



Implemented by



QUARTERLY NEWSLETTER SUSTAINABLE INDUSTRIAL CLUSTERS

ISSUE 08 // JANUARY - MARCH 2024

Dear readers,

We are delighted to share with you the 8th edition of the S.I.C. newsletter. This edition recaps the latest milestones from January to March 2024 in our initiatives spanning workforce development, promoting gender equality, environmental sustainability, industrial competitiveness, forging new partnerships, and exploring market opportunities.

Turn the pages to explore the specific activities and accomplishments driving our mission of nurturing an empowered workforce, environmentally responsible operations, and a robust industrial value chain for a sustainable growth.

Should you have any questions or inquiries, please feel free to reach out to us at sic@giz.de.

Sincerely,
The S.I.C. team



Scan here to read
more about the S.I.C.
project





Improved worker support



The S.I.C. project has scaled up its HR management trainings, reaching 68 HR managers from Adama, Bole Lemi, Hawassa and Dire Dawa industrial parks. The comprehensive training covered essential HR principles and strategies for attracting and retaining workers, including topics such as career development, sexual harassment prevention, and ensuring decent work standards. This engagement with factory HR management aims to promote worker welfare from the employer's side, complementing the project's efforts to empower workers directly. Virtual coaching sessions have begun to support trainees in adapting their HR processes and sustaining the training knowledge.

Expanding initiatives to address gender-based violence and harassment (GBVH) holistically, the project conducted a Training of Trainers in Adama for 30 participants from factories, the industrial park and local communities. Participants gained skills to cascade GBVH prevention knowledge while establishing a coordinated multisector committee to facilitate survivor support services and referral pathways across Adama's industry park and city districts. With positive feedback, the training marks progress in fostering an ecosystem-wide approach to promoting safety and gender equality.



To ensuring robust grievance handling mechanisms, S.I.C. delivered a 3-day training focused on implementing Standard Operating Procedures and official protocols for the grievance call centers at Bole Lemi and Hawassa industrial parks. The 22 participants included call center staff, EIC's industrial peace directorate, IPDC, trade unions, worker representatives and grievance committee members. By strengthening coordination and capacities across this wide range of stakeholders, the project aims to uphold transparent and effective channels for workers to voice concerns.

Improved IP management and environmental sustainability



Hawassa industrial park achieved a significant milestone by securing certification for its environmental management system under the ISO 14001:2015 standard. After addressing findings identified during the external audit process, the park now meets international benchmarks for environmental stewardship and sustainability integration across its operations.

To bolster quality management processes, the S.I.C. project provided advisory support as Hawassa industrial park pursued certification for its Quality Management System (QMS) in line with ISO 9001:2015 requirements. A consultant was engaged to develop the requisite documentation, while online refresher training familiarized staff with the standard's principles. With these prerequisites in place, S.I.C. has now commenced its technical advisory role, guiding the park towards successful QMS implementation and certification readiness.



To bridge infrastructure gaps, the S.I.C. project facilitated a 1.23 million EUR investment through KfW's Invest for Employment (IFE) facility for modifying the drinking water treatment plant at Hawassa industrial park. The project supported IPDC in developing the proposal, which after rigorous evaluation secured the 1.65 million EUR initiative - combining 1.23 million EUR IFE co-financing with IPDC and S.I.C. contributions. The grant agreement was officially signed on April 17th by IPDC's CEO and IFE's managing director. Addressing water supply issues will enhance working conditions, attract investors, and catalyze employment opportunities aligning with IFE's job creation mandate across Ethiopia's industrial parks.

Prioritizing environmental compliance, the project facilitated the procurement of essential laboratory chemicals and equipment for Kombolcha industrial park's wastewater and sewage treatment processes which ensures effluents are properly treated before discharge.





Improved sustainability frameworks

Commemorating International Women's Day on March 29th, 2024, the S.I.C. project collaborated with the Ministry of Industry (MoI) for a celebratory event. The event premiered a documentary showcasing MoI's gender-related achievements and reinforced commitments to women's empowerment. Another key highlight was the unveiling of MoI's newly published Gender Mainstreaming Guideline for the manufacturing sector, which S.I.C. supported in developing. This guideline aims to improve gender accountability, remove barriers, and monitor progress towards equality within the sector. Its development involved stakeholder validation workshops, and it will now be implemented across MoI's departments, institutions, and monitored factories to integrate gender considerations throughout Ethiopia's manufacturing landscape.



Fostering industry-academia linkages and promoting environmental compliance, S.I.C. established an agreement with Bahir Dar University's EiTex institute. Following a comprehensive gap assessment conducted using an environmental compliance checklist, targeted interventions were designed to support 17 local textile and leather companies in strengthening their sustainability practices. This collaborative initiative aims to bridge knowledge gaps while nurturing a culture of responsible industrial operations.

From March 5-6, 2024, the project facilitated a chemical management training program for ELICO Leather Company, complemented by the provision of 10 personal protective equipment units. This capacity-building effort equipped the company with essential knowledge and resources to enhance chemical handling protocols, prioritizing worker safety and environmental stewardship within its operations.



Strengthened business linkages



Representing the “Made in Ethiopia” brand, ten textile companies showcased their diverse product offerings at Texworld Evolution Paris from February 5-7, 2024. Facilitated by the S.I.C. project and Ministry of Industry (MoI), this marked the third consecutive year of strategic participation to expand commercial horizons. The project also facilitated collaborations, including officials from the MoI signing a Memorandum of Understanding (MoU) with the French Association of Textile Industry. This agreement laid the foundation for exchanging market information, organizing business delegations, and supporting capacity-building efforts through expert knowledge sharing.



The S.I.C. project facilitated the participation of nine companies at the prestigious MIPEL 125 exhibition in Milan, the world’s leading fashion sourcing event for leather and leather products, held from February 18–21, 2024. The companies showcased their products to an estimated 15,000 visitors from various countries. This strategic platform enabled Ethiopian manufacturers to connect with international buyers, exchange contacts, discuss samples, and explore order placements - significantly expanding their visibility and market access.

To bolster competitiveness and drive growth in Ethiopia’s leather sector, the S.I.C. project implemented a comprehensive capability development initiative. This involved a comprehensive sales and marketing training program tailored for 16 companies and 54 trainees, conducted by experienced consultants to address gaps identified through assessments. Participants gained targeted strategies to enhance operations and drive growth. Concurrently, a financial agreement with MIDILLPIRDC facilitated specialized technical training, aligning objectives through a kickoff meeting before deploying international experts alongside local LIDI expertise. This strategic skills transfer collaboration aims to holistically elevate participating leather companies’ capabilities across commercial and production domains through complementary upskilling pathways.



Published by

Deutsche Gesellschaft für Internationale
Zusammenarbeit (GIZ) GmbH
Registered offices Bonn and Eschborn,
Germany

Sustainable Industrial Clusters
(S.I.C.) Project
Beles Tower, ECA Road
Kirkos Subcity, Woreda 08
House number 3331
Addis Ababa, Ethiopia
www.giz.de

As at

April 2024

Text

S.I.C.

Photo credits

© Pietro Sutera
© GIZ/Kalid Muktar
© MIPEL
© kootkeet

On behalf of

German Federal Ministry for Economic
Cooperation and Development (BMZ) and the
United Kingdom Foreign, Commonwealth and
Development Office (FCDO)

For further information please contact:

Anna Waldmann
Head of Project
anna.waldmann@giz.de

Maaza Dikker Hupkes
Component Manager
maaza.dikkerhupkes@giz.de