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Pt 1

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Employment Law Show:
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The New Labor Law of Ethiopia: Major Points of Departure ... of some employees, perhaps.

Moreover, modern elements of the industry, such as technology transfer and intellectual property rights have not been addressed in the law. Besides, unlike the Civil Servants ' Proclamation, the new labour law does not

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cover arrangements such
as secondment ...

~~The New Labor Law of
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Land In Under Ethiopian
law, property is either
movable or immovable
(Article 1126 of the Civil
Code). 4 Land and
buildings are considered
as immovables (Article

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1130 Civil Code). Hence, unlike the French one, where “ land ” includes “ the ground and any fixture on the land ” , the Ethiopian Civil Code treats “ land ” and

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Ethiopian Labor Law
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law, property is either
movable or immovable

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Proclamation No.
128-1998; Requirements
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Overseas Employment
control; Requirements of
work permit for
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~~Labour Proclamation
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movable or immovable
(Article 1126 of the Civil
Code). 4 Land and

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PROCLAMATION TO
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provided by Article 40 of
the Constitution of the
Federal Democratic
Republic of Ethiopia that
land is [...]

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~~Ethiopian Laws and Regulations~~

(a)employment relations between Ethiopian citizens and foreign

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diplomatic missions or international organizations operating within the territory of Ethiopia, unless the council of Ministers by regulation decides otherwise, by an international agreement to which Ethiopia is a signatory.

~~Ethiopia. Labour Code~~
Under Ethiopian law,

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property is either
movable or immovable
(Article 1126 of the Civil
Code). 4 Land and
buildings are considered
as immovables (Article
1130 Civil Code). Hence,
unlike the French one,
where “ land ” includes
“ the ground and any
fixture on the land ” , the
Ethiopian Civil Code
treats “ land ” and
“ buildings ” as two

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separate types of
immovables.

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Since the enactment of
the previous law in 2003,

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the Ethiopian labour force has dramatically changed in the last 16 years, with new industries requiring new set of skills and a shift employer-employee relations. A large majority of the provision of the Proclamation 377/2003 were directly transplanted to the new law verbatim.

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~~Ethiopia 's New Labour
Proclamation Highlights
of Key Changes~~

Ethiopia: Employment &
Labour Laws and
Regulations 2020. ICLG -
Employment & Labour
Laws and Regulations -
covers common issues in
employment and labour
laws and regulations –
terms and conditions of
employment, employee
representation and

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industrial relations,
discrimination, maternity
and family leave rights
and business sales – in
51 jurisdictions

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Federal Cassation (all
decisions) constitution
Family Succession
property Contract in
General Tort Agency

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Sales Mortgage Pledge
Conciliation and
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Procedure Criminal Law-
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Custom Criminal
Procedure Labor Cases
Business Business
Organizations Check
Insurance Bankruptcy
Administrative Law

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Talking about Labour Law in Ethiopia means to basically review the history of the last 40-50 years. Present-day labour law, as a specialized law designed to protect employees' welfare, only came into existence as a result of the modern industrial development and with the rise of the status of the employee as

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~~National Labour Law
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Ethiopian labor law recognizes grounds attributable to organizational or operational requirements of an undertaking as valid causes for terminating an employee after giving notice. One of the

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grounds that justify termination with notice is fall in demand for the products or services of the employer resulting in the reduction of the volume of work or its profit.

~~Coronavirus COVID-19:~~
~~Legal guidance for~~
~~employers (Ethiopia)~~
There is a strong argument that Ethiopian

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workers have been overprotected by strict labor laws that impede industrial growth and employment creation. The laws are designed to protect workers from discriminatory and unfair practices of employers. They intend to protect workers against job insecurity, poor working conditions and low wages.

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~~The Impact of Ethiopian
Labor Laws on Business
Efficiency ...~~

Land Policy The
Ethiopian Constitution
asserts state ownership of
land; there are no private
property rights in land.

Even if there are
national debates on the
existence of different
ownership and tenure
regimes for land in

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Ethiopia, the
Government of Ethiopia
is not prepared at this
time to legalize private
property rights in land.

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