



**Sustainable Industrial Areas**  
INTERNATIONAL CONFERENCE

Addis Ababa | Ethiopia | 8th - 10th of April 2019

# Women In Industries

International Conference

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Implemented by  
**giz**  
Ethiopia Investment  
for Industrial Parks  
Development Corporation





# About CARE



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- CARE's mission is to save lives, defeat poverty and achieve social justice.
- CARE globally works to promote dignified work that's impacted to date 335,200 female workers. It also has sector focused initiatives in Asia and Latin America, and recently in Ethiopia
- CARE has worked in the garment industry for over 15 years, working in more than 200 factories in the supply chains of 13 global garment brands.
- CARE Ethiopia's urban strategy refined in 2017 based on the country context analysis targets young women and youth

## Goal 1: Women gain decent employment - decent earning - have upward mobility



**Pathway:** Wage employment

**Sectors:**

Formal (Industrial Parks & Factories)

Main focus areas: Garment and Leather; Agricultural Processing Factories;

Other areas: Construction; ..

Informal (domestic workers, daily laborers, etc.)

Main focus areas: broker firms, construction, ..

**Interventions:** Life skills, labor assessments, labor force enhancement trainings, technical skills, mentorship, peer grouping, community centers, gender analysis and review of HR policies, employers engaged as facilitators, linkage with TVETs and PVT training institutions, etc.

**Partnerships:** Employers, Brokerage firms, PVT sector/Buyers, BOLSA, Women Affairs, Youth and Sport; Industrial Parks Management – MoLSA and MoTI, TVETs, Institutions, PVT training centers,

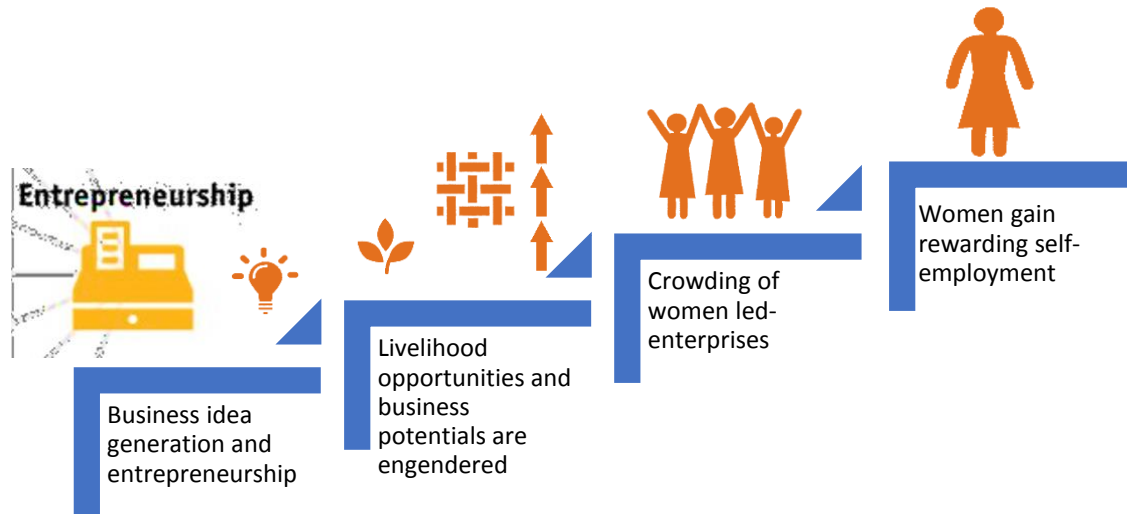
**Enabling Environment:**

PVT sector / Buyers to take on leadership to develop models that are scalable

Factories provide means to generate economic opportunities for women and invest in labor force enhancements

BoLSA takes on leadership to ensure regulated work environment ... OSH, TVET

## Goal 2: Women gain rewarding self-employment



**Pathway:** SME and Franchise development

**Sectors:** Manufacturing, Trade and Service

**Main focus areas:** Textile and Leather; Food Processing; Metal and Woodwork; Retailing; Hospitality;

**Interventions:** Business skills, start-funds/business plan competitions, value relations with the industry, linkages in VCD, enterprise development (SME/MME), access to low cost finance

**Partnerships:** PVT sector/Buyers, Enterprise Development Center - EDC, Women Affairs, Youth and Sport; Industrial Parks Management – MoLSA and MoTI, TVETs, PVT training centers, national and multi-national companies interested in expanding reach, Financial Service Providers

**Enabling environment:**

PVT sector / Buyers to take on leadership to develop models that are scalable

Factories provide means to generate economic opportunities for women and invest in labor force enhancements

Institutions are responsive to women in the market



# Women in Industries

- Industrial parks and large corporations are important employers for young Ethiopians, hiring as much as 80-90% young women in their workforce.
- Women workers are disproportionately represented in the management of the industry and are relegated with low paid and impoverished forms of work in the industry



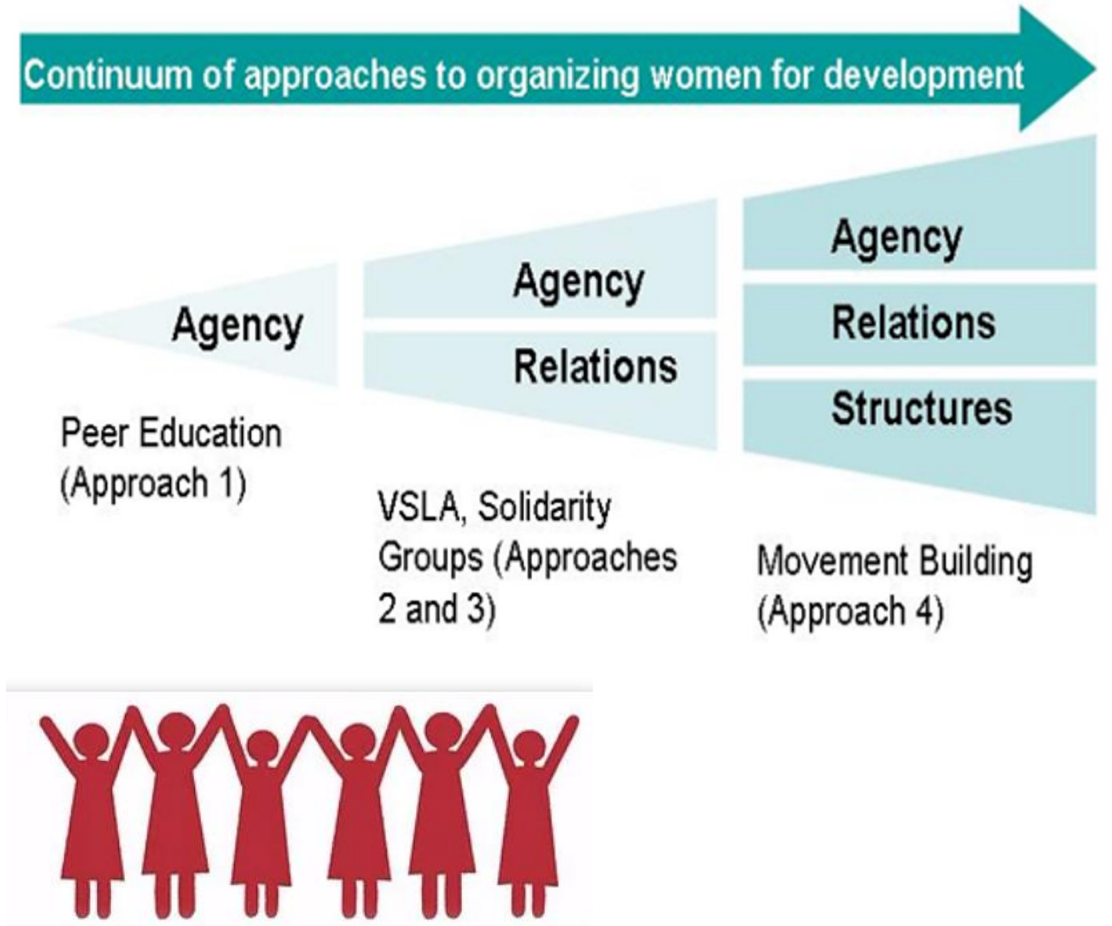
# Women in Industries



- Gender based violence remains big issue, women workers face this regularly and it's a daily risk they live with
  - This is exasperated through the power differences between a mostly female workforce and majority male management
  - Along with deep-rooted social norms and practices that are barriers for women
  - Unsafe housing and unsafe transportation (commuting)
- Burden of unpaid care work and motherhood penalty

# Women in Industries

- The social and economic costs of sexual harassment in the workplace are high, as acts of workplace violence affect not only direct survivors and perpetrators, but also indirect victims, factories and society at large.
- CARE recommends the use of its Women's Empowerment Framework as a key reference point to enable solutions





# CARE's Women Empowerment Framework

*A woman's own aspirations and capabilities*

- Skills, capacities, information
- Self-confidence
- Decision making confidence
- Knowledge of laws and rights



*The environment that surrounds and conditions her choices*

- Customs, traditions, norms
- Laws, policies
- Rules for accessing services, resources-extn, natural resources

*The power relations through which she negotiates her path*

- Male partners
- Market Actors
- Community leaders, gate keepers
- Collective action, group solidarity
- Change agents





# Promising Practices



**SHIFTING  
WORKPLACE NORMS**



**ENGAGING  
LEADERSHIP**



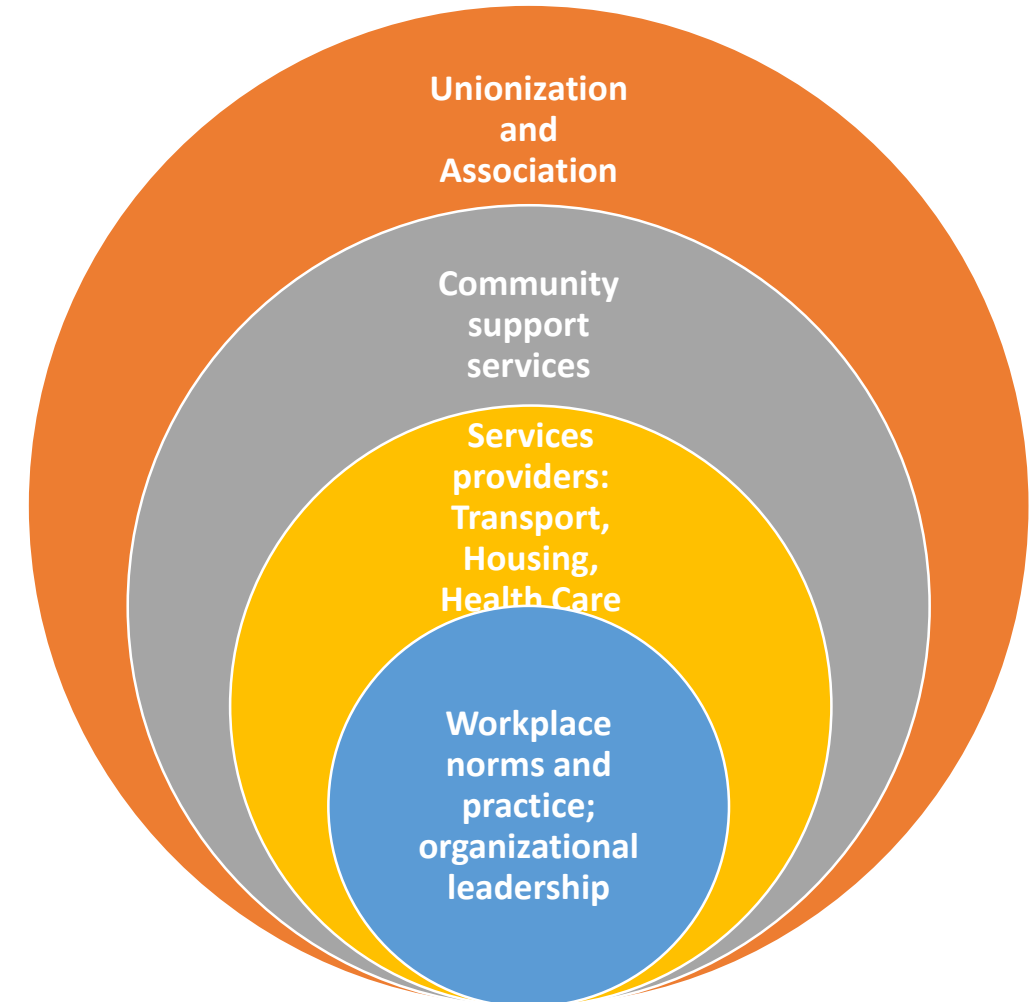
**DEVELOPING  
PROGRESSIVE POLICIES**



**BUILDING SKILLS  
& CAPABILITY**

# Recommendations

- Industry in Ethiopia in this emerging phase needs to also set the standards on being an ethical one
  - Avenue to include women's needs and interests (practical, strategic)
  - Assess, improve and strengthen HR policies and procedures
  - Service condition as it relates transportation, health care and housing
  - Put in place housing/residential schemes for workers (accessibility and affordability in the consideration) at the same time with factory structure aligning with minimum standards



# Recommendations

- Promoting gender equity and preventing sexual harassment in the workplaces
  - Through strengthening policies and management systems
  - Improving the gender responsiveness of managers and supervisors
  - Training women workers on essential rights and life skills



# Recommendations

- Promote social dialogue in workplaces and in the community
  - Strengthen committees and forums in factories for workers to raise issues and find solutions with management
  - Enable association and worker collectives to address gender-based violence and barriers women workers face
  - Enabling peer support and empowerment in communities

