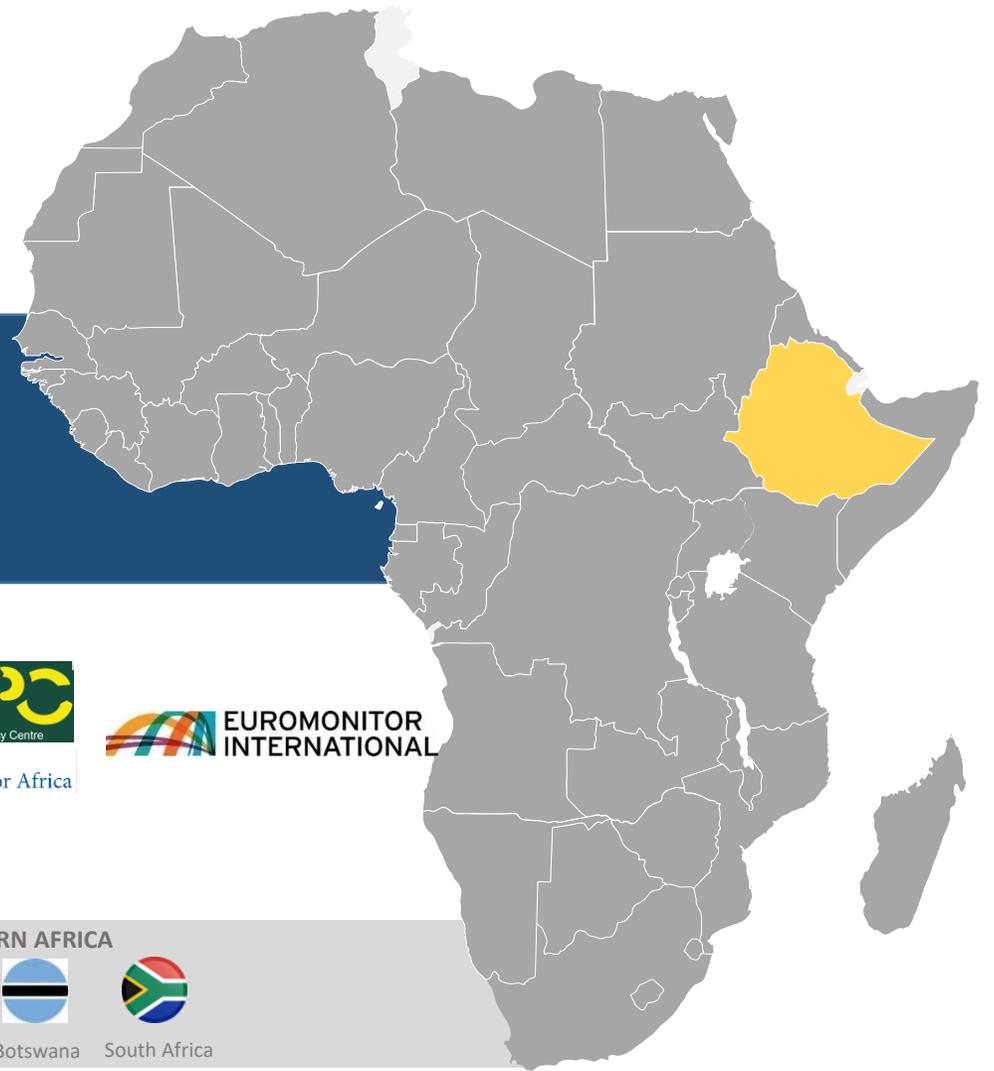


ETHIOPIA

PATHWAYS TO GENDER-INCLUSIVE ECONOMIC DEVELOPMENT IN SUB-SAHARAN AFRICA: A SECTORAL ANALYSIS STAKEHOLDER MAPPING: MANUFACTURING SECTOR



STEERING COMMITTEE



USAID
FROM THE AMERICAN PEOPLE



Canada



United Nations
Economic Commission for Africa



SUB-SAHARAN AFRICAN COUNTRIES COVERED BY THE PATHWAYS STUDY

EAST AFRICA



Ethiopia



Kenya



Rwanda



Tanzania



Uganda

WEST AFRICA



Cameroon



Côte d'Ivoire



Ghana



Nigeria



Senegal

SOUTHERN AFRICA



Angola



Botswana



South Africa

This report is a product of Euromonitor International with staff and external contributions. Euromonitor International neither guarantees the accuracy of the data and findings included in this report, nor the precision of interpretations and conclusions drawn from it by users. The terms and language utilised in this report as well as any geographic descriptions/boundaries shown on any map or content in this report do not imply any judgment, acceptance, or endorsement of the identity of any persons/groups or the legal status of any territories on the part of Euromonitor International.

This report does not necessarily reflect the views of the Mastercard Foundation, UN Women, International Development Research Centre, UN Economic Commission for Africa (UN ECA), Euromonitor International, U.S. Overseas Cooperative Development Council (OCDC), the United States Agency for International Development, or the United States Government.

Euromonitor International, Mastercard Foundation, UN Women, International Development Research Centre, UN Economic Commission for Africa (UN ECA), Euromonitor International, U.S. Overseas Cooperative Development Council (OCDC), the United States Agency for International Development (USAID), or the United States Government neither guarantee that this stakeholder mapping list is comprehensive nor that it fully captures the accurate and up-to-date information of the stakeholders listed at the time of publication.

The stakeholder listing simply reflects information that was gathered through secondary research and interviews for the Pathways study, and the inclusion of any stakeholders does not signify any opinion or endorsement by the organisations listed above. The information contained in this document is provided without any warranties or representations about accuracy or completeness. Any reliance on this material is made at users' own risk.

Ethiopia's manufacturing sector stakeholders are mainly dominated by private firms followed by government bodies and associations having a presence all over the country

National* Level



Region	Stakeholder Type				TOTAL
	Private Company	Associations, Collective, Org	Govt agencies/ dept	NGO / CSOs	
National*	2	15	10	3	30
Afar	-	-	-	-	-
Amhara	3	-	3	-	6
Somali	-	-	-	-	-
Oromia	8	-	-	-	8
SNNP	5	-	-	-	5
Addis Ababa	21	-	-	-	21
Sidama	-	-	-	-	-
Gambela	-	-	-	-	-
Benishangul-Gumuz	-	-	-	-	-
Tigray	-	-	-	-	-

* National stakeholder tally includes global stakeholders, who are assumed to operate at a national scale.

Manufacturing Sector

Global level stakeholders in Ethiopia's Manufacturing sector

 Technical assistance/operational support	 Manufacturing, supplying, trade activities	 Capacity building, education	 Credit extension/microfinancing/funding	 Lobbying/advocacy/Representation	 Policymaking and research	 Women-centric provision(s)/operation(s)				
Stakeholder	Brief description	Core activities						Key relationships and strengths	Website	
										
Private Enterprise Programme Ethiopia (PEPE) Project : 2013-2020	<i>Government project active in 2013-2020, aimed to strengthen the agro market systems and improve the access to finance. (not active)</i>	✓	✓	✓	✓			✓	<ul style="list-style-type: none"> Was launched to create jobs and raise incomes especially of women living in poverty Partners: private sector, First Consult, ITAD, Enclude, BCaD Priority areas include cotton, textile, apparel; leather and livestock; fruits and vegetables 	www.dai.com/our-work/projects/ethiopia-private-enterprise-programme-ethiopia-pepe
International Labour Organization (ILO)	<i>NGO that promotes rights at work, encourages decent employment opportunities, enhances social protection and strengthens dialogue on work-related issues.</i>		✓			✓	✓	✓	<ul style="list-style-type: none"> Programs aimed at supporting women to acquire skills and find decent jobs in the local economy Partners: Government, Ministry of Labour and Social Affairs, Ministry of Finance and Economic Development, Sectoral committees, Foreign embassies in Ethiopia 	www.ilo.org/africa/countries-covered/ethiopia
Korea Trade Investment Promotion Agency (KOTRA)	<i>State agency working to introduce South Korean companies to potential partners in Ethiopia via organization of business forums, exhibitions and trade delegations.</i>				✓	✓	✓	✓	<ul style="list-style-type: none"> Improving women's livelihoods through job creation notably across local industrial parks Partners: Ethiopian Women Exporters' Association, International Trade Centre, Local industrial parks, Korea's SMEs 	www.kotra.or.kr
Enterprise Partners (EP) Project 2013-2020	<i>Government project active in 2013-2020 aimed at market system development for horticulture, financial inclusion, investment, garment, leather, SME finance. (not active)</i>	✓		✓	✓			✓	<ul style="list-style-type: none"> Utilize WEE framework to strengthen woman's ability to access economic resources such as agricultural inputs, training, market information, skill or loans for business Partnered with state agencies, cooperatives, foreign investors, NGOs 	www.enterprisepartners.org
World Bank - The Women Entrepreneurship Development Project (WEDP)	<i>NGO providing finance and business support for growth-oriented women entrepreneurs in Ethiopia across various industry sectors.</i>	✓		✓	✓			✓	<ul style="list-style-type: none"> 12,000+ women entrepreneurs took loans and 16,000+ participated in business training (as of 2019) Partners: International Development Association, Development Bank of Ethiopia, Federal Agency for Urban Job Creation 	www.wedpet.org
Department for International Development (DFID)	<i>State body leading the UK's efforts in Ethiopia to end extreme poverty, deliver the Global Goals for Sustainable Development (SDGs) and tackle a wide range of global development challenges.</i>			✓	✓			✓	<ul style="list-style-type: none"> Closed in September 2020 and merged with the Foreign and Commonwealth Office (FCO) to create the Foreign, Commonwealth and Development Office (FCDO). Partnered with World Bank and local governments 	

CAVEAT: Stakeholder listing is based on secondary research and interviews, So, all stakeholders (especially those with highly localised and/or offline operations) may not have not been captured in the listing. All maps & tables present best-available information as at the time of research.

Manufacturing Sector

National level stakeholders in Ethiopia's Manufacturing sector



Technical assistance/
operational support



Manufacturing, supplying,
trade activities



Capacity building,
education



Credit extension/
microfinancing/funding



Lobbying/advocacy/
Representation



Policymaking and
research



Women-centric
provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
GIZ	NGO facilitating Germany's development cooperation with Ethiopia.			✓	✓	✓	✓	✓	<ul style="list-style-type: none"> Focus: economic development and vocational; agriculture, food & nutrition security; sustainable use of natural resources Committed to gender equality and women empowerment Partners: German and Ethiopian governments, African Union 	www.giz.de
Ethiopian Cotton Producers, Ginners and Exporters Association (ECPGEA)	Trade association providing advocacy, consulting and trade promotion services to its members according to demand.			✓		✓	✓	✓	<ul style="list-style-type: none"> Pivotal in creation of key employment opportunities for women Partners: Industrial Parks Development, Industry suppliers, Manufacturers, Academia, Service providers, Sectoral associations (leather, cotton, textile, designers) 	www.bit.ly/3kc59WA
Industrial Federation of Textile, Leather and Garment Workers' Trade Unions - IFTLGWTU	Trade association encompassing 115 basic unions with a total membership of 55,000 workers, providing consulting and training services for new union creation.			✓		✓	✓	✓	<ul style="list-style-type: none"> Garment sector employs 62,000 workers with 60%+ women Partner: Government, Ministry of Trade and Industry, Ministry of Labour & Social Affairs, IndustriALL Global Union, Textile Industry Development Institute Trainings in collective bargaining, campaigns for living wage 	
Ministry of Trade and Industry - Textile Directorate	Government body in charge of securing funding and promoting the textile sector.				✓	✓	✓	✓	<ul style="list-style-type: none"> Seeks funding to support textile sector, creates jobs for women Partner: private companies, trade associations, investors Agreement (2021) with Water Witness International for US\$500,000 grant to support textile and garment industries 	www.motin.gov.et
Ethiopian Investment Commission (EIC) Directorate of Women and Youth	Government body encouraging foreign investments into Ethiopia through key incentive packages for foreign companies.			✓	✓	✓		✓	<ul style="list-style-type: none"> BRIDGES Programme (Sep'20), a 5-year initiative to create 600,000 jobs for young people, of which 80% are women Partners: Mastercard Foundation, Unilever, H&M, Tesco, Industry Park Development Corp, Land Bank Dev Corp 	www.investethiopia.gov.et
Industrial Parks Development Corporation of Ethiopia (IPDC)	Government agency developing state-owned industrial parks.	✓			✓	✓		✓	<ul style="list-style-type: none"> 50,000+ permanent jobs with over 85% were taken by women Sectors: apparel & textile, ICT, pharmaceutical, multi sectoral. Partners: EIC, Government / Ministry of Industry, investors 	www.ipdc.gov.net
Technical and Vocational Education and Training (TVET) Agency	Government body aiming to strengthen the education and training system via formal and non-formal technical and vocational training programs..			✓			✓	✓	<ul style="list-style-type: none"> Promotes gender equality as integral part of STEP and Technical Vocational Training and Education component Builds new facilities and improves access to education for women. 50%+ of enrolled students are female 	www.aatvetagency.gov.et

CAVEAT: Stakeholder listing is based on secondary research and interviews, So, all stakeholders (especially those with highly localised and/or offline operations) may not have not been captured in the listing. All maps & tables present best-available information as at the time of research.

Manufacturing Sector

National level stakeholders in Ethiopia's Manufacturing sector

 Technical assistance/operational support  Manufacturing, supplying, trade activities  Capacity building, education  Credit extension/microfinancing/funding  Lobbying/advocacy/Representation  Policymaking and research  Women-centric provision(s)/operation(s)										
Stakeholder	Brief description	Core activities						Key relationships and strengths	Website	
										
Ethiopian Commodity Exchange (ECX)	Professional organization serving as unique partnership of market actors, the Members of the Exchange, and its main promoter, the Government of Ethiopia.					✓	✓	✓	<ul style="list-style-type: none"> As of 2017/2018 fiscal year, 30% of employees were women 	www.ecx.com.et
Federation of Commerce, Technique and Printing Industry Worker's Trade Union - FC, T&PIWTU	Trade association uniting and supporting companies in the printing industry.					✓	✓		<ul style="list-style-type: none"> Partners: government, IndustriALL Global Union, Textile Industry Dev. Institute, Confederation of Trade Unions In 2021 the Union highlights the threat and impact of armed conflicts near industrial parks on its members. 	www.industrialunion.org/affiliates/ethiopia
Ministry of Trade and Industry - Women and Youth Affairs Directorate	Ministry in charge of all manufacturing sectors including textile. Regulates all trade in the country and enforces national gender policies in trade and industry.	✓		✓		✓	✓	✓	<ul style="list-style-type: none"> Empowers women via short- and long-term education, seminars and workshops; encourages establishment of women entrepreneurs' associations and strengthens established ones Partners with a wide range of NGOs and state bodies involved in gender, youth and child related issues 	www.motin.gov.et/women-and-youth-affairs-directorate
Ethiopian Textiles Industry Development Institute (ETIDI)	State body contributing to modernizing the textile sector through key programs and partnerships in order to improve the country's competitiveness.				✓	✓	✓	✓	<ul style="list-style-type: none"> Textile sector employs 50K+ workers, large share are women. Strength: designing solutions and setting up training programs to catch up with sector performance in competing countries Partners: Government, India's National Institute of Fashion Technology (NIFT), Texcoms Textile Solutions 	www.tidi.gov.et
East African Holding S.C	Private company, a leading industrial conglomerate in Ethiopia playing a prominent role in industrialization of the country during the last decade.	✓	✓						<ul style="list-style-type: none"> One of the largest employers in the country, currently employing over 6,000 permanent and temporary personnel Sectors: FMCG, agriculture, agro processing, packaging, transport, real estate, cement production, coal mining 	www.eastafricanholding.com
Ethiopian Textile And Garment Manufacturers Association (ETGAMA)	Trade association serving as the voice for businesses operating in the textile and garment sector; promotes the interest, growth and sustainability of members.	✓	✓			✓		✓	<ul style="list-style-type: none"> Women benefit from ETGAMA thanks to the building of key relationships between exporters & international buyers Partners: chambers of commerce, local & foreign trade assoc. 3 Years Strategic Plan Development : Jan 2021 - Dec 2023 	www.etgama.com
Ethiopian Women Exporters' Association (EWEA)	Trade association supporting the export activities of its 40 member companies.	✓		✓		✓	✓	✓	<ul style="list-style-type: none"> Trains women entrepreneurs in textile techniques and agribusiness. Partners with CESO Advisors 	www.ethwea.org

CAVEAT: Stakeholder listing is based on secondary research and interviews, So, all stakeholders (especially those with highly localised and/or offline operations) may not have not been captured in the listing. All maps & tables present best-available information as at the time of research.

Manufacturing Sector

National level stakeholders in Ethiopia's Manufacturing sector

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
										
Solutions for African Food Enterprises (SAFE)	Professional organization aimed at increasing the competitiveness of the African food processing sector.	✓		✓	✓		✓	✓	<ul style="list-style-type: none"> Was a public-private partnership between TechnoServe, Partners in Food Solutions, and USAID Women farmers are encouraged to join and receive support Partners: General Mills, Cargill, Royal DSM, Bühler, The Hershey Company and Ardent Mills 	
Ethiopian Horticulture Producer Exporters Association (EHPEA)	Trade association, not-for-profit organization promoting its member interests in production and export of flowers, vegetables, fruits, herbs, and cuttings.			✓		✓	✓	✓	<ul style="list-style-type: none"> Has project "Empowering the Source" designed to address gender related issues Partners with the Dutch Embassy (EKN) to implement the Ethiopian-Netherlands Horticulture Partnership Program 	ehpea.org
Ethiopian Chamber of Commerce and Sectoral Associations (ECCSA)	Industry association involved in trade & investment promotion, research & advocacy, capacity building, legal counsel and arbitration.		✓	✓		✓	✓	✓	<ul style="list-style-type: none"> Works with other regional chambers to recruit women Partners with variety of local and foreign government agencies, such as EH Ministry of Finance and Economic Development, Swedish Ministry, WTO, TIDI, ESA, CIPE, ITC 	
Ethiopian Edible Oil Producers Manufacturing Industry Association	Industry association aimed at articulating the interests of both foreign and local edible oil producers.	✓				✓		✓	<ul style="list-style-type: none"> Edible oils initiative contributes to MDG 3 (women's empowerment), with majority of small-holder beneficiaries being female household heads. Also contributes to MDG 1 (poverty reduction) and MDG 7 (environmental sustainability) 	
Ethio Agrinet	Professional membership organization with focus on agricultural development in Ethiopia.	✓		✓	✓	✓		✓	<ul style="list-style-type: none"> Purpose is to create jobs and raise incomes of Ethiopians, especially women, living in poverty 	
Food and Nutrition Society of Ethiopia (FONSE)	Industry association focused on provision of optimal nutrition to Ethiopian people.			✓			✓	✓	<ul style="list-style-type: none"> Highlights aim to improve women's and children's diets. Mission: to see people of Ethiopia free from nutrition related death and disabilities, attain natural potential and lead abundant life through provision of optimal nutrition 	

Manufacturing Sector

National level stakeholders in Ethiopia's Manufacturing sector



Technical assistance/
operational support



Manufacturing, supplying,
trade activities



Capacity building,
education



Credit extension/
microfinancing/funding



Lobbying/advocacy/
Representation



Policymaking and
research



Women-centric
provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
AgriPro Focus Ethiopia	Professional organization working to achieve urgent changes that contribute to sustainable food systems and nutrition security and reach SDG2 by 2030.	✓					✓	✓	<ul style="list-style-type: none"> In 2020 transitioned to a new organization - Netherlands Food Partnership that enables powerful collaboration between relevant Dutch organizations and international partners 	
Ethiopian Pulses Oilseeds and spices Processors exporters Association (EPOSPEA)	Trade association working to build the capacity of its members to make them competitive in global market.	✓					✓	✓	<ul style="list-style-type: none"> Activities aimed to better cluster the producers, including women farmers, and to link them to buyers Partners with local and international state bodies and associations, such as Ministry of Trade, Ethiopian Commodity Exchange, International Pulses Trade & Industry Confederation 	www.epospeaeth.org
AFRICA PLC	Private company involved in production of wheat and bran products, cotton and fruit.	✓	✓						<ul style="list-style-type: none"> Company employees 510 permanent employees and has a production capacity of 350 Ton wheat processing per day Recent updates: two new agricultural investments in cotton & fruit production in Afar and Amhara Regional, as well as 2,000 Ha land acquired for agricultural production on Amhara border 	www.africa-plc.com
Fair & Sustainable Ethiopia (F&S)	Professional organization working towards achieving inclusive and sustainable development. It is a subsidiary of Fair & Sustainable Consulting based in the Netherlands.			✓				✓	<ul style="list-style-type: none"> Offers consulting in Start-ups and SME development for youth, women, diaspora, migrants and refugees F&S Ethiopia is active now in other countries like Kenya, Tanzania and South Sudan providing diverse consultancy services in various development endeavors 	

Manufacturing Sector

Regional stakeholders in Ethiopia's Manufacturing sector: Addis Ababa



Technical assistance/
operational support



Manufacturing, supplying,
trade activities



Capacity building,
education



Credit extension/
microfinancing/funding



Lobbying/advocacy/
Representation



Policymaking and
research



Women-centric
provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
H&M	Private company specialising in fashion and home textiles manufacturing. Key investor in Ethiopia. Partners with 31 local suppliers.	✓	✓	✓			✓	✓	<ul style="list-style-type: none"> Collaboration with women's local fashion brands, helping them grow brand awareness nationally and internationally New investment (May'20) aimed at empowering more women in textile sector "Empowering female entrepreneurs" project, 2015-2018 	www.hmgroup.com
Novastar Garment Factory Plc	Private company producing knitted fabrics and ready-to-wear apparel with capacity of 15,000 t-shirts per day and focused on US exports (US\$20 million).	✓	✓					✓	<ul style="list-style-type: none"> The factory employs 600 people full-time out of which the majority are women Partners with Ethiopia AGOA and USAID 	www.novastargarment.com
Jay Jay Textiles Plc	Private Indian-owned company producing baby clothes for European and US markets. Employs 1,800+ workers.	✓	✓					✓	<ul style="list-style-type: none"> There are more than 300 women per shift work at the factory. Key buyers are Gerber Children's Wear, H&M, The Children's Place, and The William Carter Company 	
Horizon Plantations	Private company, a specialized arm of the MIDROC conglomerate, producing coffee, spices, fruits, vegetables, pulses, maize and organic honey.	✓	✓			✓			<ul style="list-style-type: none"> The largest source of traceable and certified coffee in Ethiopia, owning over 50% of country's modern coffee plantations Partners: UTZ, Fairtrade, Rainforest Alliance, FDA, CAFÉ practices, 4C certification 	www.horizonplantations.com.et
Cottex	Private company manufacturing garment clothes for men, women and children.	✓	✓						<ul style="list-style-type: none"> High productivity in comparison to other factories: 400 t-shirts and 380 trousers produced per worker per day 	www.cottex-shirts.com
ELFORA (several plants)	Private agro-industrial company, a subsidiary of MIDROC Ethiopia Investment Group, involved in food processing & crop production, livestock operations & poultry operations	✓	✓						<ul style="list-style-type: none"> Eight livestock and meat processing plants with a total value of US\$ 54.7 million Currently export livestock and meat products to Middle East and African countries 	
Faffa Food Share Company	Private company supplying baby foods for Ethiopian children, including fortified foods and breakfast cereals.	✓	✓					✓	<ul style="list-style-type: none"> Owned by Petram Private Limited Company Out of 198 employees 61 are women. 50% of the female employees have worked in FAFFA for more than 20 years 	www.faffafood.com

Manufacturing Sector

Regional stakeholders in Ethiopia's Manufacturing sector: Addis Ababa



Technical assistance/
operational support



Manufacturing, supplying,
trade activities



Capacity building,
education



Credit extension/
microfinancing/funding



Lobbying/advocacy/
Representation



Policymaking and
research



Women-centric
provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Enrich Agro Industry Plc	Private company producing breakfast cereals, gluten free cereals, snacks and baby food.	✓	✓						<ul style="list-style-type: none"> Low data availability 	www.enrichagroindustry.com
Ethiogreen Production & Industry Plc	Private company engaged in exporting activities.	✓	✓						<ul style="list-style-type: none"> Low data availability 	www.ethiogreen.com
Addis Dallas Industries Plc	Private company engaged in importing activities.		✓						<ul style="list-style-type: none"> Low data availability 	
Evo	Private company providing clothing solutions.	✓	✓						<ul style="list-style-type: none"> Low data availability 	
Hameressa Edible Oil S.C	Private company producing edible oil.	✓	✓						<ul style="list-style-type: none"> One of the largest producers of edible oil in Ethiopia with a total landholding of 48,000 sqm located in the eastern part of the country in the vicinity of Harar Region 	
Zerentos Yebaltina Products Plc	Private company, producing injera and spices. Key export market is the US, targeting Ethiopian diasporas.	✓	✓						<ul style="list-style-type: none"> Production line has a capacity of 300 ton/year, including milling, dough making, primary & secondary fermentation 	
Abay International Plc	Private company involved in seed production.	✓	✓						<ul style="list-style-type: none"> Low data availability 	
Baheran Trading Plc	Private company engaged in export and import of sesame seeds, peanuts, and chickpeas.	✓	✓						<ul style="list-style-type: none"> Low data availability 	www.bit.ly/3yVHayL
Love Grass Agro Processing Plc	Private company operating gluten free food manufacturing facility.	✓	✓						<ul style="list-style-type: none"> Low data availability 	www.facebook.com/lovegrassethiopia
Moya Foods Plc	Private company engaged in biscuit production.	✓	✓						<ul style="list-style-type: none"> Low data availability 	
Tapu Prepared Food Inc.	Private food processing company that provides packed foods in local markets and abroad.	✓	✓						<ul style="list-style-type: none"> It is a trade name of Yemsrach Abera & Family General Trading 	www.tapufoods.com

Manufacturing Sector

Other regional level stakeholders in Ethiopia's Manufacturing sector

 Technical assistance/operational support	 Manufacturing, supplying, trade activities	 Capacity building, education	 Credit extension/microfinancing/funding	 Lobbying/advocacy/Representation	 Policymaking and research	 Women-centric provision(s)/operation(s)				
Stakeholder	Brief description	Core activities						Key relationships and strengths	Website	
										
Bahir Dar University (BDU)	Public university consisting of Institute of Technology, Institute of Textile & Fashion Technology, and colleges of science, medicine, business and economics, agriculture and environmental services, education and behavioral science.			✓			✓	✓	<ul style="list-style-type: none"> In 2021, 30% of graduate medical doctors were women. In 2019, BDU STEM Center started 4th STEM-Girls Camp Program Gender Office on premises focused on female empowerment Partners with several universities in Europe 	www.bdu.edu.et
Wollo University	Public university providing education in areas of agriculture, business and economics, medicine and health science, natural science, social science & humanities.			✓			✓	✓	<ul style="list-style-type: none"> 40% of enrolled regular students are women It is one of the federal universities built among a group of 2nd generation universities in Ethiopia. Partners with 9 universities in Ethiopia and abroad 	www.wu.edu.et
Ethiopian Institute of Textile and Fashion Technology (EITEX)	Part of the public university, BDU, providing education in areas of textile, garment and leather engineering, chemical process engineering, fashion design, merchandising, manufacturing, Fibre science and more.			✓			✓	✓	<ul style="list-style-type: none"> Provides education & professional training to young women. Carries out Gender Office activities on campus Does HRD in textile, apparel & leather sector and offers internships with local factories and industry-related companies 	www.eitex.bdu.edu.et
Awassa Textile S.C	Private company producing bed sheets and foam mattress covers, school uniforms, workers' uniforms and threads.	✓	✓	✓				✓	<ul style="list-style-type: none"> Majority of employees are women. New textile industrial park (2020) to attract more female employees Owned by Dukem Textile Plc. Partners with Development Bank of Ethiopia and Ethiopia Textile Industry Development Institute 	
Raymond Ltd	Private India-owned company engaged in production of fabrics and apparel. The plant was built in Ethiopia to benefit from country's duty-free access to European and US stitched garments markets.	✓	✓	✓				✓	<ul style="list-style-type: none"> 75% of permanent employees are women. Training programs target women and youth. Anti-harassment corporate policy Buyers: Macy's, JC Penney, Joseph Abboud, Charles Tyrwhitt, Hugo Boss, Ralph Lauren and Banana Republic (USA) 	www.raymond.in
Desta PLC	Private company operating garment factory with over 2,000 employees.	✓	✓					✓	<ul style="list-style-type: none"> 90% of workforce are women Partners: International Labour Organization (ILO), Initiative Clause Sociale, Better Work Ethiopia, Oeko-Tex, STEP, AMFORI, BSCI, SGS, ISO, AQM, Bureau Veritas, Lidl, Auchan, Diesel, H&M 	www.desta-garment.com
Saygin Dima Textile S.C	Private company engaged in manufacturing of yarns and textile fiber.	✓	✓						<ul style="list-style-type: none"> The company operates as a yarn spinning factory and spins, weaves and dyes natural and synthetic fibers Company reported to be on brink of collapse 	

CAVEAT: Stakeholder listing is based on secondary research and interviews, So, all stakeholders (especially those with highly localised and/or offline operations) may not have not been captured in the listing. All maps & tables present best-available information as at the time of research.

Manufacturing Sector

Other regional level stakeholders in Ethiopia's Manufacturing sector

Stakeholder	Brief description	Core activities	Key relationships and strengths	Website
		      		
Brothers Flour Biscuit Private Limited Company	<i>Private company producing flour and biscuits.</i>	✓ ✓	<ul style="list-style-type: none"> Low data availability 	
Konoria Africa Textile PLC	<i>Private company producing denim fabric.</i>	✓ ✓	<ul style="list-style-type: none"> Women make up 70% of the workforce Year-round training and welfare activities focusing on female empowerment Subsidiary of Indian-based Kanoria Chemicals & Industries Ltd. 	www.kanoria-africa.com
Beconnected PLC	<i>Private company operating textile printing and label factory based in Ethiopia. Belongs to Erve Group.</i>	✓ ✓ ✓	<ul style="list-style-type: none"> Announced establishment of educational structures aimed at raising standards in garment labelling & printing industry (2019) Partners with Ethiopian Textile Development Institute (ETIDI) and KFW DEG 	www.beconnectedindustrial.com
Abyssinia Slaughtering House	<i>Private company exporting processed meat products made at the Oromia plant to the Middle East countries.</i>	✓ ✓	<ul style="list-style-type: none"> Potential employment opportunities for women 	
Prime Meat And Food Products	<i>Private company selling salami, sausages, bacon, pork meat, beef, chicken meat etc, to public and international hotels and restaurants incl. main hotels in Addis Ababa.</i>	✓ ✓	<ul style="list-style-type: none"> Potential employment opportunities for women 	
Sabahar PLC	<i>Private wholesale company producing and exporting textiles and garments to 20+ companies in 13 countries and has a retail shop in Addis Ababa.</i>	✓ ✓	<ul style="list-style-type: none"> 50% of staff are women and 75% of management positions are held by women Sabahar is a monitored member of the World Fair Trade Organization (WFTO) 250% better salaries vs industry average, various benefits offered 	www.sabahar.com
Arbaminch Fish Processing Company	<i>Private company engaged in fish processing.</i>	✓ ✓	<ul style="list-style-type: none"> Over 59% of workforce in the sector are made up of women 	

Manufacturing Sector

Other regional level stakeholders in Ethiopia's Manufacturing sector



Technical assistance/
operational support



Manufacturing, supplying,
trade activities



Capacity building,
education



Credit extension/
microfinancing/funding



Lobbying/advocacy/
Representation



Policymaking and
research



Women-centric
provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Olera Agro Processing Plc	Private company operating a plant that a special type of sesame seed called Humera.	✓	✓						<ul style="list-style-type: none"> The company was established in April 2008 as a joint venture between Dipasa Europe B.V (NL) and Agro Prom Int. PLC (EH) Meets quality requirements like ISO22000:2005, has organic certificates allowing to export to Europe, USA and more. 	
Pakana Food Processing Industry Plc	Private company engaged in processing of supplementary food and production of maize and soya bean flours.	✓	✓						<ul style="list-style-type: none"> Low data availability 	
Rib Industrial And Commercial Plc	Private company specialising in chick peas and sesame seed products.	✓	✓						<ul style="list-style-type: none"> Partners with companies and import/export authorities in Canada, Germany, India, Pakistan and Singapore. 	www.exporthub.com/rib-industrial-amp-commercial-plc
Abat And Mahari Agro Processing Industry Plc	Private company involved in wheat flour processing.	✓	✓						<ul style="list-style-type: none"> Low data availability 	
Unique Flour And Macaroni Factory	Private company producing wheat flour and pasta.	✓	✓						<ul style="list-style-type: none"> Low data availability 	