Ethiopian Occupational Health and Safety Regulatory Environment

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Ethiopia

- Twice size of Texas
- 75 million people
- Human Development Index: 170th/177
  - Life expectancy at birth: 48
  - Adult Literacy: 42%
  - GDP per capita: $711
Note on Available Data

• Occupational Health data collection and harmonization is in beginning stages

• Available data often done…..
  – Different organizations
  – Different criteria
  – Infrequently

• No information management system
Economics

• Agriculture
  – 80% of employment
    • Primarily subsistence
  – 60% of export: coffee, qat / chat, flowers, leather, livestock, oil seeds
  – Development of this sector is focus of government’s poverty reduction program
Economics

- Industry and Construction
  - 8% of employment
  - Will grow as government directed transition from subsistence farming to export agriculture needs supporting infrastructure

- Government and Service
  - 12% of employment

- Urban unemployment estimated over 40%
2003 Industrial Workforce

- 11,436 establishments employ > 10 workers
- 36% of these employing 362,927 workers are within the scope of labor proclamation
  - 21% of these are in manufacturing
The Number of Large and Medium Manufacturing Facilities is Growing
## 1998 Regional Distribution of Manufacturing Facilities

<table>
<thead>
<tr>
<th>REGION</th>
<th>Mid to Large Scale</th>
<th>Small scale</th>
<th>Cottage</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADDIS ABABA</td>
<td>485 (50901)</td>
<td>1173 (3721)</td>
<td>103731 (189163)</td>
</tr>
<tr>
<td>OROMIA</td>
<td>122 (17785)</td>
<td>625 (1967)</td>
<td>348673 (465194)</td>
</tr>
<tr>
<td>SNNP</td>
<td>54 (5020)</td>
<td>217 (919)</td>
<td>155393 (228772)</td>
</tr>
<tr>
<td>AMHARA</td>
<td>58 (9063)</td>
<td>386 (1291)</td>
<td>213607 (334124)</td>
</tr>
<tr>
<td>DIREDAWA</td>
<td>24 (4588)</td>
<td>78 (203)</td>
<td>1263 (2042)</td>
</tr>
<tr>
<td>TIGRAI</td>
<td>37 (4473)</td>
<td>155 (578)</td>
<td>25012 (34194)</td>
</tr>
<tr>
<td>HARARI</td>
<td>7 (1450)</td>
<td>74 (182)</td>
<td>1203 (1877)</td>
</tr>
<tr>
<td>Gambela</td>
<td>2 (1020)</td>
<td>2 (11)</td>
<td>1833 (2155)</td>
</tr>
<tr>
<td>Somali</td>
<td>4 (69)</td>
<td>8 (29)</td>
<td>1245 (1652)</td>
</tr>
<tr>
<td>Afar</td>
<td>3 (859)</td>
<td>8 (12)</td>
<td>5443 (8686)</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>796 (94310)</strong></td>
<td><strong>2731 (8929)</strong></td>
<td><strong>892719 (1311745)</strong></td>
</tr>
</tbody>
</table>
Occupational Health Policy

• CONSTITUTION (1995)
  – Article 42/2: Rights of Labour
    • Workers right for healthy and safe work environment

• PROCLAMATION NO. 4/1995
  – Powers and Duties of MOLSA
    • Determine standards and measures for the safety and health of workers and follow up their implementation;
    • Collect, compile and disseminate information on safety and health of workers

• HEALTH POLICY STATEMENT (1993)
  – OHS promotion included in priorities
Federal Organization

MINISTER (MOLSA)

STATE MINISTER FOR LABOUR AFFAIRS

STATE MINISTER FOR SOCIAL AFFAIRS

INDUSTRIAL RELATION DEPARTMENT

OSH & WORKING ENV. DEPARTMENT

EMPLOYMENT & MAN POWER DEPARTMENT

OCCUPATIONAL SAFETY TEAM

OCCUPATIONAL HEALTH TEAM

MINIMUM LABOR CONDITIONS TEAM
Regional Responsibilities

In addition to federal structure each administrative region is to have an OSH inspection service

1. Addis Ababa*
2. Afar
3. Amhara
4. Benishangul-Gumaz
5. Dire Dawa*
6. Gambela
7. Harari
8. Oromia
9. Somali
10. Southern Nations, Nationalities, and Peoples Region
11. Tigray
LABOR PROCLAMATION 377/2003

• Contains analogous language to the General Duty Clause
  – Article 92: Obligations of an employer
  – Article 93: Obligations of an employee
• Establishes powers of minister
• Establishes powers of labor inspection service
ILO Conventions

• 20 Ratified
• Including the 8 core conventions
  ▪ Elimination of forced labour 29/1930 & 105/1957
  ▪ Elimination of Discrimination in employment 100/1951 & 111/1958
• Others include
  ▪ Weekly rest (Industry) 14/1921 & 106/1957
  ▪ Occupational Safety & Health 155/1981
MOLSA Directives

- Types of works that are dangerous to health and reproductive systems of women workers (1996/97)
- Lists of activities prohibited for young workers (14 - 18) (1996/97)
- Safety and health committees’ establishment (2005)
- Occupational safety and health directive (draft)
Legal Authorities of Inspection Services

- Planned or routine inspections
- Complaint based inspections
- Preventive or industrial licensing
- Follow up inspections
- Accident Registration and Investigations
- Research activities
- Advisory and Training services
- OSH related Information
- Prosecutions
OHS conditions

• No systematic surveillance system in place for
  – Workplace Environment Conditions
  – Occupational Health Disease / Injury
• There are a few focused studies
Positives of Ethiopia’s Legal Structure

- A reasonable legal and policy framework for OSH is in place
- Personnel are highly motivated
- Current practice emphasizes mid to large sized manufacturing
  - Easily identified
  - Often near government centers where inspection teams are based
Challenges

• Significant sectors are essentially not well regulated
  - Agriculture
  - Construction
  - Service
  - Transportation
  - Health care
Challenges

• OSH expertise needs development
• Lower in priority than other dramatic national concerns
• Specific administrative processes are lacking
  – Promulgation of regulations
  – Enforcement procedures
OSH Manpower

- Most inspectors are generally well prepared in basic sciences, but without specialized OSH training
- Some OSH training abroad, primarily of university faculty
- Some in-country training programs such as course sponsored by AIHA in 2005
OSH Manpower

• No specialized OSH programs at Universities
• General EH programs
  – A few graduate programs
  – One (just started) undergraduate program
  – Mixed OSH coursework
  – All programs are under resourced
## Labor Inspection Services Manpower

<table>
<thead>
<tr>
<th>SERVICE STATION</th>
<th>Man Power</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
</tr>
<tr>
<td>MOLSA</td>
<td>6</td>
<td>-</td>
<td>6</td>
</tr>
<tr>
<td>ADDIS ABABA</td>
<td>9</td>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>AMHARA</td>
<td>16</td>
<td>1</td>
<td>17</td>
</tr>
<tr>
<td>TIGRAY</td>
<td>16</td>
<td>3</td>
<td>19</td>
</tr>
<tr>
<td>SNNP</td>
<td>3</td>
<td>-</td>
<td>3</td>
</tr>
<tr>
<td>HARARI</td>
<td>1</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>OROMIYA</td>
<td>18</td>
<td>1</td>
<td>19</td>
</tr>
<tr>
<td>AFAR</td>
<td>1</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>DIRE DAWA</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>BENSHANGUL GUMUZ</td>
<td>1</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>GAMBELA</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>SOMALI</td>
<td>2</td>
<td>-</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>73</strong></td>
<td><strong>6</strong></td>
<td><strong>79</strong></td>
</tr>
</tbody>
</table>
Enforcement Climate

- Authority for inspection and citations exists
- No mechanism for this to occur is operating
- No specific legally enforceable Ethiopian standards for inspectors to use.
- Inspectors currently operate mainly in an advisory role to industry
Enforcement Climate

- Exposure assessment equipment not available
- Expertise in IH sampling and analysis is limited
Conclusions

• Ethiopia has pressing needs in terms of
  – Economic development
  – Food and water security
  – Etc.

• Occupational health problems are likely to be severe but are lower priority than the acute problems

• Appropriate industrialization of the agriculture sector will increase the exposure to occupational health hazards
Conclusions

- A OSH regulatory and policy framework is in place
- Specific H&S standards and administrative procedures need development
- Manpower capacity building is needed
- Funding for developing physical resources is needed as well.