

ETHIOPIA 埃塞俄比亚

PROPOSED INDICATORS 建议指标

DECENT WORK FOR PARENTS AND YOUNG WORKERS 为父母和青年工作者提供体面的工作

Relevant to companies in the construction and textile and garment manufacturing sectors

Child labour

- **Minimum age:** The minimum age of full-time employment is 14.
- **Hazardous work:** Children under 18 years of age may not be employed in hazardous work. A list of hazardous works is included in national laws.
- **Light work:** Children under 14 years may not be engaged in light work.

与基础设施建设和纺织服装制造企业相关

童工

- **最低工作年龄:** 全职工作的最低年龄为 14 岁。
- **危险工作:** 18 岁以下儿童不得从事危险工作。国家法律中列有危险工作清单。
- **轻量工作:** 14 岁以下儿童不得从事轻量工作。

Relevant to companies in all industries

Maternity and paternity protections

- **Parental leave:** Women are entitled to 120 working days (20 weeks) of fully paid maternity leave. There is no entitlement to paternity leave.
- **Pay and benefits:** Maternity leave is granted with full pay (100% of previous earnings), paid by the employer.
- **Job protection:** It is unlawful to dismiss a worker due to pregnancy or maternity leave. Female workers do not have the right to return to the same or similar position on the same terms and conditions after returning from maternity leave.

与所有行业的企业相关

产假和陪产假

- **育儿假:** 女性享有 120 个工作日（20 周）的全薪产假。没有陪产假。
- **工资和福利:** 产假期间，雇主需全额支付工资（之前收入的 100%）。
- **工作保护:** 因怀孕或产假解雇工人是违法的。女性员工产假结束后，有权按同等条款和条件重返相同或类似岗位。

Decent work for parents and young workers:

- **Health and safety:** National laws prohibit employment of women in types of work that have been listed as arduous or harmful to women's health, regardless of pregnancy. Pregnant women may not be asked to work overtime or night hours. A woman worker may be transferred to another place if her job is dangerous to her health or her pregnancy.
- **Working hours:** Normal working hours are 48 per week – 8 hours per day over a maximum of 6 days per week.
- **Breastfeeding:** There are no provisions for breastfeeding breaks.

父母和青年工作者体面的工作

- **健康和安全:** 国家法律禁止雇用女性从事被列为艰苦或不利于女性健康的工作，无论是否怀孕。孕妇不得被要求加班或上夜班。如果工作对健康或怀孕有危害，女性员工可以调到其他地方工作。
- **工作时间:** 正常工作时间为每周 48 小时或每天 8 小时，最多每周 6 天。
- **母乳喂养:** 没有关于母乳喂养的规定。

Relevant to companies in the ICT sector

Child online safety

- **Child sexual abuse material (CSAM):** National laws prohibit CSAM, although the definition of CSAM does not cover the full range of exploitative acts that can be perpetrated against children in the production of CSAM. Internet service providers (ISPs) are required to report instances to law enforcement. There are no specialised agencies or hotlines that handle complaints of CSAM.
- **Access to pornography:** National laws criminalise the dissemination of pornography on the internet.

与信息和技术领域的企业相关

儿童网络安全

- **儿童性虐待材料:** 尽管儿童性虐待材料不包括材料生产过程中可能对儿童造成的各种剥削行为, 但国家法律禁止儿童虐待材料。互联网服务提供商必须向执法部门举报, 但没有专门机构或热线来处理投诉。
- **获取色情内容:** 国家法律将网上传播色情内容定为犯罪。

COMMUNITY AND ENVIRONMENT 社区和环境

Relevant to companies in the construction sector

Environment

- **Impact assessment:** To ensure that projects minimise harmful impacts on the environment, national laws require environmental impact assessments.
- **Climate change:** In its submission to the UNFCCC, Ethiopia has committed to reduce greenhouse gases by 2030.

与基础设施建筑企业相关

环境

- **影响评估:** 为确保项目尽量减少对环境的有害影响, 国家法律要求进行环境影响评估。
- **气候变化:** 埃塞俄比亚向联合国气候变化框架公约提交了国家自主减排贡献, 承诺到 2030 年降低温室气体排放。

Land rights

- **Land tenure:** Indigenous communities make up a significant portion of Ethiopia's population – an estimated 15% of the population are indigenous pastoralists. National laws reflect limited progress towards recognising community and indigenous land rights, even though an estimated 61%-81% of the country's land area is community and/or indigenous land.
- **Free, prior and informed consent (FPIC):** National laws also do not recognise the right to free, prior and informed consent (FPIC) for projects that may affect indigenous communities or their lands.

土地权

- **土地所有制:** 土著社区占埃塞俄比亚人口的一大部分, 估计有 15% 的人口是土著牧民。据估测, 埃塞俄比亚 61%—81% 的土地面积属于社区和/或土著土地, 但国家法律在承认社区和土著土地所有权方面进展有限。
- **自由、事先和知情同意:** 国家法律也不承认对可能影响土著社区或其土地的项目享有自由、事先和知情同意的权利。

Security arrangements

- **Child soldiers:** The minimum voluntary enlistment age is 18. There are no current reports of children taking part in hostilities.

安保措施

- **童兵:** 自愿入伍的最低年龄是 18 岁。目前没有儿童参与敌对行动的报告。

Child rights

- **Education:** Primary and secondary education are free and compulsory until the age of 16.
- **Healthcare:** The Constitution recognises the right to health. The government no longer guarantees free healthcare to all, although there are a number of public health insurance schemes and that aim to improve universal access.

儿童权利

- **教育:** 初等教育和中等教育在 16 岁之前是免费的义务教育。
- **医疗保健:** 宪法承认健康权。政府不再向所有人保证免费医疗, 但有一些旨在改善全民医疗的公共医疗保险计划。