

The Federal Democratic Republic of Ethiopia
Ministry of Education (MoE)

**Additional Finance to -GEQIP-E (GEQIP-E AF) Refugees Integration
(P168411)**

LABOR MANAGEMENT PROCEDURES

Nov 2020

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1. OVERVIEW OF LABOR USE ON THE PROJECT

This Labor Management Plan (LMP) should be read along with the project environmental and social commitment plan (ESCP), environmental and social review summary (ESRS), and the program environmental and social system assessment (ESSA) for a comprehensive understanding. The Project will be implemented in accordance with the Ethiopian Labor Code and the Bank's Environmental and Social Framework Standard (ESS2). The Implementing Agencies are thereby responsible to ensure compliance by their employees as well as potential contracted institutions.

Number of Project Workers: It is difficult at this point to present the actual or estimated numbers of workers to be engaged for the project.

Characteristics of Project Workers: of the different categories of workers, the project will use direct and contracted workers expected to be employed. However, community workers, primary supply workers and migrant workers are not expected to be employed for the project. Whenever there will be a demand to employ these workers, the national labor procedures and the Bank's standard on ESS2 will be applied.

Direct workers: will comprise a mix of government civil servants from various relevant directorates of MoE and ARRA as well as those employed by the project. These include the staffs of the Refugee Integration facilities at federal and regional levels and focal persons at including teachers (host-community teachers and national refugee school teachers), regional and the government civil servants (the project manager) who work for the MoE and AARA.

Contracted workers: are contractors or sub-contractors, CSOs and consultants who will be contracted for those outsourced activities based on demand of the project. The project might involve the rehabilitation of office to strengthen the refugee integration facilities that can be fully or partially outsources to contractors. Besides, the pilot activities in the PforR program could involve the outsourcing for the CSOs. The contractors and CSOs will qualify to bid as per the World Bank's procurement procedures and guidelines which includes environmental, social, Health and safety performance declaration. When skilled laborers are not available in the community, the civil work will be partially or fully outsourced to local service providers and contractors. Terms and conditions of these workers will be guided by contract agreements.

The project work will only involve national local workers which includes both male and female workers.

Timing of Labor Requirements: All direct project workers are required continuously throughout the project life while experts from relevant ministries and agencies will be involved intermittently as required.

2. ASSESSMENT OF KEY POTENTIAL LABOR RISKS

Key Labor Risks: The potential key labor risks include (i) inadequate payment, (ii) extended working hours without pay, (iii) workplace accidents/injuries, and (iv) inadequate awareness on occupational health and safety.

The PforR activities that require workers would include those subcontracted to local NGOs include, in the areas of ICT-supported self-directed learning and girls' empowerment. There is no risk of labor migration or influx due to the limited scope of rehabilitation and renovation activities of offices. Most of project activities are implemented in schools that could have regulated work environment that will not present risks of exploitation, forced or child labor. In addition, there will not be risk of discrimination against women and vulnerable groups, as many of the project activities do not involve heavy workload that would result in preference of men over women. Minor occupational health and safety (OHS) related risks might occur during rehabilitation and renovation activities like injuries that will be mitigated with the use of personal protective equipment (PPEs) and proper occupational H&S trainings including personal security.

3. BRIEF OVERVIEW OF LABOR LEGISLATION: TERMS AND CONDITIONS

The following terms and conditions apply for workers of the project as per the provisions of the Government of Ethiopia Labor Proclamation No. 1156/2019¹. The new Labor Proclamation is enacted with a view to securing durable industrial peace, sustainable productivity and competitiveness that will contribute to the overall development of the country. The Proclamation has introduced new concepts and also modified some of the existing provisions which were unclear, and therefore, prone to various interpretations.

It is found necessary to reformulate the existing labour law (Proclamation 377/2003), with a view to attaining the below stated objectives and in accordance with and in conformity with the international conventions and other legal commitments to which Ethiopia is a party.

The major objectives of the proclamation include the following:

- To ensure that worker-employer relations are governed by the basic principles of rights and obligations;
- To lay down a working system that guarantees the rights of workers and employers to freely establish their respective associations and to engage, through their duly authorized representatives, in social dialogue and collective bargaining, as well as to draw up procedures for the expeditious settlement of labour disputes, which arise between them;
- To create favorable environment for investment and achievement of national economic goals without scarifying fundamental workplace rights by laying down well considered labour administration; and determine the duties and responsibilities of governmental organs entrusted with the power to monitor labour conditions; occupational health and safety; and environmental protection together with bilateral and tripartite social dialogue mechanisms; political, economic and social policies of the Country.

i. Minimum Age for Employment and Prohibition of Child and Forced Labor

¹ A new Labor Proclamation 1156/2019 has been issued in September 2019 by the House of People's Representatives of Ethiopia replacing Proclamation no 377/2003, which was in force for the previous 16 years.

A worker who has attained a minimum age of 15 years is capable of being employed under the new labor law of Ethiopia; while the minimum age for Hazardous Work is set as 18 years. Moreover, the definition of young workers² has been amended to include workers between 15 and 18 years of age. It is prohibited to assign young workers on work, which on account of its nature or due to the condition in which it is carried out endangers their lives or health. The Ministry of Labor and Social Affairs may prescribe the list of activities prohibited for young workers which shall include in particular:

- Work in the transport of passengers and goods by road, railway, air and internal water ways, dock sides and warehouses involving heavy weightlifting, pulling or pushing or any other related type of labor;
- Work connected with electric power generation plants, transformers or transmission lines;
- Underground work such as mines and quarries;
- Work in sewers and tunnel excavation.

The above stated prohibition shall not apply to work performed by young workers in fulfillment of course requirements in vocational schools that are approved and inspected by the Competent Authority.

Forced Labor is prohibited under the Constitution of Ethiopia and is a punishable offence under the Criminal Code³. If a person compels another by intimidation, violence, fraud or any other unlawful means to accept a employment or particular conditions of employment is punishable, upon complaint, with simple imprisonment at least three (3) months, or fine.

The anti-trafficking legislation⁴ also prohibits trafficking in persons for the purpose of exploitation at the pretext of domestic or overseas employment. The definition for exploitation includes labor exploitation, forced labor or servitude. It is punishable offence with rigorous imprisonment ranging from 15 to 25 years and with fine from 150,000 to 300,000 Eth. Birr.

ii. Provisions Related to Women

The new proclamation recognizes further benefits addressing the special needs of women including provisions related to maternity leave, sexual harassment and violence. A provision acknowledging affirmative action to women is also included. Accordingly, women candidates who score equal points with men will have right to priority in competitions for employment, promotion and related opportunities.

The new labor Proclamation of Ethiopia, 1156/2019, article 87 and 88 states provisions on the working conditions of women.

- Women shall not be discriminated against in all respects based on their sex. Without prejudice to the generality of this provision, priority shall be given to women if they get equal result with men when competing for employment, promotion or any other benefit.

² "Young worker" means a natural person who has attained the age of 15 but is not over the age of 18 years, Proclamation 1156/2019, article 89, sub-article 1.

³ Criminal Code Proclamation No. 414/2004

⁴ Prevention and Suppression of Trafficking in Persons and Smuggling of Migrants Proclamation No. 909/2015.

- It is prohibited to assign women on works that may be listed by the Ministry of Labor and Social Affairs to be particularly dangerous to women or hazardous to their health.
- No pregnant woman shall be assigned to night work between 10 p.m. and 6 a.m. or be assigned on overtime work.
- She shall be transferred to another place of work if her job is hazardous to her health or to the fetus as ascertained by a physician.

a. Maternity Leave: this topic is discussed under Leave section 'v' subsection 'e' below.

b. Sexual Harassment and Violence: The new law obviates the need for interpretation of sexual harassment and sexual violence by providing definitions. It also provides prohibitions and punishments specific to the acts. The commission of either or both two acts at workplaces either by the employee or employer may be used as grounds of termination of an employment contract without notice by the employer or the employee respectively. Additionally, an employee who resigns on the ground of sexual harassment or violence is entitled to severance pay as well as a compensation amounting to 90 times the daily rate of the last week of service of the employee. As per the definition of the new proclamation:

- Sexual Harassment means to persuade or convince another through utterances, signs or any other manner, to submit for sexual favor without his/her consent.
- Sexual Violence means sexual harassment accompanied by force or an attempt thereof.

iii. Wages

In accordance with the Labor Proclamation, wages mean the regular payment to which the worker is entitled in return for the performance of the work that he/she performs under a contract of employment. Wages are independent of overtime premium, allowances, bonus, commissions, service charges received from the customers and other incentives paid for additional work. Wages are only paid for the work done by the worker except in case interruption on employer's behalf which makes it impossible to work (i.e. interruption in supply of tools and raw materials).

The Labor Proclamation requires the employers to pay wages in cash on a working day at the workplace unless otherwise agreed. In case, date of payment (where already decided) falls on a weekly rest day or public holiday, the wages are paid on the preceding working day. Wages are paid directly to the worker or to the person authorized by the worker. Wages may be paid in kind, but may not exceed the market value in the area of the payment in kind and in no case may exceed 30% of the wages paid in cash.

An employer is under the obligation to pay the worker wages and other emoluments in accordance with this law or the collective agreement. Wages are to be paid at such intervals as required under the national law, collective agreement or employment contract.

As per Proc. No. 1156/ 2019, a Regulation of the Council of Ministers shall determine the powers and responsibilities of a Wage Board which shall comprise representatives of the Government, employees and trade unions together with other stakeholders that will periodically revise minimum wages based on

studies which take into account the country's economic development, labor market and other considerations.

Generally, employer is not allowed to make deductions from wages except where it is provided by the law or collective agreement or work rules or in accordance with a court order or a written agreement with the worker. The amount of deduction must not exceed one-third of the monthly wages of the worker.

It is obligatory for an employer to keep a record of payment in a register specifying the gross pay and method of calculation of wages; other variable remunerations; the amount and type of deduction; and the net pay, unless there is a special arrangement on which the signature of the worker is affixed. This register must be easily accessible to all the workers and the entries are explained to the worker on request.

Workers who are paid monthly shall incur no reduction, in his wages on account of having not worked on public holiday. A worker shall be paid his hourly wages multiplied by two for each hour of work on a public holiday.

iv. Rest

Workers are entitled to a weekly rest period consisting of not less than twenty-four non-interrupted hours during each period of seven days. The weekly rest period shall be calculated as to include the period from 6 a.m. to the next 6 a.m. Where the nature of the work or the service performed by the employee is such that the weekly rest cannot fall on a Sunday another day maybe made a weekly rest day as a substitute.

v. Leave (annual, sick, family events, union members, special purpose, and maternity leave)

Proclamation 1156/2019, Article 76-86 amended the provisions of different leaves including the number of days under the Labor Proclamation 377/2003. Every worker is entitled for annual leave after completing one year of continuous service with full pay as follows:

- a. **Annual leave:** every worker is entitled for sixteen (16) working days of annual leave for the first year of service; where, plus one working day for every additional two years' service. Sub article (5) states that, Where the length of service of a worker is below one year, the worker shall be entitled to an annual leave proportional to the length of his service.
- b. **Sick leave:** a worker should complete six months for sick leave entitlement of up to six months within a year. However, should notify the employer the next day from absence from work. The worker should present a sick leave certificate from issued by a duly recognized medical facility. The worker will be paid (i) first one month, with payment of 100% of his/her wages; (ii) for the next two months, with payment of 50% of his/her wage; and (iii) for the next three months, without pay.
- c. **Family events:** workers are entitled for leave with pay for events such as marriage, paternity leave, maximum of two rounds of leave for exceptional and serious events.
- d. **Union members:** a worker representing a union will be entitled for leave in cases in labour disputes, negotiating collective agreements, attending union meetings, participating in seminars or training courses.

- e. **Maternity Leave:** paid leave with presentation of certificate related with pregnancy. A pregnant worker shall be granted a period of 30 consecutive days of leave with pay of ante-natal leave and a period of 90 consecutive days of leave post- natal. If a pregnant woman does not deliver within 30 days of antenatal leave, she is entitled to additional leave until her confinement. If a pregnant woman delivers before the 30 days period has elapsed, postnatal leave commences after delivery. The Constitution of Ethiopia provides that women workers have the right to maternity leave with full pay.
- f. **Paternity Leave:** The new labor law of Ethiopia also grants a male worker a paternity leave for 3 working days with pay. Other than maternity leave, workers are also entitled to paid leave for medical examinations related to pregnancy and paid leave during pregnancy on recommendation of a medical doctor.

vi. Hours of Work

Arrangement of Weekly Hours of Work: Hours of work shall spread equally over the working days of a week, provided, however, where the nature of the work so requires, hours of work in any one of the working days may be shortened and the difference be distributed over the remaining days of the week without extending the daily limits of eight hours by more than two hours.

Averaging of Normal Hours of Work: Where the circumstances in which the work has to be carried out are such that normal hours of work cannot be distributed evenly over the individual week, normal hours of work may be calculated as an average over a period longer than one week, provided, however that the average number of hours over a period shall not exceed eight hours per day or forty-eight hours per week

The labor law defined that normal hours of work for young workers shall not exceed seven hours a day and it also prohibited to employ young workers on night work between 10 pm and 6am and overtime work, weekly rest day or on public holidays.

4. BRIEF OVERVIEW OF LABOR LEGISLATION: OCCUPATIONAL HEALTH AND SAFETY

Ethiopia has legal frameworks on OHS. The Constitution (1995) under Article 42/2 stated the Rights of Labor as “workers right for healthy and safe work environment” Proclamation No. 4/1995. There are also different legal frameworks on OHS which include: the National Occupational Health Policy and Strategy, Occupational Health and Safety Directive (2008), Occupational Health and Safety Policy and Procedures Manual, and On Work Occupational Health and Safety Control Manual for Inspectors (2017/18) which will apply to the project. OHS promotion is also included as priorities in the National Health Policy Statement (1993). Ministry of Labor and Social Affairs (MOLSA) and its regional counterparts are responsible for OHS at Federal and Regional levels. MOLSA has OHS and Working Environment Department responsible for OHS responsibilities. Each administrative region has an OHS department within the Labor and Social Affairs Bureau with the responsibilities of inspection service.

In the new Proclamation of Ethiopia, Occupational Safety, Health and Working Environment the following are indicated under Obligations of an Employer and an employee respectively.

An employer shall take the necessary measure to safeguard adequately the health and safety of the workers; it shall in particular:

- Comply with the occupational health and safety requirements provided for in this Proclamation;
- Take appropriate steps to ensure that workers are properly instructed and notified concerning the hazards of their respective occupations; and assign safety officer; and establish an occupational health and safety committee;
- Provide workers with protective equipment, clothing and other materials and instruct them of their use;
- Register employment accidents and occupational diseases and report same to the labour inspection service;
- Arrange, according to the nature of the work, at his own expense for the medical examination of newly employed workers and for those workers engaged in hazardous work, as may be necessary with the exception of HIV/AIDS Unless and otherwise the country has obligation of international treaty to do so;
- Ensure that the workplace and premises of the undertaking do not pose threats to the health and safety of workers;
- Take appropriate precautions to ensure that all the processes of work in the undertaking shall not be a source or cause of physical, chemical, biological, ergonomic and psychological hazards to the health and safety of the workers.
- Implement the instructions given by the Competent Authority in accordance with this Proclamation.

As obligations, any worker shall:

- Co-operate in the formulation of work rules to safeguard the workers' health and safety, and implement same;
- Inform forthwith to the employer any defect related to the appliances used and incidents of injury to health and safety of workers that he is aware of in the undertaking;
- Report to the employer any situation which he may have reason to believe could present a hazard and which he cannot prevent on his own, and any incident of injury to health which arises in the course of or in connection with work;
- Make proper use of all safety devices and other appliances furnished for the protection of his health and safety or for the protection of the health and safety of others;
- Observe all health and safety instructions issued by the employer or by the Competent Authority.
- It is prohibited that no worker shall:
- Interfere with, remove, displace, damage or destroy any safety devices or other appliances furnished for his protection or the protection of others; or
- Obstruct any method or process adopted with a view to minimizing occupational hazard.

The Labor proclamation gives the power for Regional Bureaus to determine standards and measures for the safety and health of workers and follow up their implementation. It is also indicated that regional bureaus must collect, compile and disseminate information on safety and health of workers.

It is unlawful for an employer to: (a) impede the worker in any manner in the exercise of his rights or take any measure against him because he exercises his right; (b) discriminate against female workers, in matters of remuneration, on the ground of their sex; (c) terminate a contract of employment contrary to the provisions of the Labor Proclamation No. 1156/2019; (d) coerce any worker by force or in any other manner to join or not to join or to cease to be a member of a trade union or to vote for or against any given candidate in elections for trade union offices; (e) require any worker to execute any work which is hazardous to his life; (f) discriminate between workers on the basis of nationality, sex, religion, political outlook or any other conditions.

Therefore, during project activities implementation, the following activities need to be performed: (i) identification of OHS risks at the project design stage; (ii) provision of PPEs and health, safety and security arrangements; (iii) arrangement of temporary residence and clean drinking water; and make available food at affordable cost for workers in areas where there are no hotel/restaurants around the project sites; (iv) training at regular intervals to workers to enhance their skills.

Benefits in the Case of Employment Injuries

Where a worker sustains employment injury, the employer shall cover the following expenses, among others, include:

- i. general and specialized medical and surgical care;
- ii. hospital and pharmaceutical care;
- iii. any necessary prosthetic or orthopedic appliances

A worker who has sustained employment injury shall be entitled to:

- i. periodical payment while he is temporarily disabled;
- ii. disablement pension or gratuity or compensation where he sustains permanent disablement;
- iii. survivors' pension or compensation to his dependent when he dies.

5. RESPONSIBLE STAFF

This section defines the role and responsibilities for the labor management procedure in terms of (i) Occupational Health and Safety; (ii) Engagement and management contractors; and (iii) Training of workers. The responsible body for workers management varies depending on the type of workers. The direct workers will be managed by the GEQIP-E AF national and regional Refugee Integration facilities that will be established at federal and regional level whereas the contract workers will be managed by the Local NGOs/ CSOs contracted by the Regional Refugee Integration Facilities to conduct implementation of these pilot activities. The management of government civil servants working on the project and contractors will be the responsibility of the implementing agencies (ARRA and MoE). However, the child labor and forced labor as well as OHS requirements applies to all categories of workers in the pilot project activities.

6. POLICIES AND PROCEDURES

As discussed in section 4 above, Ethiopia has legal frameworks on OHS. Besides, World Bank has Environmental, Health, and Safety General Guidelines that is equally applicable. The procedures outlined in the national and World Bank's OHS policies shall be applied. As indicated in the ESCP, any incidents and accidents shall be promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers including injuries and fatalities. Sever incidents will be notified to the Bank within 48 hours after learning of the incident or accident.

Besides, sufficient details regarding the incident or accident report shall be provided within fifteen (15) days., indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate.

There are no significant safety risks, child labour risks and labour influx that will occur due to the project as the project does not involve construction activities.

7. AGE OF EMPLOYMENT

Minimum age for employment is 14 years. The minimum Age for Hazardous Work is set as 18 years. Workers between the ages of 14 to 18 years are classified as young workers. It is prohibited to employ young workers to carry out work which on account of its nature or due to the condition in which it is carried out, endangers the life or health of the young workers performing it. The MOLSA may prescribe the list of activities prohibited to young worker which shall include in particular: work in the transport of passengers and goods; work on electric power transmission lines; underground work in mines and quarries; work in sewers and digging tunnels.

Normal working hours for young persons may not exceed seven hours per day. It is prohibited to employ young workers on night work between 10 p.m. and 6 a.m.; overtime work; weekly rest days; and public holidays.⁵

The law also defined that normal hours of work for young workers shall not exceed seven hours a day and it also prohibited to employ young workers on night work between 10 pm and 6am and overtime work, weekly rest day or on public holidays.

8. TERMS AND CONDITIONS

The Terms and Conditions outlined in the National Labour Proclamation No. 1156/2019 discussed under section 3 are applicable. These include Terms and Conduction on Rest, Wages, Leave (annual, sick, family events, union members, special purpose, and maternity leave), Benefits in the Case of Employment

⁵ The Labor Proclamation, however, allows children above the age of 14 to engage in hazardous work if it is performed following a government-approved vocational training course. The Government has issued a Young Workers' Directive which includes updated list of hazardous occupations for children, including work in mines, glass factories, domestic labor, and on the streets. This does not apply in reference to this project.

Injuries, Hours of Work, Minimum Age for Employment and Prohibition of Child and Forced Labor, and Provisions Related to Women like Maternity Leave and prohibition & punishment of acts regarding Sexual Harassment and Violence. Details are presented under section 3 above.

9. GRIEVANCE MECHANISM

The grievance redress mechanism for addressing and managing workers and employment related conflicts or complaints as well as gender-based violence (GBV) is very crucial. A worker or any person who has any complaint or grievance has the right to present it and get proper response. The National and Regional Refugee Integration Facilities together with MoE, REBs, ARRA and Zonal refugee camps will establish or facilitate access to accessible and functional Grievance Mechanism for all categories of employees outlined in the table below. The GRM will be easily accessible via the disclosure of a hotline and/or office hours and transparently disclosed to all personnel. Grievance handling shall be transparent and aggrieved parties informed within 30 days of their grievance, either with a respective solution or with a request of extension. The aggrieved party shall have the option to refer to a grievance log with key information will be established by the REB and quarterly reported upon. If not satisfied with the outcome of the regional level, the aggrieved party shall be able to access a second level committee on the federal level within the MoE.

When the pilot activities are executed in areas of existing functional GRM (including GBV management) of ARRA and MoE as indicated in the ESSA, the existing GRM (both in refugee and host communities) will also be used for addressing work related grievances. This happens when the workers are willing to accept the decisions of such mechanisms and should be contractually stipulated and communicated to each worker. However, if the existing GRMs are not accessible and not actively functional or when the workers are not willing to accept the decisions, a new GRM will be established for workers at site level that will have a structure to the national level.

World Bank Grievance Redress System: Communities and individuals who believe that they are adversely affected by a World Bank (WB) supported project may submit complaints to existing project-level grievance redress mechanisms or the WB's Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns. Project affected communities and individuals may submit their complaint to the WB's independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention, and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit, <https://www.worldbank.org/en/projectsoperations/products-and-services/grievance-redress-service>. For information on how to submit complaints to the World Bank Inspection Panel, please visit, www.inspectionpanel.org.

10. CONTRACTOR MANAGEMENT

The MoE in coordination with ARRA will outsource contracts necessary for the national and regional refugee integration facilities. Both the MoE and ARRA will carry out or hire a contract management

consultant to manage the contractors and/or sub-contractors in accordance with the applicable national labor laws, the international conventions Ethiopia has ratified and the World Bank standard (ESS2). The contracts will include clauses that refer to the ESCP, ESP and this LMP requirements.

The MoE, through its Planning, Monitoring and Evaluation Directorate, and in coordination with ARRA will be required to carry out due diligence procedures to identify if there are any significant risks from the contractors on issues and requirements related child labor, forced labor, working conditions, discrimination/exclusion, conflict, and workers safety, sexual exploitation and abuse and sexual harassment (SEA/SH). The Implementing agencies will prepare procedures to address these risks and notify the Bank on the same.

Moreover, the contract selection process shall fulfil requirements such as information in public records, for example, corporate registers and public documents relating to violations of applicable labor law, including reports from labor inspectorates and other enforcement bodies; business licenses, registrations, permits, and approvals; documents relating to a labor management system, including OHS issues, for example, labor management procedures; identification of labor management, safety, and health personnel, their qualifications, and certifications; workers' certifications/permits/training to perform required work; records of safety and health violations, and responses; accident and fatality records and notifications to authorities; records of legally required worker benefits and proof of workers' enrollment in the related programs; worker payroll records, including hours worked and pay received; identification of safety committee members and records of meetings; and other relevant points as required.

The MoE and ARRA will follow due process in monitoring the contractor's compliance to the WB ESS-2, the international conventions Ethiopia has ratified, national laws, ESSA and provisions in this labor management procedure. The MoA through its planning, monitoring and evaluation directorate and ARRA subsequently will provide regular reports (on monthly, quarterly and annual basis) regarding the performance of the contractors.

11. COMMUNITY WORKERS

The project does not involve community workers and community workers will not be expected to be employed for the project..

12. PRIMARY SUPPLY WORKERS

There are no primary supply workers to be employed for the project.

Provision	Type of Employment					
	MoE Civil Servant	ARRA Employee	Host Community Teacher	National Refugee Teacher	Refugee Incentive Teacher	Contractors & CSO staff and consultants
Working Contract	X	X	X	X	X	X
Adequate periods of rest per week, annual holiday and sick, maternity and family leave	X	X	X	X	X	X
Termination process in accordance with ET Labor Proclamation No.1156/2019	X	X	X	X	/	X
Non-Discrimination	X	X	X	X	X	X
Workers' organization	X	X	X	X	In line with the Ethiopian Refugee Proclamation	In line with the Ethiopian Labor Proclamation
Minimum age of employment	X	X	X	X	X	X
Forced Labor prohibited	X	X	X	X	X	X
Monthly salary payment	X	X	X	X	In line with the Ethiopian Refugee Proclamation	X
Additional package	/	/	/	X	In line with the Ethiopian Refugee Proclamation	/
Accommodation	/	/	X	/	In line with the Ethiopian Refugee Proclamation	/
Stipend	/	/	/	/	X	/
Health Insurance	X	X	X	X	X	X
Code of Conduct to be signed	All staff working in the program	All staff working in the program	X	X	X	X
OHS	x	x	x	x	x	x