

**The Federal Democratic Republic of
Ethiopia**

Ministry of Agriculture

Sustainable Land Management Program

**Resilient Landscapes and Livelihoods Project -II
(P174385- RLLP-II)**

Labor Management Procedure

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1. Project Description

With an essence to create resilience of livelihoods and building adaptive capacity to withstand climate change and extreme weather shocks, the RLLP-II is implemented under the Sustainable Land Management Program in seven regional states of Ethiopia, namely Amhara, Benishangul Gumuz, Gambella, Oromia, Sidama, SNPPR and Tigray. The GCF and PROGREEN financing, through RLLP II, will target an additional 47 climate vulnerable watersheds (40 through GCF and 7 through PROGREEN). The primary beneficiaries of RLLP-II will be rural households living on degraded lands and facing land tenure and water insecurity in selected watersheds. Indirect beneficiaries include: (i) communities adjacent to Project intervention areas adopting SLM and CSA practices through demonstration effects, as observed under SLMP-II; (ii) private sector participants and end-consumers in value chains targeted by the Project; (iii) households outside Project areas benefiting from the creation of land certification capacity at woreda and regional levels; (iv) recipients of capacity building trainings at all levels of government, as well as in national partner organizations; and (v) communities outside Project areas benefiting from groundwater recharge, reduced flooding, and lower sediment loads, as a result of SLM interventions.

1.1. Project Development Objective

The development objective of Resilient Landscapes and Livelihoods Project- II (RLLP -II) is to improve climate resilience, land productivity and carbon storage and increase access to diversified livelihood activities in selected rural watersheds.

1.2. Project Components

The Resilient Landscapes and Livelihoods Project-II (RLLP-II) comprises three main components:

Component 1: Green Infrastructure and Resilient Livelihoods;

Component 2: Investing in Institutions & Information for Resilience;

Component 3: Project Management and Reporting.

Component 1. Green Infrastructure and Resilient Livelihoods: The objectives of this component are to support the restoration of degraded landscapes in selected micro-watersheds and to help build resilient livelihoods on these newly productive foundations in selected watersheds vulnerable to climate variability and change, recurrent drought and floods. This involves two specific types of activities: (i) those aimed at improving the implementation and impact of biophysical measures in degraded micro-watersheds (including improved livestock management and green corridors); and (ii) activities focused on addressing the livelihood dimension among project beneficiaries (CSA, community infrastructure, household energy, private sector development). This will be achieved through (i) the implementation of sustainable soil and water conservation practices in line with Multi-Year Development Plans (MYDPs) (ii)

support for the adoption of climate-smart agricultural practices in all project watersheds; and (iii) promotion of livelihood diversification and linkages to value chains in all project watersheds. The objectives of this component will be achieved through the implementation of the following sub-components: (i) land restoration and watershed management; (ii) climate-smart agriculture; and (iii) livelihood diversification and connections to value chains.

Sub-Component 1.1: Land Restoration and Watershed Management

This sub-component will support restoration of degraded forest, pasture and woodlands that is communally owned, as well as privately-owned cultivated lands, through biophysical land and water conservation measures. The major activities in this sub-component (proven SLWM practices) include: soil and water conservation infrastructure such as terraces, water harvesting trenches, check dams, small reservoirs, and other civil works; soil fertility and moisture management; assisted natural regeneration, enclosures plus livestock land-use rationalization, intercropping, low tillage, gully reclamation, establishment of grazing corridors, watering points and wells. The nature of the work is small scale and labor intensive.

Sub-Component 1.2: Climate-smart Agriculture

Interventions under this sub-component aim at enhancing the livelihood resilience of beneficiary households through Climate-Smart Agriculture (CSA) interventions in all eligible micro-watersheds assisted by the project. The improved adaptation of restored watersheds to variable rainfall patterns and adverse climatic events, combined with reduced degradation-related risks, will provide suitable conditions for beneficiaries to adopt improved, climate-smart farming practices and diversify and/or intensify their current production systems. The major activities in the sub-component are construction of water harvesting structures with water efficient irrigation methods, homestead development by promoting high value crops and multi-purpose fruit trees and forage tree planting, livestock improvement (e.g. small ruminant fattening, promotion of beekeeping and honey production etc.), promoting bio-fuel/biomass, biogas energy, promotion of fuel saving and efficient technologies, and feeder road construction. Thus, the project will invest in three of the five Climate Smart Agriculture (CSA) technology packages defined by MoA: in-situ and ex-situ soil moisture management; Soil fertility and soil health improvement measures; and Crop development and management (agro-biodiversity) measures.

Sub-Component 1.3: Livelihood Diversification and Connection to Value Chains

This sub-component aims at providing finance advisory services and investments to improve access to and implementation of income generating activities, strengthening value chains associated with SLM productive activities, and promoting access to low carbon household energy. A range of potential interventions have been identified including support for women-led enterprise development and vocational training, processing equipment and Community Storage Receipts Programs (CSRPs), facilitation of access to markets, technology and trade and a suite

of household and smallholder low carbon energy solutions, such as solar water pumping for irrigation (where appropriate), biogas cooking stove installations and other high-performing cooking stove technologies.

Component 2: Investing in Institutions and Information for Resilience

The objective of this component is to enhance institutional capacity and improve information for better decision-making in supporting resilient landscapes and diversified rural livelihoods in the project area. This component will provide technical assistance at the local level (woreda and kebele) to build local government capacity for (i) planning and managing SLWM interventions, and (ii) managing the land certification process. This component will also provide resources to manage the knowledge generated through these and other assessments of SLWM, and to communicate the lessons learnt to a broad audience, including local governments and communities, relevant research institutions and Government agencies, as well as Development Partners. This component's objectives will be achieved through the implementation of the sub-component: capacity building, information modernization and policy development.

Component 3: Project Management and Reporting

The objective of this component is to effectively implement and report on project activities with due diligence and integrity. The component will finance the operational costs of the Project Coordination Units (PCUs) in MoA and Regional State Bureaus of Agriculture. These PCUs will carry out all fiduciary aspects of project implementation including financial management, procurement, environmental and social safeguards, and M&E reporting.

Additional Project Information

Rural Land Administration and Use: Land administration is an integral part of the SLM theory of change in which support for watershed management is reinforced with support strengthening land tenure security. Of the 47 new watersheds included for support under RLLP II, 15 watersheds have already received SLLCs from the UK-funded LIFT program, and the remaining 32 watersheds are scheduled to receive such support from the ongoing government program supporting land administration. While, GCF and PROGEEN proceeds cannot be used to the actual issuance of SLLC and the NRLAIS operationalization, the funds will cover public information awareness raising activities in the RLLP II project watersheds, provide capacity building training and equipment to process the geospatial and aerial mapping activities, and support modernization of information systems under RLLP II (Component 2).

To cover this gap, the GoE has agreed to deploy alternative and ongoing sources of support for land administration in RLLP II watersheds which include contributions from UK, Finland, Germany.

2. Project Implementation Arrangements

The Project will be implemented using the existing government organizational structures and facilitated by a multi-sectorial institutional arrangement comprising five levels - Federal, Regional, Zonal, Woreda (District), and Kebele (Sub-District). To enhance the accountability and quality of deliverables, functionality of the program coordination platform at regional and woreda level, there will be formal Memorandum of Understanding (MoU) to be signed between the hierarchies (Federal level steering committee head with regional head and regional heads with the respective woreda level heads).

Implementation Process and Procedure

The startup point for implementing RLLP-II at the Woreda level, on the one hand, will be the establishment of Woreda Steering Committee (WSC), Woreda Technical Committee (WTC) and assigning or Recruiting Woreda focal Person (WfP), on the other hand the startup point for implementing RLLP-II at Kebele level is the establishment of Kebele Watershed Team (KWT), and Community Watershed Team (CWT) in the newly added Woredas and strengthening these platforms in the existing woredas. The CWT will be established with appropriate representation of upper, middle and lower parts of the watershed and comprises at least 50 percent of female during the planning.

The first general meeting of the watershed community in which all communities within the watershed will be invited to participate in the planning constitutes a major critical step in the process. Under the facilitation of the WFP and supports from the WTC, the general assembly of watershed community identifies major problems in the watershed along with the possibilities of addressing the problems in the framework of RLLP-II. Preferential ranking and priority setting will be carried out following democratic principles and procedures including voting if consensus cannot be attained- simple majority decision.

The planning processes will be demand driven and will follow a bottom-up approach to lay foundation for all interventions to be carried out and ensure sustainability. The watershed development plans will be developed under the ownership of the CWT with the support of the WTC and ZTC. At the onset of the planning process, biophysical and socio-economic survey and assessment of the whole watershed will be undertaken, as described in the CBPWDG.

The results of the watershed assessment along with identified watershed priority actions will be presented to the general meeting of the watershed community for amendment. Presentation to the general assembly will properly describe the priority problems to be addressed, associated actions and targets, location of the actions within the watershed, duration and responsibility centers of the actors.

3. Overview of Labor Use on the Project

Type of Project Workers

ESS 2 categorizes Project workers into direct workers, community workers, contracted workers and primary supply workers.

- a. **Direct workers:** According to the EES2, a “direct worker” is a worker with whom the Borrower has a direct contracted employment relationship and specific control over the work, working conditions, and treatment of the project worker. The worker is employed or engaged by the Borrower, paid directly by the Borrower, and subject to the Borrower’s day-to-day instruction and control. Direct workers of RLLP-II will comprise a mix of government civil servants from various relevant directorates of MoA and from line ministries and those employed by the project.

The project will be implemented by the Program Coordination Unit (PCU) which is established for the management of the project on a daily basis and play a linkage role between RLLP-II and the World Bank. The national level Program Coordination Unit (NPCU) comprises twenty-eight (28) full time direct workers consisting of the national Program Coordinator, one Socio Economic and Livelihood Specialist, one Land Administration and Use Specialist, one Environment Safeguards Specialist, one Social Safeguard and Gender Specialist, two Monitoring and Evaluation Specialists, one Watershed Management Specialist, one Soil Fertility Management Specialist, one Knowledge Management and Communication Specialist, one Climate Smart Agriculture Specialist, one Forest Management Specialist, one capacity building Specialist, one Cadaster Survey and Land Information Specialist, one Database Manager, and one GIS Specialist, three Financial Management Specialists, two Procurement and Contract Management Specialists, one Secretary cashier, Five drivers and one messenger. As the project is implemented in seven regional states (Sidama region is newly created region), currently, there are six Regional level project coordination units (RPCU) each with fourteen (14) direct workers (6*14 total in six regions) that include the one regional program coordinator, one M&E specialist, two financial management specialists, one watershed specialist, one infrastructure specialist, one environmental safeguard specialist, one Social safeguard and Gender specialist, one climate smart agriculture specialist, one land administration and use specialist, one accountant, one procurement officer, drivers and one cashier. With regard to Sidama region, discussions were made and agreed to assign and/or recruit specialists and it will be notified soon). Woreda level direct project workers include accountants and community facilitators at community level. Terms and conditions of these workers are guided by contract agreements.

In addition to staff employed by the project, there are different civil servants who will be involved in project implementation at federal, regional, zonal and woreda levels. At federal level, experts from the different directorates of MoA such as natural resources Management directorate; soil fertility Improvement directorate; Rural Land Administration and Use directorate, Rural Job Creation Directorate, Small Scale Irrigation Development Directorate, Climate Resilient and Green Economy directorate, women, youth and children directorates will be involved in the monitoring, evaluation and support of project activities. Moreover, staff from other ministries

such as Environment, Forest and Climate Change Commission, Ministry of Finance and Ministry of Water, Irrigation and Electricity, will participate in some activities of the project. At regional levels, staff from the bureaus of Water and Mineral; rural road; environment and forest and others technical assistants will be involved in review of documents, construction and supervision of the structures. Terms and conditions of these workers are guided by Federal Civil Servants proclamation no. 1064/2017 at federal level and by the Civil Service Proclamations of their respective regional states.

Furthermore, the project will develop guideline for the identification, planning, design, implementation and Operation and Maintenance (O&M) of infrastructure in collaboration with other sectoral bureaus at regional level including Water and Mineral Office, road construction etc. The Cooperative Promotion Office, Water Development, and Agriculture Offices will be in charge of organizing beneficiary farmers into Water Users Associations (WUsA), support to draw up bylaws and facilitate registration as legal entities.

Moreover, experts from relevant Woreda Offices such as Water; Mineral and Energy; Road Construction; Agriculture; Environment, Forest and Climate; Women, Children and Youth; cooperatives promotion etc. will be involved in technical support and monitoring of project implementation. Quality assurance and other regulatory activities are also the responsibility of these offices and specialists assigned by the project.

The experts from various directorates of MoA and those from line ministries and bureaus will be governed by a set of public service rules while employees of the project by mutually agreed contracts.

Timing of labor requirement: All direct project workers are required to work during the project period in the coming five years while experts from relevant ministries and agencies will be involved intermittently as required.

- b. **Community workers:** Generally, approximately 138,311 households or 706,189 people in the selected 47 watersheds are expected to be benefited from the Project. These HHs are intended to actively participate in the different sustainable land and water management practices. The project will engage from these HHs volunteer farmers as community worker to work on sustainable land management practices on communal and farm lands. These are identified after elaboration by project direct workers on the nature, type and eligibility of community driven labor at community meetings. The community workers will work based on agreements they enter with CWT and KWT and the norms to be assigned to various interventions. The agreements are to be prepared by the woreda agriculture office and will be supervised by the community facilitator and CWT. Participants who signed the agreement will be enrolled in the project to develop a register of community workers. The Community Facilitator (CF) will ensure that the kebele administration stamps three copies of the agreement. Upon work completion, the CF and members of the CWT measure the quantity and quality of work done and the former submits the result to the KWT for subsequent actions. KWT and Development Agents (DA's) approve the work performed, authorize and

forward the report to the WTC. The Woreda Focal Person (WfP) will organize a multidisciplinary team for supervision. The team prepares field report with requisite recommendations to submit to the chair of the WTC/WoA for approval. The WfP and hired/assigned accountant collect the approved document and presents to the Woreda Economy and Finance Office to effect payment. The Woreda finance office will assign an accountant and a cashier to effect payment at a micro watershed level according to norm-based payee list. The number of community workers required for sustainable land management activities on communal lands is determined during annual planning of project activities.

Timing of labor requirement (community workers): Sustainable land management activities (Soil and water conservation activities) on communal lands are mostly undertaken during off-season each year. The duration of engagement of the community workers is short term (maximum two months) and varies depending on the required and planned physical and biological activities.

- c. **Contracted workers:** Based on the identified community need, RLLP-II also supports community efforts on promotion of potable water supply, community ponds and construction of simple labor-based community roads with intent to improve access to the remote parts of the watershed and improve the livelihood of the rural farming families.

The construction of these structures can be partially or fully outsourced to local contractors. The contractors will qualify to bid as per the World Bank's procurement procedures and guidelines which includes environmental, social, health and safety performance declaration. Most of the time the construction of community infrastructures such as water harvesting structures, potable water sources and community access roads is done by civil servants drawn from concerned bureaus. They may use semi-skilled community members as daily laborers. When skilled laborers are not available in the community, the civil work will be partially or fully outsourced to local service providers and contractors. Nevertheless, migrant labor is not anticipated due to the nature of the project activities. In such cases, information regarding the number, type and duration of contracts will be clearly communicated to the World Bank.

The project will also procure professional services (consultants) to undertake specific activities like baseline study, midterm evaluation, terminal evaluation, financial audit, procurement audit, environmental and social audit, gender assessment, etc. The short-term consultants are guided by written contractual agreement between the project and the consultancy firm.

Timing of labor requirement (consultants): The duration of engagement of consultants varies with the type of task and number of woreda to be covered: 6 months for baseline survey, 3 months for midterm evaluation, 5 months for terminal evaluation, 2 months for financial audit, 6 months for procurement audit, 3months for safeguards audit and 3 months for gender assessment. The duration of labor requirement for civil works varies depending on the nature of the work but on average it takes 10 days.

- d. **Primary Suppliers:** Primary Suppliers are likely to include suppliers of construction materials for any of civil works to be supported by the project. They may also include suppliers of materials such as water pump, small farm tools, beehives, seeds, poultry, etc. needed within the project to deliver to the project beneficiaries.

4. Key Potential Labor Risks

RLLP-II has three components with the following key intervention activities. The activities under these components will be identified by communities guided by CBPWDG and Climate Smart Agriculture (CSA) field manual and may include:

- Physical and biological soil and water conservation structures (SWC) in communal and farmland areas
- Treatment of degraded areas (hillsides, gullies)
- Treatment of pasture and grazing lands
- Construction of moisture harvesting structures (trenches, eyebrow basins, etc)
- Community access road construction (labor based)
- Reforestation and afforestation
- Planting materials production
- Biodiversity conservation
- Establishment of green corridors
- Establishment of protected area system
- Bee keeping
- Poultry production,
- Forage development
- Potable water supply etc.

- a. **Labor risks associated with direct workers:** The type of work to be carried out by direct workers does not entail vulnerability to abuse of labor rights or Occupational Health and Safety (OHS) risks. Some of the risks that may be faced by direct workers, especially workers hired by the project, and their mitigation measures include:

- i. **Employment risks** are risks that are not compliant with either labor law or ESS 2. These may include not providing written documents of assignments discrimination towards women and labor with disability, unlawful termination and withholding of benefit, etc.

Risks can be mitigated by putting all the necessary terms and conditions on their contracts and providing awareness on their rights and responsibilities.

- ii. **Car/motorcycle accidents:** As project sites are spread across seven regional states of Ethiopia, this risk can happen at the time of transporting materials or monitoring activities. Project staff based at woreda level will be required to make a lot of movements to micro-watersheds and those at federal and regional levels will also travel to the micro-watersheds for monitoring purposes. All these are likely to face this type of risk. Transport accidents will be mitigated by providing awareness training for drivers, vehicle passengers and pedestrians or the public to take proper

- traffic safety measures including encouraging drivers to wear seat belts, (motorcyclists are required to wear helmets), respect speed limits and avoid night travels for project vehicles and motor motorcycles.
- iii. **Child labor:** The Ethiopian civil servants proclamation prohibits the employment of workers under the age of 18 years. The risk of child labor will be mitigated through Certification of employee's age. This will be done by using the legally recognized documents such as birth certificates or school report cards.
 - iv. **Gender based violence:** due to nature of the project activities, risks associated with gender-based violence, is not envisaged for the direct workers.
 - v. **Personal Protection Equipment (PPE)** will be available for direct and contracted project workers including COVID 19 protection equipment like face masks.

b. Labor risks associated with community workers

- i. **Discrimination and exclusion of vulnerable/disadvantaged groups:** Vulnerable/disadvantaged groups of people may include female-headed households, landless households, and jobless youth. They will be given priority during the employment of paid community workers for the implementation of activities on communal lands and construction of community assets.
- ii. **Child and forced labor:** Participants under the age of 15 years will not be eligible to participate in subprojects activities. The risk of child labor will be mitigated through regular awareness creation sessions for communities on prohibition and **negative** impacts of child and forced labor. The risk of forced labor is expected to be small as subproject activities will be identified and prioritized by local communities themselves.
- iii. **Accident and injuries at workplaces:** Awareness orientation will be given to community members who will participate in the work about the safety precautions before starting the work. Due to seasonality of the SLM activities and the low risk nature of the subproject activities in which the community workers will be engaged, and the large number of community workers, providing PPE to the entire workforce is not deemed practical or financially feasible. This LMP is intended to cover the whole aspect of RLLP-II woredas and in areas where there occurs a symptom of diseases like COVID-19 special arrangements will be made based on the guideline prepared by Ministry of Agriculture in line to the Ministry of health and WHO guidelines. Nevertheless, farmers' technicians and development agents (DAs) and Community Watershed Teams (CWT) will be provided basic trainings and/or awareness on Health and Safety Measures and will monitor adherence to the measures. Should there be any sites where PPE would be deemed appropriate, PPE will be provided on a case by case basis. In addition, sign boards will be posted in appropriate and accessible points. Individuals participating in the works will be scattered on each project site based on the social distancing guidelines and in different geographical locations. Also, the work is seasonal with short duration (maximum of 40 working days); the workers will be advised not to share/exchange farm tools. Furthermore, (DAs) and CWT trainings will include interface with the kebele health posts so that first-aid kits are available for sub project sites to mitigate the risk of injuries at workplaces.

- iv. **Workplace Safety:** Beneficiaries participating in project activities will be organized in workgroups that may include both male and female community members. This will help them to share tasks according to their physical ability. During this arrangement light work will be allocated to females and relatively heavy work will be given to male farmers. Moreover, this arrangement helps to ensure cooperation among the community members, monitoring each other's attendance and ensuring each other arrive at work on time.
- v. **Payment and working hours:** For community workers, payment is considered as an incentive for engagement in natural resource restoration activities. The payment and working hours depend or based on agreed norm of CBPWD. The appropriateness of the agreements and their proper implementation is checked and supervised by the CWT.
- vi. **Gender-based violence (GBV):** The likelihood of occurrence of gender-based violence (GBV) risk for community workers is low because there is an established traditional protection mechanism in each community. SEA/SH is expected to be low because the mobilization and group organization of community workers is done by community watershed teams (CWT) which have at least 50% females as its member (One representative from women affairs in CWT). Females' benefit-sharing from the project intervention will be respected. In addition, the project has a plan to assess project induced potential risks of GBV/SEAH and develop a GBV action plan with measures to address the identified risks. The GBV action plan will be implemented throughout the project implementation and mitigation measures will be integrated in the sub project plans including a code of conduct, referral pathway and GBV/SEA GRM access.

c. Labor risks associated with contracted workers

- i. **Labor risks including labor influx and associated gender-based violence (GBV), and child labor** are considered low as most of the small civil works will use community workers. The contractor will be required in the contract to commit to using local community members as much as possible. However, when skilled laborers are not available in the community, the civil work will be partially or fully outsourced to local service providers and contractors who may hire skilled laborers from nearby villages and towns. The contractor will be required to follow labor laws of the country regarding working hour and other rights of the daily laborers. As there is no minimum wage yet in Ethiopia, the contractor will be advised to use the rate used by a similar employers in the area as a reference. Although these civil works are of short duration, there might arise Gender based violence (GBV) and competing for work with local community. The contractor will be required in the contract to commit against the use of child and forced labor, introduce mitigation measures against GBV. The implementation will be based on clauses in the ESMF. Contractor shall implement all measures necessary to avoid undesirable adverse environmental and social risks and impacts including risks related to labor and abide by environmental and social requirements of the ESMF. RLLP staff in charge of contractor supervision, and safeguard and infrastructure specialists will monitor and report the absence of child labor and GBV.

- ii. **Occupational Health and Safety (OHS) risks:** All contractors will be required to develop and implement written labor management procedures, including procedures to establish and maintain a safe working environment as per requirements of ESS2.

d. Labor risks associated with primary suppliers

Primary supply will be required in their contracts to include legal provisions on use of child/forced labor explicit prohibition and compliance with OHS and gender-based violence (GBV) regulations. RLLP-II will identify potential risks of child labor, forced labor and serious safety issues which may arise in relation to primary suppliers during project implementation. Where remedy is not possible, RLLP-II will, within a reasonable period, shift the project's primary suppliers to suppliers that can demonstrate that they are meeting the relevant requirements of this ESS.

5. Brief Overview of Labor Legislation of Ethiopia

Various federal laws, policies, systems, standards and international good practice codes are applicable to the implementation of this Plan. They include:

- Labor Proclamation No. 1156/2019
- Federal Civil Servants Proclamation 1064/2017
- Proclamation No. 568/2008, Right to Employment of Persons with Disability

These laws cover general provisions including:

- Contracts of employment and terms and conditions of employment
- Hours of work and overtime
- Protection of wages
- Benefits in the Case of Employment Injuries
- Prohibition of Child and Forced Labor
- Occupational Safety and Health and Working Environment
- Labor complaints

In case of variations between the national legislations, regulations, and the World Bank Environment and Social Standards, the more stringent provision will be applied.

i. Rest

The working hours is eight hours a day with a maximum of 48 hours a week. The workers have weekly rest period consisting of not less than twenty-four non-interrupted hours in the course of each period of seven days, mainly on Sunday. 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. The workers have also entitled for public holiday with pay.

ii. Wages

In the Labor Act 1997, unless the context otherwise requires, wage means the aggregate of the basic pay and all other remunerations payable to the worker by an employer and includes the value of any food, fuel or residence and any overtime, payments or other special remunerations for any work done and any other increments, provided, or gift or traveling allowance or privilege or any subscription paid by the employer for the worker in any social insurance project, such as provident fund or pension or life insurance, or special expenses paid by the employer to the workers.

Article 28 (1) Any contract that exceeds three months in duration shall be made in writing by the employer. Such contract shall be written in three copies and signed by the two parties. Each party shall keep one copy and the third copy shall be deposited with the Labour Office. Article 30 gives the content of contract which should include among others "the agreed wage and the time of payment". Note: It is important to mention here that the minimum wage is determined by national tripartite committee.

Article 13 the worker wage is determined by the initial value of his position. Article 15 employment condition specify the age of employment as not greater than the age of retirement (65) and not less than 18.

iii. 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 labor 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. 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.

Benefits in the Case of Employment Injuries

Proclamation 1156/2019 declares that, where a worker sustains employment injury, the employer shall cover the following expenses, among others, include:

- 1) general and specialized medical and surgical care;
- 2) hospital and pharmaceutical care;
- 3) any necessary prosthetic or orthopedic appliances

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

- a) periodical payment while he is temporarily disabled;
- b) disablement pension or gratuity or compensation where he sustains permanent disablement;
- c) survivors' pension or compensation to his dependent when he dies.

Prohibition of Child and Forced Labour

Young worker as per the Labor Proclamation 1156/2019 is set as 15 years minimum age for any kind of employment, replacing previous provisions under Proclamation 377/2003 which set the age of young workers at 14 years. Article 89, sub article 3 defines that young workers should not be involved in any work that endangers their lives or health. Further, Article 89, (4) outlines the barred areas for young workers. Further, article 90 states that, young workers should not be assigned to night and overtime work, of the following nature; (i) night work between 10 p.m. and 6 a.m.; (ii) over time work; and, (iii) work done on weekly rest days; or (iv) work done on Public Holidays.

6. Occupational Health and Safety

Ethiopia has legal frameworks on Occupational Health and Safety (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 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.

Each administrative region has an OSH department within the Labor and Social Affairs Bureau with the responsibilities of inspection service. 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/her because he/she exercises his/her 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, to enhance OHS the project will implement: (i) identification of OHS risks at the project design stage; (ii) provision of Personal Protective Equipment and health, safety and security arrangements and (iii) training at regular intervals to workers.

6.1 Covid-19 Specific Occupational Health and Safety Measures

Given the nature of the project for labor intensive public work activities, and engagement of woreda and regional experts and some skilled workers from nearby towns. Therefore, the project must exercise appropriate precautions against introducing the infection in workplaces and to local communities. This will be conducted according to the guidance issued by WHO, the Ethiopian Ministry of Health and the Ministry of Agriculture Guideline on COVID-19. The key measures to be followed in line with the WHO guidance include:

- Getting your workplace ready for COVID-19
- Coronavirus disease (COVID-19) technical guidance: Points of entry and mass gatherings
- Coronavirus disease (COVID-19) advice for the public

6.2 Age of employment

Minimum age for employment is 15 years for young workers. The minimum Age for Hazardous Work is set as 18 years. Workers between the ages of 15 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 or harmful to the child's physical, mental, spiritual, moral or social development. Moreover, a child over 15 years and under the age of 18 will not be employed or engaged in connection with the project in a manner that is likely to be hazardous or interfere with the child's education.

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. The labor law also defined that normal hours of work for young workers shall not exceed seven hours a day. The project facilitator and community watershed teams (CWT) are responsible for conducting regular monitoring of health, working conditions, hours of work, and other conditions of employed children.

7. The World Bank Environmental and Social Standards: ESS 2

ESS 2 recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-

management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions. The objectives are as follows:

- To promote safety and health at work
- To promote the fair treatment, non-discrimination and equal opportunity of project workers
- To protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers and primary supply workers, as appropriate
- To prevent the use of all forms of forced labor and child labor.
- To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law
- To provide project workers with accessible means to raise workplace concerns

8. Roles and Responsibilities for Managing the Labor Management Procedure

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. Accordingly, the bureau of agriculture (BOA) and Regional Program Coordination Units (RPCUs) have the overall responsibility to oversee all aspects of the implementation of the LMP including occupational safety, health and welfare of workers, and ensure contractor compliance. The RPCUs will address all LMP aspects as part of procurement for works as well as during contractor induction/training. This role will primarily be part of the responsibilities of infrastructure engineers and the social development and livelihood specialists of the RPCUs. However, they will be required to liaise with other staff of the RPCUs and report frequently to their respective Regional project Coordinators on all LMP matters. Contractors will be responsible for implementation of the plan on a daily basis and providing the required human, financial and training resources for effective compliance. However, implementation of the project will be done in collaboration with several other stakeholders at national, regional, zonal, woreda and community levels who will also be expected to assist in the management of workers within their areas of jurisdiction in the project.

Community facilitators and community watershed teams are responsible for overseeing the labor management procedures for community workers. Moreover, the respective Woreda offices of Labor and Social Affairs (WoLSA) are responsible for overseeing the enforcement of labor laws in their jurisdiction as regulatory body.

Occupational Health and Safety: Pursuant to the terms and conditions of WB standard procurement documents contractors shall manage all construction sites in such a way that the workers and the community are properly protected against possible OHS risks. Key elements of OHS measures should include (a) identification of potential hazards to workers; (b) provision of preventive and protective measures; (c) training of workers and maintenance of training records; (d) documentation and reporting of occupational accidents and incidents; (e) emergency preparedness including the application of guidelines for the management of COVID 19 pandemic risks.; and (f) remedies for occupational injuries and fatalities. Contractors must assign a minimum of one person responsible for Health and Safety in every work site to ensure the day-to-day compliance with specified health and safety measures and records of any incidents. Minor

incidents and near misses will be reported to the RPCUs (through the RPCUs social development & Livelihood specialist) on a monthly basis, serious incidents should be reported immediately and not later than 24hrs. Minor incidents will be reflected in the quarterly reports to the World Bank, while major accidents/deaths should be flagged to the World Bank within 48hrs.

- a. **Labor and Working Conditions:** All contracts shall have contractual provisions to comply with the minimum age requirements including penalties for noncompliance, gender equality in the workplace, non-discrimination of vulnerable groups, safety in the workplace, and to recruit unskilled labor from the local communities. Contractors will keep records in accordance with specifications set out in the contract agreement. The RPCUs may at any time require records to ensure that Labor conditions are met. Where issues are spotted, the RPCU will ensure that immediate remedial actions are implemented. A summary of issues and remedial actions will be included in quarterly reports to the NPCU.
- b. **Awareness/Training:** Awareness will be given to community who will participate in the work about the work norm, quality of the work, safety precautions, attendance, payment arrangement, and others before starting the work. The contractor will provide routine safety trainings for workers. Trainings will form part of the contractor's responsibility. The contractors contact persons will provide safety instructions to contractor staff. The RPCUs will liaise with contractors to deliver trainings to address risks associated with labor influx including GBV. The contractor will be obligated to make staff available for this training, as well as any additional mandatory trainings required by the RPCUs, as specified by the contract Occupational Health and Safety compliance. The contractor shall comply with all provisions of the LMP, site-specific ESMPs that will be prepared, including occupational health and safety plans. In addition, contractors shall procure the identified PPE and First Aid kit for use during project implementation and these will be included in the Bill of Quantities (BoQs). As it is mentioned above, because of labor intensive behavior of RLLP-II's work, procuring safety goods and materials for the community workers may not be feasible but different efforts will be made to adhere to the safety and health guidelines applicability. For the contracted workers, the contractor do have the major responsibility to use the environmental and social clauses prepared by the project and will stick to the Environmental and Social Management Plan. .

9. Grievances Mechanism

The grievance redress mechanism is addressing and managing employee and employer related to conflicts and/or complaints and gender-based violence (GBV). A worker or any person who has any complaint or grievance has the right to present it and get proper response. The Natural Resources management and food security sector of MoA will establish accessible and functional Grievance Mechanism for all categories of employees described in this LMP. Labor Proclamation No. 1156/ 2019, Chapter 3, Article 141, has also introduced that employers and workers or their respective associations may use social dialogue in order to prevent and resolve labor disputes amicably. The project specific GM for the workers will be at two levels: one at the national level (MoA) and in each of the respective regional bureaus of agriculture. It should be emphasized that this GM is not a substitution to legal system for receiving and handling grievances. However, this is formed to mediate and seek appropriate solutions to labor related grievances, without escalating to higher stages.

9.1 Principles and Procedures of the GM

- This workers GM is not same as the grievance mechanism to be established for project affected stakeholders.
- Both direct and contracted workers will be informed on the grievance mechanism at the time of recruitment and the measures put in place to protect them against any reprisal for its use.
- The grievance mechanism will be easily accessible via the disclosure of a hotline and/or office hours and transparently disclosed to all employees to raise workplace concerns.
- The grievance mechanism shall be transparent in using clear procedures.
- The aggrieved parties shall be informed within 10 days of their grievance application, either with a respective solution or with a request of extension in cases where more information is needed.
- The aggrieved party shall have the option to refer to a grievance log with key information that will be established by the regional bureau of agriculture.
- Grievance logbook will be maintained in the project office.
- The Project workers grievance mechanism will not prevent workers to use judicial procedure, if preferred.
- The quarterly environment and social implementation should include reports on grievances related to labor. If not satisfied with the outcome of the regional level, the aggrieved party shall be able to access a second level committee at the MOA level.

9.2 Worker Grievance Mechanism

Community workers can appeal for any labor risk complaints to project grievance redress mechanism at the watershed or Woreda Level. Contractors must assign a minimum of three persons at each site to handle issues relating to labor risks. The RPCUs (through the Social and Livelihood Specialists will review the effectiveness of the workers grievance redress mechanism and ensure that all complaints by workers are resolved. The RPCUs will report this as part of the quarterly reports to the NPCU.

9.3 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.