



የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ

ፌዴራል ነጋሪት ጋዜጣ

FEDERAL NEGARIT GAZETA

OF THE FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

አሥራሁለተኛ ዓመት ቁጥር ፬
አዲስ አበባ ሰኔ ፳፪ ቀን ፲፱፻፺፰

በኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ
የሕዝብ ተወካዮች ምክር ቤት ጠባቂነት የወጣ

12th Year No. 30
ADDIS ABABA 29th June, 2006

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አዋጅ ቁጥር ፬፻፺፬/፲፱፻፺፰ ዓ.ም

PROCLAMATION NO. 494/2006.

የአሠሪና ሠራተኛ ጉዳይ አዋጅን ለማሻሻል
የወጣ አዋጅ

A PROCLAMATION TO PROVIDE FOR THE
AMENDMENT OF THE LABOUR PROCLAMATION

የአሠሪና ሠራተኛ ጉዳይ አዋጅ ቁጥር ፫፻፸፯/
፲፱፻፺፯ ማሻሻል አስፈላጊ ሆኖ በመገኘቱ

WHEREAS, it has become necessary to amend the
Labour Proclamation No. 377/2003;

በኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ
ሕገ መንግሥት አንቀጽ ፺፮ ንዑስ አንቀጽ (፩) እና ፫/
መሠረት የሚከተለው ታውጧል።

NOW, THEREFORE, in accordance with Sub
Articles (1) and (3) of Article 55 of the Constitution of
the Federal Democratic Republic of Ethiopia, it is
hereby proclaimed as follows;

፩. አጭር ርዕስ

1. Short Title

ይህ አዋጅ "የአሠሪና ሠራተኛ ጉዳይ ማሻሻያ/
አዋጅ ቁጥር ፬፻፺፬/፲፱፻፺፰ ዓ.ም" ተብሎ ሊጠቀስ
ይችላል።

This Proclamation may be cited as the "Labour
(Amendment) Proclamation No.494/2006."

፪. ማሻሻያ

2. Amendment

የአሠሪና ሠራተኛ ጉዳይ አዋጅ ቁጥር
፫፻፸፯/፲፱፻፺፯ አንደኛውን ክፍል ተሸንጧል።

The Labour Proclamation No. 377/2003 is hereby
amended as follows:

፩/ የአንቀጽ ፫ ንዑስ አንቀጽ ፪ ድንጋጌ /ሐ/ ተሰ
ርዞ በሚከተለው አዲስ ድንጋጌ /ሐ/ ተተክሏል።

1/ The provision of (c) of Sub-Article 2 of Article
3 is deleted and replaced by new provision (c)
of Sub-Article 2 of Article 3

የንጹ ዋጋ
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Negarit G. P.O.Box 80001

“ሐ/ የሥራ መሪን ማለትም በሕግ ወይም እንደ ድርጅቱ የሥራ ፀባይ በአሠሪው በተሰጠ የውክልና ሥልጣን መሠረት የሥራ አመራር ፖሊሲዎችን የማውጣትና የማስፈጸም ከነዚህ በተጨማሪ ወይም እነዚህ ሳይጨምር ሠራተኛን የመቅጠር፣ የማዛወር፣ የማገድ፣ የማስናበት፣ የመመደብ ወይም የሥነ-ሥርዓት እርምጃ የመውሰድ ተግባሮችን የሚያከናውንና የሚወስን ግለሰብን የሚመለከት ሲሆን፣ እንዲሁም እነዚህን የሥራ አመራር ጉዳዮች አስመልክቶ የአሠሪውን ጥቅም ለመጠበቅ አሠሪው ለወሰድ ስለሚገባው እርምጃ በራሱ የውሳኔ ሀሳብ የሚያቀርብ የሕግ አገልግሎት ኃላፊውንም ይጨምራል።”

፪/ በአንቀጽ ፱፱ ንዑስ አንቀጽ ፩ ስር የሚከተሉት አዲስ ድንጋጌዎች ስ/ ሸ/ እና /ቀ/ ተጨምረዋል፤

“ሰ/ የፕሮቪደንት ፈንድ ሽፋን ወይም የጠራታ መብት የሌለው ሲሆንና በጠራታ ሕግ የተመለከተው መደበኛ የጠራታ ዕድሜ ላይ ደርሶ ከሥራ ሲገለል፤

ሸ/ ቢያንስ አምስት ዓመት በአሠሪው ዘንድ የሥራ አገልግሎት ኖሮት በሕመም ወይም በሞት የሥራ ውሉ ሲቋረጥ ወይም ሥራው ላይ የሚያስቆይ ከሥልጠና ጋር የተያያዘ ለአሠሪው የውል ግዴታ ሳይኖር በት ሥራውን በገዛ ፈቃድ ሲለቅ፤

ቀ/ በሌች አይቪ ኤድስ ሕመም ምክንያት በራሱ ጥያቄ የሥራ ውሉ ሲቋረጥ።”

፫/ የአንቀጽ ፩፻፱ ንዑስ አንቀጽ ፲፯/ ተሰርዞ በሚከተለው አዲስ ንዑስ አንቀጽ ፲፯/ ተተክሏል፤

“፯/ ተደራዳሪ ወገኖች በሥራ ላይ የሌላ የገብ ረት ስምምነት ካላቸው፣ የተፈጻሚነቱ ዘመን ከማብቃቱ ከ፫ ወር በፊት የገብረት ስምምነቱን ለማሻሻል ወይም በሌላ ለም ተካት ተቀራርበው ድርድሩን ይጀምራሉ። ሆኖም የገብረት ስምምነቱ የሚፈናቀት ጊዜ ካበቃበት ቀን ጀምሮ በሦስት ወር ጊዜ ውስጥ ድርድሩ ፍጻሜ ካላገኘ ደመወዝ ዘንድ ሌሎች ጥቅማ ጥቅሞችን የሚመለከቱት የሥራ ዘመኑ የበቃው የገብረት ስምምነት ድንጋጌዎች ሙሉ ለሙሉ አይኖሩም።”

“(c) managerial employee who is vested with powers to lay down and execute management policies by law or by delegation of the employer depending on the type of activities of the undertaking with or without the aforementioned powers an individual who is vested with the power to hire, transfer, suspend, lay off, assign or take disciplinary measures against employees and include legal service head who recommend measures to be taken by the employer regarding managerial issues by using his independent judgment in the interest of the employer.”

2/ The following new provisions (g), (h) and (i) are added to Sub-Article (1) of Article 39:

“(g) where he has no entitlement to a provident fund or pension right and his contract of employment is terminated upon attainment of retirement age stipulated in the pension law;

h) where he has given service to the employer for a minimum of five years and his contract of employment is terminated because of his sickness or death or his contract of employment is terminated on his own initiative provided that he has no contractual obligation relating to training to serve more with the employer.

i) where his contract of employment is terminated on his own initiative because of HIV/AIDS.

3/ Sub-Article (6) of Article 130 is deleted and replaced by the following new Sub-Article (6):

“(6) parties to a collective agreement shall commence negotiation to amend or replace their collective agreement within 3 months before the expiry date of the validity period of the collective agreement; provided, however, that if the negotiation is not finalized within 3 months from the expiry date of the collective agreement, the provisions of the collective agreement relating to wages and other benefits shall cease to be effective.”

፩/ አንቀጽ ፩፻፳፮ ተሠርዞ በሚከተለው አዲስ አንቀጽ ፩፻፺፮ ተተክሏል፤

“፩፻፳፮ በማንኛውም ወገን ላይ ስለሚፈጸም ቅጣት

፩/ ማንኛውም አሠሪ፣ የሠራተኛ ማኅበር፣ ሠራተኛ ወይም አሠራውን ወክሎ የሚሰራ ሰው፤

ሀ/ በዚህ አዋጅ ወይም በዚህ አዋጅ መሠረት በወጡ ደንቦች ወይም መመሪያዎች ስለሠራተኛ ደህንነት የተደነገጉትን በመተላለፍ የሠራተኞችን ሕይወት ወይም ጤንነት ለከባድ አደጋ የሚያጋልጥ ድርጊት የፈጸመ ወይም በዚህ አዋጅ ለሌት ሠራተኞች ወይም ለወጣት ሠራተኞች ሊደረግ ስለሚገባው ልዩ እንክብካቤ የተደነገጉትን የተላለፈ፤

ለ/ በዚህ አዋጅ አንቀጽ ፩፻፳፮ የተደነገገውን የተላለፈ፤

ሐ/ በዚህ አዋጅ ወይም በሌሎች ሕጎች ድንጋጌዎች መሠረት የሥራ ሁኔታ ተቆጣጣሪ የሚሰጠውን ትዕዛዝ ያላከበረ፤ ወይም

መ/ ኃላፊነት ለተሰጣቸው ባለሥልጣኖች ሆን ብሎ ትክክል ያልሆነ መረጃ ወይም መግለጫ የሰጠ፤

እስከ ብር ፩፻፲፪ በሚደርስ የገንዘብ መቀጮ ይቀጣል።

፪/ በዚህ አዋጅ በአንቀጽ ፩፻፴ ንዑስ አንቀጽ ፲፪/ ወይም ፲፩/ የተመለከተውን ግዴታ የተላለፈ አሠሪ፣ የሠራተኛ ማኅበር፣ ሠራተኛ ወይም አሠራውን ወክሎ የሚሰራ ሰው እስከ ብር ፲፯ በሚደርስ የገንዘብ መቀጮ ይቀጣል።”

፫. አዋጁ የሚፀናበት ጊዜ

ይህ አዋጅ በፌዴራል ነጋሪት ጋዜጣ ታትሞ ከወጣበት ቀን ጀምሮ የፀና ይሆናል።

አዲስ አበባ ሰኔ ፳፪ ቀን ፲፱፻፺፮ ዓ.ም.

ግርማ ወልደጊዮርጊስ

የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ ፕሬዚዳንት

4/ Article 185 is deleted and replaced by the following new Article 185:

“185. Common offences

1/ An employer, a trade union, a worker or representative of employer which:

a) violates the provisions of this Proclamation or regulations or directives issued hereunder relating to the safety of workers and commit an act which expose the life or health of a worker to a serious danger, or does not give special protection to women workers or young workers as provided for in this Proclamation;

b) contravenes the provisions of Article 160 of this Proclamation;

c) does not comply with the order given by a labour inspector in accordance with this Proclamation or the provisions of other laws; or

d) gives intentionally false information or explanations to the competent authorities;

shall be liable to a fine not exceeding Birr 1,200

2/ An employer, a trade union, a worker or representative of employer which contravenes Sub-Article (2) or (4) of Article 130 of this Proclamation shall be liable to a fine not exceeding Birr 10,000

3. Effective Date

This Proclamation shall enter into force on the date of its publication in the Federal Negarit Gazeta.

Done at Addis Ababa, this 29th day of June 2006

GIRMA WOLDEGIORGIS

PRESIDENT OF THE FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

1. The first part of the document discusses the importance of maintaining accurate records.

2. It is essential to ensure that all data is entered correctly and consistently.

3. Regular audits should be conducted to verify the integrity of the information.

4. Proper labeling and organization of files are crucial for easy retrieval.

5. The use of standardized formats helps in comparing and analyzing data.

6. It is also important to have a backup system in place to prevent data loss.

7. Finally, ensuring that all personnel are trained in the correct procedures is key.

8. The following table provides a summary of the key findings from the study.

9. The data indicates a significant correlation between the variables studied.

10. These results suggest that the proposed method is effective in the context.

11. Further research is needed to explore the long-term implications of these findings.

12. The study was supported by the following grants and funding sources.

13. We would like to thank the participants and staff for their contribution to the project.

14. The authors have no conflicts of interest to declare.

15. For more information, please contact the corresponding author at the address below.

16. This document is intended for internal use only and should be handled accordingly.

17. All rights reserved. No part of this document may be reproduced without permission.

18. The information provided here is confidential and should be kept secure.

19. We appreciate your attention and interest in our work.

20. Thank you for your time and cooperation.

21. The second part of the document details the methodology used in the research.

22. A detailed description of the experimental setup and procedures is provided.

23. The data collection process was rigorous and followed established protocols.

24. Statistical analysis was performed using advanced software tools.

25. The results of the analysis are presented in the following sections.

26. It is noted that there were some limitations to the study that should be considered.

27. Despite these limitations, the study provides valuable insights into the phenomenon.

28. The findings have important implications for the field of study.

29. Future research should aim to address the gaps identified in this study.

30. The authors are grateful to the reviewers for their constructive comments.

31. The study was conducted in accordance with the highest standards of ethical practice.

32. The data is available upon request to qualified researchers.

33. The authors would like to acknowledge the support of the funding agency.

34. The study was published in the journal of Applied Research in Psychology.

35. The full text of the article can be accessed through the journal's website.

36. The authors are available for further inquiries and collaborations.

37. The study is registered with the appropriate research registries.

38. The authors have no other competing financial interests.

39. The study is a registered report and the data are publicly available.

40. The authors are proud to share their work with the research community.

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