

Improving Working Conditions for Young Workers

A Case Study
on E-EFACE





About MEDA

Since 1953, MEDA has been designing and implementing market-driven economic development programs that improve the welfare of millions of people around the world. As a leader in financial services and market development, MEDA collaboratively creates business solutions to poverty by working in partnership with the poor and the institutions that serve them.

About E-FACE

Ethiopians Fighting Against Child Exploitation (E-FACE) is a four-year project, funded by the United States Department of Labor, and implemented in collaboration with World Vision, MEDA, and the Mission for Community Development Program (MCDP). Within this project MEDA works to improve the livelihoods of 7,000 vulnerable families and 3,250 youth. Components of this project targeting youth include: provision of training programs and business incentives to business owners and their youth employees so as to improve working conditions and safety for youth engaged in the traditional textile industry; facilitating access to finance through village savings associations for youth; linking youth interested in alternative livelihood creation with appropriate formal and non-formal education programming and financial services; training and engaging rural youth in income generating activities; and training vulnerable urban youth in life skills, entrepreneurship training and financial literacy.

Abstract

This report is one in a series focused on MEDA's E-FACE Project developed towards the end of the project to assess the impact of MEDA's youth-oriented interventions in order to learn from and strengthen them for future interventions. This report explores the results and lessons learned from the project's Occupational Health and Safety (OHS) interventions with both young workers through the Keep Safe Program and with employers through the OHS and Business Owner's Incentives Programs. The Project delivered complementary programs for both employers and their employees to improve working conditions and safety of youth engaged in spinning and weaving work in Addis Ababa. .

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Introduction

Ethiopia boasts the 14th fastest-growing economy in the world and is attracting a great deal of foreign direct investment; however, over 40% of the economy is informal, and within the unregulated economy are children working in unsafe conditions.

An estimated 18 million Ethiopian children aged 5-17 engage in some form of work—almost a fourth of the population¹. Although the country's policies and legislation protect children from exploitative labor and support their education, the incidences of child labor still remain very high in the informal sectors, making it difficult to enforce safe and reasonable labor practices.

Ethiopians Fighting Against Child Exploitation (E-FACE) is a four-year project, funded by the United States Department of Labor, and implemented in collaboration with World Vision, MEDA, and the Mission for Community Development Program (MCDP). Within this project MEDA works to improve the livelihoods of 7,000 vulnerable families and 3,250 youth.

MEDA's work is focused on increasing incomes for families primarily engaged in agriculture and the textile sector by linking small-scale artisans and weavers to markets, enhancing their production techniques and linking them to appropriate

technologies, improved input supplies, and financing. Working through local partners, MEDA implemented the Keep Safe program, which offered young weavers, aged 14 to 17, with rights and hazards awareness training, and a referral system to get some of the youth into other areas of employment or back in school.

The Keep Safe program was complemented with occupational health and safety training and incentives for business owners/weavers to improve workplace conditions and update antiquated equipment such as looms through access to loans through Village Savings and Loan Associations. MEDA also implemented the Building Skills for Life program, which provided training for vulnerable urban youth in life skills, entrepreneurship training and financial literacy. Upon completion of either the Keep Safe or the Building Skills for Life programs, the project also facilitated access to finance for youth clients by grouping them into Village Savings Associations for Youth (VSAY) to encourage savings behavior and impart basic financial literacy.



Curricula and training materials for both the Keep Safe and OHS training were adapted from a previous MEDA project, Promoting and Protecting the Interest of Children who Work (PPIC-Work). The PPIC-Work project aimed to improve the working conditions and learning opportunities of working children engaged in the growing micro and small enterprise sector in Egypt. They have also been adapted for use in our projects in Afghanistan and Morocco.

We hope this information will be useful to research and practitioner communities interested in understanding how to improve working conditions for young workers, and how to effectively engage both employers and employees to affect workplace improvements.

The first half of this report includes an explanation of the methodology used to collect data for this case study, followed by a detailed description of the project's OHS interventions, focussing on both employers and their young employees. The second half provides an overview of client reach and project achievements, and ends with an analysis of the factors contributing to the project's success in improving occupational health and safety conditions for young workers.

Methodology

This case study serves as a 'snapshot' of changes as perceived by E-FACE clients. Information was collected and analyzed through document reviews and field visits.

A desk review of existing data, including field staff monitoring reports, trainers' observations, and client testimonies was undertaken. A field trip to collect primary data was conducted in February 2015. Information was collected through participant observation, interviews, and focus group discussions with youth clients and their parents/guardians, community workers, and project staff.

Individual interviews were conducted with seven young employees (four men and three women) and six employers/business owners (five men and one woman). In addition, two focus groups with a total of 73 Keep Safe youth clients (71% male, 29% female) were conducted. A small group discussion was also conducted with MCDP staff (three men and one woman) who have been involved in program delivery and training to both young workers and their employers.

Interviews and focus group discussions took place at community centers and homes where the young employees and/or employers work or live so as not to significantly disrupt their daily activities and work schedules.

This report is not meant to be a quantitative study or an evaluation. The findings and observations in this report are based on changes as perceived and experienced by project participants and those who work or live with them, such as their parents, employers, and community workers. There is some baseline data available to assess the physical changes in actual workspaces and the working conditions, such as number of working hours and employee wages, but none on employee-employer relations. This case study thus relies on respondents' perceptions of change over the course of their participation in project activities.

It should be noted that low levels of literacy among most clients may have limited the depth of questioning and discussion, and that translation from English to Amharic, and vice versa, may have also impacted the nature and depth of questioning possible.

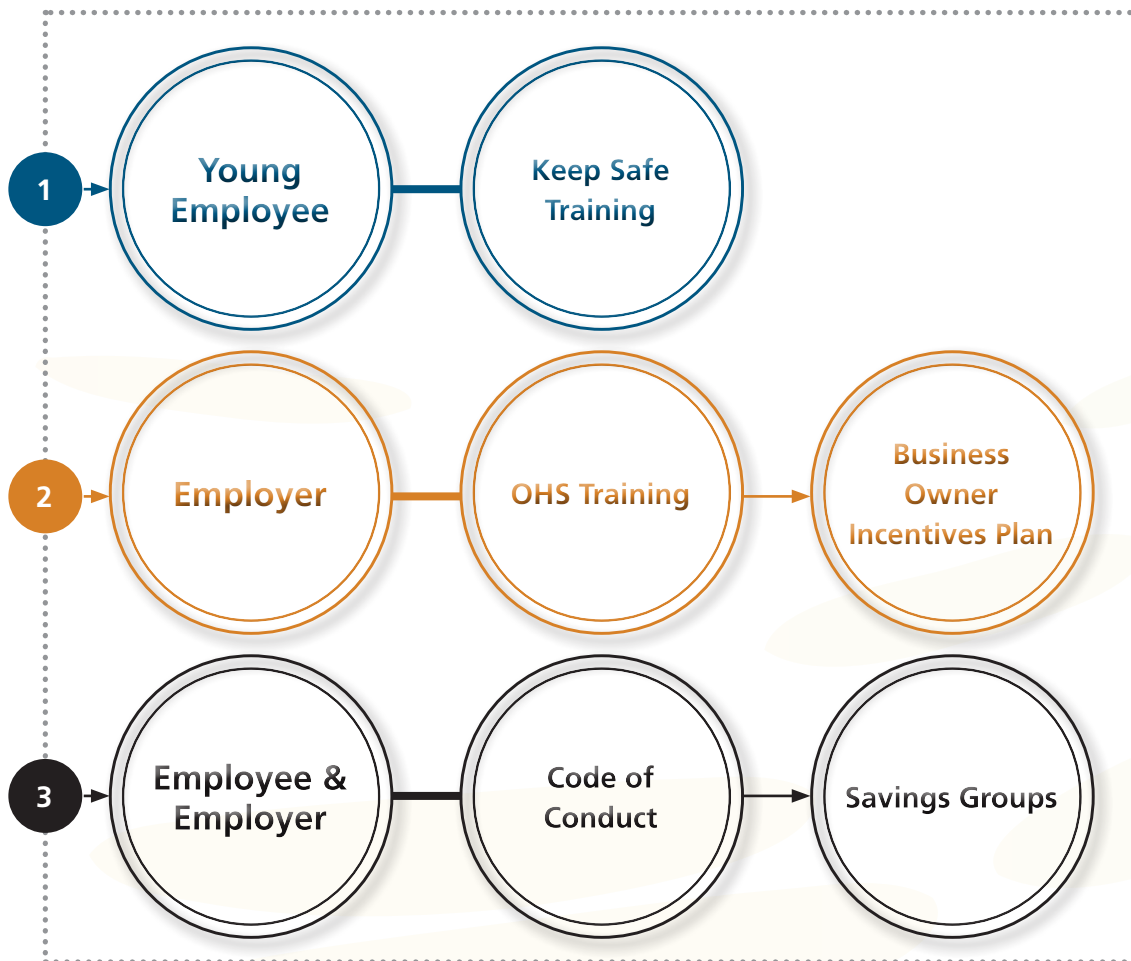
A list of interview questions can be found in Annex I.

Project Description

The E-FACE project implemented a number of interventions aimed at both employers and their young employees with the primary objective of improving working conditions and safety for youth engaged in spinning and weaving in Addis Ababa. This report looks at the three interconnected activities that contributed to this overall objective:

- The Keep Safe Program that offered rights and hazards awareness sessions to young workers;
- The Occupational Health and Safety (OHS) Training Program and Business Owner Incentive Plan, which provided awareness, business development services and appropriate financial products to assess and address workplace hazards; and,
- The participatory development and implementation of a Code of Conduct (CoC) between employees and their employers, which serves as a commitment and a set of rules to improve workplaces and working conditions

The diagram below illustrates the three interconnected activities by participant type:



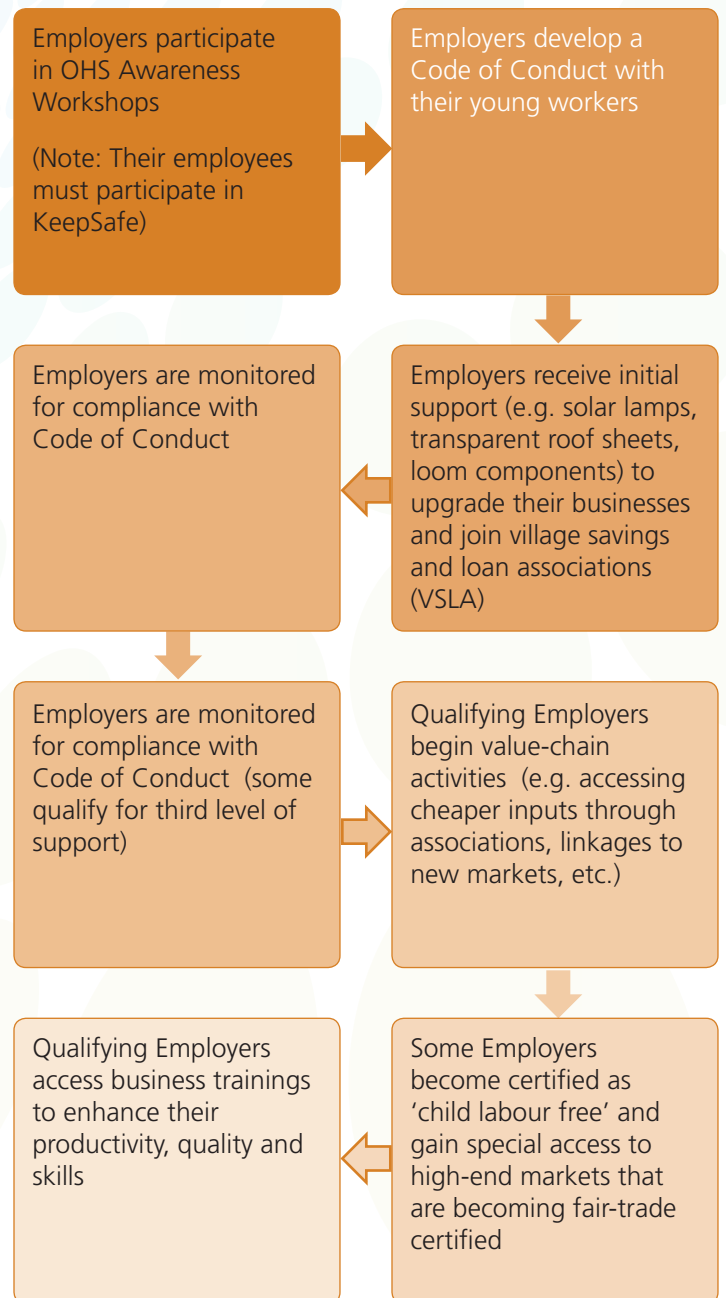
Employee Oriented: The Keep Safe Program

The Keep Safe Program consists of an intensive training package of six modules, which take approximately 20 hours to deliver. The program aims to encourage young workers (ages 14 to 17) to understand issues surrounding safety and wellbeing in the workplace, to access practical education that will lead to further work opportunities, and to develop their capacities in decision making and communication skills. Following completion of the program, the young workers must work with their employers to develop a CoC. The trained young workers are then supported in forming Village Savings Associations for Youth (VSAY); however, it is not compulsory for all trained youth to become members.

Employer Oriented: OHS Training and Business Owner Incentive Plan

The OHS Training and Business Owner Incentives Plan targets business owners who employ youth for the production of textiles in Addis Ababa. Employers who participate in the program must also ensure that their young employees attend the Keep Safe Program. Employers who agree to improve the working conditions for their young employees and implement their agreed-upon CoC are rewarded with a graduated incentive system that enhances their business skills, improves workspaces, and provides improved access to inputs and high-end markets. These employers are also supported in forming Village Savings and Loan Associations (VSLA); however, it is not compulsory for all.

Graduated Incentive Process for Employers²:



Employer-Employee Oriented: The Code of Conduct (CoC)



Following completion of either the Keep Safe or OHS training, the young workers and their employers have to develop a code of conduct, which is a standard set of rules developed in a participatory manner, to improve workplaces and working conditions (refer to Annex II for sample CoC). The CoC is then monitored for adoption and implementation by E-FACE project staff and also forms the basis for the Business Owner Incentive Plan.

Typical components of the CoC include the following:



1. Employers should arrange safe and healthy work environments for youth
2. Youth should get enough free time for education and studying
3. Employers should establish and maintain good relationships in the workplace
4. Employers and youth should avoid major hazard triggering factors in the workplace
5. Employers should improve wages and make paydays consistent
6. Employers should reduce working hours for the youth





Achievement in Numbers³

2000  59%  41%
young employees have completed the Keep Safe program!

90%  60%  40% ▶ 50  30  20
of these trained young employees are now saving through a VSAY
of them are trafficked youth⁴

1523  79%  21%
employers have received OHS awareness training.

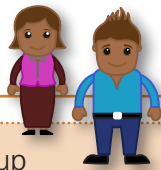
70%  78%  22%
of these have introduced at least two OHS practices to mitigate workplace hazards

Employers who have complied with the CoC and introduced at least two OHS practices to mitigate workplace hazards for their young employees were provided with different incentives, such as improved loom components, solar lamps, transparent roof sheets, etc. In addition, **92%** of these received business development services and training and **50%** have been linked to market players (such as low, mid-level and high-end designers and market opportunities).

These numbers on their own do not convey the complete picture of the changes that have occurred in the workplaces and working conditions of young workers. They merely provide an indication of project achievements at the output level; hence, there was a need to gather qualitative information on the behavior changes that have resulted from the occupational health and safety project interventions.

The following sections provide a description of the changes from the perspective of project participants, including an analysis of the information gathered by the various stakeholders interviewed for this case study.

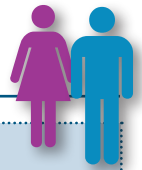
A Young Workers Profile



Based on the interviews, focus group discussions, and staff monitoring reports, there are some common characteristics across the young workers who have participated in this project:

- They live and work in the same physical space;
- They start with spinning cotton for their employers, who are weavers—and graduate to weaving themselves shortly thereafter;
- The majority of them work for their parents, who are their employers; only a few work for someone who is not a parent and are considered a ‘trafficked youth’;
- The majority are enrolled in school and have basic literacy and numeracy skills (however, school attendance is irregular);
- The average age at which most started working in the traditional textile industry is 11 years;
- The Keep Safe Program was their first exposure to formal/organized training outside of school.

A Typical Employer’s Profile



Based on the interviews, focus group discussions, and staff monitoring reports, there are some common characteristics across the employers who have participated in this project:

- The majority are rural migrants to Addis Ababa;
- They live and work in the same physical space;
- The majority started weaving from home at a young age (most cited 9 years);
- The majority of them teach their children how to weave and expect them to work in the family weaving business;
- The majority are illiterate and have extremely basic numeracy skills;
- The OHS training program was their first exposure to formal/organized training.

Changes Experienced by Young Workers and their Employers

Improved Working Conditions

1. Reduced Working Hours: All youth interviewed for this case study confirmed a reduction in their working hours, with many reporting 2-4 hours of work during school days and up to 7-8 hours during non-school days. Previous to project interventions, most youth were working 10-12 hours a day, sometimes at the expense of their school attendance. The reduction in working hours has led to multiple effects on the youth, ranging for more time for studying and personal hygiene (including more regular body washing), to more social and play time. Perhaps the biggest impact of the reduced working hours is on school attendance. Community workers also confirmed that more youth are regularly attending school—most are now attending school five days a week, as compared to only three days previously.

2. Better Relations between Employers and Employees: The individualized training provided to the employees and employers and the CoC facilitation process promoted communication between the young workers and their employers – communication that had not previously existed. For most participants, this project provided the first opportunity for discussion about each other's expectations and for reaching a common understanding. Based on his personal experience, one young employee commented on the differences he has observed between employers who have participated in the project and those who have not.

3. Valuing their Work – Getting Wages or Increased Wages: All youth reported an increase in wages, with most reporting not only an increase but an actual start in receiving

wages. Many young workers were not getting any wages previous to project interventions. The wage increase varied from worker to worker – ranging anywhere from 100% to 1,000% (i.e. one young woman's wages went from 0 to ETB 10 per week). Getting a wage or an increase in wages has added value to the youth's work—from the perspective of both the young workers and their employers. The young weavers feel that their work is important and are motivated to put in their hours and improve the quality of their work in order to get their wages, with the possibility of raises over time. The employers confirmed that the training provided by the project changed their perceptions regarding the work being done by their young employees. The training and code of conduct facilitation made them realize the value of their employees' work and made them want to pay their workers accordingly. Wages for the young workers has not only increased their work ethic and motivation to work, but it has also instilled a sense of pride in the weaving work done by their families and communities.

I used to work for a man who was very abusive and I had poor relations with him. Working for this new employer who has undergone project training is better. I am now going to school and I'm happier."

Abirham Arba
(aged 14 and enrolled in Grade 1)



The most important thing that the training has done is that it has changed how we think about our employees. It has changed our attitude towards them and made us realize that we must value their work and not exploit them."

Business Owner

Improved Physical Workplaces

Perhaps the most evident and substantial changes as a result of this project have been in the physical workplaces for both the young workers and their employers. Not only were these changes evident during this study's visits to the many workplaces but also in the project staff's regular monitoring visits over the course of the project. Key changes include:

1. Improved Seating and Weaving Looms: The traditional weaving looms require a pedal, but there were many looms that had been modified; instead of a pedal, leather straps were twisted around the foot and toes of weavers (both employees and employers), which resulted in deformation of the foot and toes over the long-term. Traditional looms also required workers to sit with their feet in a dug-out hole all day long, which resulted in them suffering from skin irritations and infections (attacks by worms like mujale) and chronic back pain from having their backs bent in an awkward position. All young workers are now working on benches with wooden pedals that do not require constant bending down or twisting of the foot and toes. As one step of the CoC, most employers have invested the ETB 110⁵(USD 5.50) required to buy the work bench and foot pedal. Adopting the wooden foot pedal also requires the looms to be raised to ground level, which has resulted in removal of dug-out seating pits which were always damp, dusty, and causing health hazards to the employees and employers.

2. Improved Safety and Health: There has been a reduction in accidents such as cuts to hands and feet. Before the training, open blades for cutting wool and material were commonplace in all workplaces; however, these have largely been replaced with scissors. There has also been a significant improvement in air circulation. Working with textiles in closed areas results in a lot of fabric dust in the households and

workplaces. This can cause breathing difficulties, which can eventually develop into serious health problems such as sinusitis or asthma. However, due to the project training and CoC implementation, most employers have installed windows, enlarged windows and doors, or have made other adjustments for better ventilation in their workplaces. Training for employers also included quick tips on household cleanliness and workplace organization. Most workplaces have thus been reorganized to separate housing, working, and sleeping spaces, which has reduced hazards for employees, including smoke from cooking stoves and bodily discomfort from working and sleeping in cramped environments.



3. Improved Lighting: Participants targeted by the project live in mud and wood houses which serve as both living and work spaces. The houses typically have dark walls and small windows, which makes it difficult to follow details and patterns during weaving. They usually have only one light bulb, which makes it difficult to see and work at night, especially since most participants report working until 10 pm. The training and business owner incentives have resulted in significant changes in this area. Employers have received lighting support, such as solar lights and transparent roof sheeting, which means that young workers are not straining their eyes during the production

process. Most employers have painted their inner mud walls, covered the floor with plastic and now open windows during working hours—all of which provides better ventilation and lighting for them and their workers. During interviews, many young workers said that the solar lamps and improved lighting at night meant that they could now complete their homework for school on time.



Most confirmed that the Keep Safe training and subsequent VSAY formation had improved their financial literacy—and that almost all of them were now saving part of their wages with VSAYs. None of them had saved anything previous to their participation in the project.

The teamwork taught during the Keep Safe training and the negotiation skills required during the CoC development have equipped the young employees with better communication skills and improved self-confidence. Parents and community workers confirmed that the youth were now able to more effectively communicate with the project staff and articulate their thoughts regarding the training—something they were not able to do previous to the training. Employers stated that their employees are now more cooperative, conscientious, and confident when communicating, as compared to those that have not received Keep Safe training.



Life Changes – Personal Growth

Most youth talked about further education (many wanted to become doctors) or starting their own businesses. It is hard to tell if they had these same aspirations before their involvement in the project, but conversations with youth who had participated in the project revealed that they all now planned to continue their education and improve their future prospects. The youth have a sense of pride in their work as young weavers—the Keep Safe training has given them an appreciation of their work and the possibility of a better future in traditional textiles. For example, some young weavers mentioned that they want to improve their weaving techniques as they are seeing better markets and prices for their employers' products, and now consider traditional textiles to be a viable future business for themselves.

“My young employee always reminds me if I am doing something hazardous in the workplace. For example, if I use a blade instead of scissors, she reminds me.”

Belaynesh Goncho
Female Employer/Weaver

Better Business and More Incomes for Employers

For the employers, there are benefits beyond workplace improvements as a result of their participation in the project. They are seeing more income from better business practices. Although the project has yet to collect income data, the interviews revealed income increases of 50 to 75%, because of the increased number of textile products produced.

The training provided to employers raised their awareness of OHS issues while sensitizing them to the fact that improved occupational health and safety can lead to better production. Most employers confirmed that their employees are working more effectively and efficiently when their wages, working hours, and general working conditions improved. A cleaner and safer work environment for youth, who report less health problems and better productivity, means more income for the employers. This win-win situation for both employers and their young employees demonstrated how being a good and fair employer results in better business.

Improved productivity and access to new markets for their weaving products was facilitated by the project through training on improved weaving techniques, designs, and linkages to new market segments. In addition, the project provided employers with incentives, such as loom components and solar lamps, to make changes to their workplaces. Access to finance and basic financial literacy through VSLAs was also cited as an added bonus for their participation in the project. All employers interviewed highlighted time management and practical tips on improving physical workplaces as very useful components of the training received. Most employers and employees mentioned reduction in work duplication due to better time management and planned job distribution between employers and employees. All these aspects have led to better business practices and increased income for the employers.



“Before receiving the project training, I used to weave four pieces a week, but now I weave six pieces. I also get better prices per piece (ETB 40 or USD 1.95 more per piece) due to my improved quality and direct sales to the market rather than using a middleman like I used previously. The project has linked me to direct markets and new sources of orders for my products.”

Anbese Alecho
Employer/Weaver

Factors Contributing to Success

An analysis of the reported changes in the occupational health and safety conditions in the traditional textile industry in Addis Ababa, coupled with the various discussions with employees, employers, parents/guardians, and community workers, revealed certain factors crucial to ensuring the project's success in affecting changes for young workers.

- 1. Addressing Needs of Both Employers and Employees:** The project took a deliberate approach towards addressing the specific needs of both the young workers and their employers by ensuring tailored training manuals and approaches for the two groups. Projects addressing exploitative child labor and/or occupational health and safety usually do not involve both the employee and the employer. Without addressing the reasons as to why the employers use young workers, it would have been difficult to affect changes for the young workers. Training for the employers not only sensitized them on the child labor regulations and OHS principles, but it also helped them find ways by which they could improve their business while investing in their employees' well-being. Likewise, training for the employees instilled a sense of pride in working while ensuring they are not exploited, and highlighted the importance of continuing their education.
- 2. Investing in Building Relations between Employers and Employees:** The CoC process was crucial in affecting changes for the employees. If the project had only trained the employers and employees on OHS principles, it is unlikely that changes in workplaces and working conditions would have happened. The facilitation of discussion between employees and their employers to develop a CoC acceptable to both parties not only resulted in a common understanding among the two parties, but it also led to improved communication between

them—communication that has extended beyond the CoC development. The project's investment in the CoC development and facilitating better communication and relations between employees and their employers was well worthwhile.

- 3. Complementing Training with Incentives and Rewards:** Success was also dependent on the project's strategy of complementing OHS training to employers with the Business Owner Incentive Plan, which rewarded implementation of the CoC with items of value such as loom parts, solar lamps and transparent roof sheets. Besides these rewards, the project also provided incentives that linked the employers to better markets and prices for their products. All interviewed employers attested that they would not have participated in the project or made the workplace changes if not for the incentives available. Many also said that they participated in the OHS training and CoC implementation to gain access to informal financial services through the VSLAs formed by the project. It is difficult to know the extent to which the incentives and rewards influenced the improvements in workplaces and working conditions, but it is fair to say that they certainly played a large part.

Conclusion

Despite not being a formal evaluation, this report identified a number of findings and conclusions regarding the occupational health and safety components of the E-FACE project. There is no doubt that E-FACE has been successful in bringing about significant improvements to workplaces and working conditions for young Ethiopian workers employed in the traditional textile industry in Addis Ababa. At the same time, the project has been successful in improving incomes, albeit to varying degrees, for targeted employers.

There were some insightful comments and observations shared by both the young workers during the interviews and group discussions. These also confirm the value that these young workers place on the E-FACE training and interventions. Many youth asked that more training be extended to other young workers in their communities as there are still many who have not benefitted from improved workplaces and working conditions. They also felt that the training should be provided to workers as young as 10 or 11 years old, because that is when most of them start working in the traditional textile industry. Unfortunately, the Keep Safe Program only targets youth between the ages of 14 to 17 years due to donor regulations, but hopefully these comments from the community will be taken into consideration for future programming.

Many youth also commented on the need for more training and exposure for their employers as most are illiterate, whereas the youth have an

opportunity to attend school and learn about the world outside their workplace. A few young employees suggested that images and statistics of the OHS training be provided to their employers to better show the impact of certain hazards on one's body. Some even suggested that the OHS training be made mandatory for all employers in their community. On mixed-sex training, the youth were appreciative of the approach as it allowed them to understand the different experiences of and expectations of male and female weavers/employees.

The continued engagement of young workers and employers with project staff and community workers long after their participation in project interventions (two years in some cases) demonstrates the project's impact on changing perceptions around young workers and working conditions. In addition, the requests for more training for others in their communities also demonstrates how much the participants have valued the project's interventions. Many participants are sharing their knowledge beyond their immediate workplace and households, which is spreading the project's indirect influence over working youth who could not participate in the project. Clearly there is ongoing demand for E-FACE programming, especially in working with employers and their young workers on occupational health and safety issues.

Client Story

Nebiyu Abaye

...a 16-year-old boy who started working for his father in the weaving business five years ago.



His older siblings all worked in the weaving business, but none of them benefitted from better wages and improved workspaces because they all left home before E-FACE training began in their community. Since his father has taken the OHS training, their workspace has improved with additional lighting and covered dirt floors. He now gets ETB 10 (USD 50 cents) a week—a 100% increase from his previous weekly wage of ETB 5. Nebiyu really enjoyed the Keep Safe training, especially the exercises on saving money and on

identifying workplace hazards. He works less hours now and uses his spare time for his studies and on personal hygiene. The training and project support made him more confident, and he feels more comfortable speaking to strangers and elders in his community. His father acknowledges these changes in his son and shares his pride.

Client Story

Demeketch Desaling

...smiles as she describes the Keep Safe training she received.



She really enjoyed the games and icebreakers, especially the role playing on accidental hazards, where she was able to showcase her understanding of the training concepts through acting. She is also critical of the training and provided feedback – she shares that the trainers and other participants were not punctual and did not stick to the agreed-upon time schedule. Having the training with both sexes provided her with a new perspective of the challenges and experiences faced by the young men in her community.

The biggest change in her life since she took the training is in her wages and savings. Her wages have been increased from ETB 5/week to ETB10/ week, and through her participation in a VSAY, she is now saving money for school supplies and books.

“Through the training, I learned how to use my time effectively. Now I have the skills and knowledge to plan for my life.”

Client Story

Belaynesh Goncho

...age 40, started her own weaving business only three years ago.

For most of her life, she has been a wood collector – a physically demanding job that did not result in much income despite the long hours. Most days, she worked 8-9 hours collecting and transporting wood pieces for only ETB 20-30, then had to do all the housework and child rearing when she returned home. When E-FACE activities started in her community, she decided to go into the weaving business. She had previously learned how to weave from her husband (a self-employed weaver) and decided to avail herself of the project's OHS training and incentives plan. She has two employees—her young daughters, aged 15 and 17 years.

Through the OHS training provided, she learned about separating out her working and sleeping spaces, about painting her walls, and covering her mud floor for better ventilation and lighting. She has even installed two windows and has gotten a solar lamp and transparent roof sheets as incentives for implementing the CoC. She is now paying her daughters a wage, when previously they were paid nothing for their 3-7 hours of daily work. She now knows about the hazards related to wood collecting and weaving, and wants a better life for her daughters. She ensures their regular school attendance and finds them to be more obedient and helpful with both the weaving and housework after having attended the Keep Safe training.



The project has facilitated her access to a government workspace, where she now regularly works with other women weavers. One of her employees (also her eldest daughter) shares her workspace and loom when she herself is not able to go to work. The government workspace is cleaner, safer, and healthier than the workplace that her husband continues to use at home – although even the workplace at home is much improved after the changes she has made following the E-FACE training.

When asked about changed roles in her household now that she is engaging in the same business as her husband, she says relations with her husband could not be better. The project's support in establishing her business and increasing her income has meant more money for the entire household. Her husband values her work more than before and they share many moments discussing weaving techniques and designs—moments that she cherishes as 'alone' time with her husband. She feels that gender roles are changing for the better within households where women have started working alongside their menfolk in the weaving business.

Annex I:

List of Interview Questions

Questions for Youth/Employees

1. TRAINING

- a. What do you remember the most about occupational health and safety concepts?
 - i. Your responsibilities vs. those of employers/business owners?
- b. How have you used that information? Have you shared it with people outside of this group?
- c. The part that you enjoyed the most; the part that you didn't enjoy as much
- d. What could have been done better?

2. CHANGES

- a. What changes have occurred in your life as a result of the training?
- b. What have you done with the knowledge you have gained?
- c. What has changed in your physical working environment?
- d. What has changed in your working conditions (wages, timings)?
- e. What has changed in your relationship with your employer?

3. Did your employer participate in OHS training?

- a. What changes have you seen in your employer due to their participation?

4. Would you recommend this program to your friends and family? Why or why not?




Questions for Employers/Business Owners




1. How did you become aware of the training? What did you initially think the training would be about?
2. TRAINING
 - a. What do you remember the most about occupational health and safety concepts?
 - i. Your responsibilities vs. those of employees?
 - b. How have you used that information? Have you shared it with people outside of this group?
 - c. The part that you enjoyed the most; the part that you didn't enjoy as much
 - d. What could have been done better?
3. CHANGES
 - a. What changes have occurred in your business as a result of the training?
 - b. What has changed in your physical working environment?
 - c. What has changed in your working conditions (wages, timings)?
 - d. What has changed in your relationship with your employees?
4. Did your employee/workers participate in OHS training?
 - a. What changes have you seen in your worker due to their participation?
5. Would you recommend this program to your friends and family? Why or why not?

Annex II

Sample Code of Conduct

To improve the working condition for youth

<p>1. Employers should arrange safe and healthy work environment for youth</p>		<ul style="list-style-type: none"> • Clean and organized workplace • Have sufficient lighting • Have sufficient air circulation • No direct contact with mud floor (covered floor) • Provide the working youth enough sleeping place
<p>2. Youth should get enough time for education and studying</p>		<ul style="list-style-type: none"> • Support working youth to start education, if not yet started • Don't make them miss school • Provide enough time for studying and doing homework • Equip them with school supplies, school fees, and other school requirements • Support the working youth to improve academic performance
<p>3. Employers should establish and maintain good relationships in the workplace</p>		<ul style="list-style-type: none"> • Respect each other • Treat youth as family members • No physical punishment or humiliation of working children • Train youth step-by-step skill trainings

<p>4. Avoid major hazard-triggering factors in the workplace</p>		<ul style="list-style-type: none"> • Replace sharp equipment like needles and blades with less harmful equipment like scissors • Cover all electric wires with conduit/plastic tube, and cover any electrical connections with plasters • Support the working youth to have timely medical services in case of sickness • Encourage personal care
<p>5. Improve wages and make paydays consistent</p>		<ul style="list-style-type: none"> • Improve wages of working youth within six months • Wages and pay days should be consistent
<p>6. Working hours should be reduced</p>		<ul style="list-style-type: none"> • Youth should not work for more than six days in a week • Youth should not work more than seven hours in a day • Working children should not work at night • Working children should get time to play with their peers

End Notes

1. Government of Ethiopia, MOLSA Child Labor in Ethiopia Analysis of a Survey Conducted in 2001, Addis Ababa 2002
2. Step 8 of the Graduate Incentive Process has not yet occurred as it took longer than expected to reach an agreement with government, textile designers and other stakeholders on the parameters and guidelines for child-free labor and certification. Only after the child-free certification process is finalized can the project work with employers to get certified.
3. These numbers are indicative of reporting up to March 31, 2015.
4. For this project, 'trafficked youth' are defined as those young employees that are not working for their parents; but are living with and working for someone other than their parents. These young employees are generally brought in from rural areas to work, and usually not of their own volition.
5. On April 15, 2015, the conversion rate was 1 ETB to USD .05



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