU President

Mr. Dawi acknowledged the Social Affairs Department, in particular the Confederation of Ethiopian Trade Union (CETU) for the commendable job it is doing especially in promoting, social security for formal economy workers and also promoting the need for a legal frame on social protection for the informal sector. He appreciated the timeliness of such a crucial workshop for Ethiopian workers. This tripartite consultative workshop is among the strategies that CETU is implementing in order to create awareness on social protection. Many developed countries have gone through the same phase to arrive at their achievement today. In Ethiopia for the last 30 years, social protection scheme has been on the right track. Finally, Mr. Dawi stated, "I would like to appreciate CETU leadership for their commitment in this regard and encourage them to prepare similar forums regularly in a selective and strategically way".



Mr. Tolera Deressa, Secretary General of CETU,

Mr. Tolera gave thanks to the workshop organizers. He briefly explained the objective of this tripartite consultative training which plans to create awareness on the need for social protection coverage for the formal sector and extending it to the informal sector. He specially emphasized the fact that workers should be sufficiently aware of the existing social protection coverage. Moreover, trade unions should also be aware of the legal frameworks regarding social protection and follow-up its implementation. He also promised that such consultative meetings would-be continued in the future by working in collaboration with different stakeholders including the ILO.

Finally, Mr. Tolera appreciated all the ILO Co-Addis staff for their continuous technical and financial support and follow up in this regards. He acknowledge the hard work of the organizers, presenters and participants.

Annex I: Workshop Program

Tripartite Plus Consultation on Improving Social Protection to Formal Economy and Extension to Informal Economy Workers			
Venue: Pyramid Hotel and Resort Bishoftu			
Date: May 18 - 19/2021			
Organizer:- CETU in collaboration with ILO			
Time	Activities /Description/	Implementer	Facilitator
Day 1			
8:30-9:00	Registration of the participant	Participant	CETU organizer
9:00-9:10	Introduction about the work shop agenda	Mr.Fisehatsion Biadgign , CETU Social Affair dept head	CETU organizer
9:10 -9:20	Keynote by ILO	ILO representative	CETU organizer
9:20-9:30	Open speech by CETU	Mr. Kasahun Follo CETU President	CETU organizer
9:30 – 10:30	Overview of Social protection	Mr. Abebe G/medhin MOLSA SP Technical Advisor	CETU organizer
10:45-11:00	Coffee Break		Hotel
11:00- 12:30	National Social protection policy and its strategy	Mr. Feleke Genmber MOLSA SP Dev. Directorate Director	CETU organizer
12:30-2:00	Lunch		Hotel
2:00- 3:30	Discussion on both Presentations	Participants	Presenters
3:30- 3:45	Coffee Break		Hotel
3:30- 4:30	Discussion on both Presentations	Participants	Presenters
Day 2			
9:00-10:30	Extension of Social Protection to private sector and informal economy	Mr. Mabn Kabu ILO ACTRAV Workers Specialist	CETU organizer
10:30 -10:45	Coffee break		Hotel
10:45- 12:30	Extension of Social Protection to the Private Sector and Informal Economy in Ethiopia:	Mr. Fantahun Melese, ILO Co-Addis, SP National Coordinator	CETU organizer
12:30-2:00	Lunch		Hotel
2:00- 3:30	The role of Trade Unions on expansion of Social protection at work places	Mr. Demise Wendaferew (CETU)	CETU organizer
3:30-4:10	Discussion on advocacy strategy on improving social security benefits	Participant	CETU organizer
4:10-4:30	Coffee break		Hotel
4:30-4:35	Closing remark	Mr. Dawi Ibrahim, Special Advisor to CETU President Mr. Tolera Deressa, Secretary General of CETU	

Annex I

Tripartite Plus Consultation on improving Social protection to formal private sector and extension to informal economy workers

May 18-19/2021

Participants Registration Form

Venue: Bishoftu, Pyramid Hotel and Resort

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II: List of Workshop Participants

Tripartite Plus Consultation on improving Social protection to formal private sector and extension to informal economy workers

May 18-19/2021

Participants Registration Form

Venue: Bishoftu, Pyramid Hotel and Resort

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21							

Prepared by: _____ Signature: _____ Date: _____