



Addis Ababa University
College of Technology and Built Environment
School of Mechanical and Industrial Engineering

**EVALUATING THE SUSTAINABILITY OF INDUSTRIAL DEVELOPMENT IN
ETHIOPIA: A CASE STUDY OF BOLE LEMI INDUSTRIAL PARK**

**A Thesis submitted to the School of Graduate Studies College of Technology and Built
Environment, Addis Ababa University in partial fulfillment for the degree of Master of
Science in Industrial Engineering**

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Lemi Industrial Park**

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Declaration

I hereby declare that the work which is being presented in this thesis entitled “**Evaluating the Sustainability of Industrial Development in Ethiopia: A Case Study of Bole Lemi Industrial Park**”

is original work of my own, has not been presented for a degree of any other University and all the resource of materials used for this thesis have been duly acknowledged.

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This is to certify that, the above declaration made by the candidate is correct to the best of my knowledge.

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Abstract

This study addresses the sustainability challenges of economic, social and environment industrial development in Ethiopia, focusing on the Bole Lemi Industrial Park(BLIP) as a case study. The study was adopt descriptive case study of research design by using both quantitative and qualitative methods to evaluate the sustainability industrial development. The researcher used data collection methods, including interviews, surveys, and site observations. The researcher provided a holistic analysis of the sustainability practices and challenges in the industrial park. The main objective of this study is to conduct a comprehensive assessment of the sustainability of industrial development. Quantitative data was analyzed using statistical package for social science (SPSS), providing a numerical understanding of various aspects. Qualitative data was also analyzed to nuance the uncovered insights. The population of the study was cover all key workers and management of (Ministry of Industry/MOI/, Industrial Parks Development Corporation/IPDC/, investors "personnel and management, and employees. The findings shows that, the BLIP has contributed significantly to the national economy by attracting foreign direct investment, creating job opportunities, and fostering economic growth in Ethiopia, but less attention is given to the , environmental and social impacts associated with in the industrial park. The researcher recommended that, the government and private sector have to give balance focus on the synergy effect of the economic, social and environment to assure sustainability. It was observed that supportive policies and regulations play a crucial role in shaping the sustainability outcomes of industrial parks.

Keywords: Economic, Social, Environment, Sustainability, Bole Lemi Industrial park

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Lists of Abbreviations and Acronyms

UNIDO-----	United Nations Industrial Organizations.
UNDP-----	United Nations Development Programmes
SDGS-----	Sustainable Development Goals.
ISID-----	Inclusive and Sustainable Industrial Development
ILO-----	International Labor Organization
UN-----	United Nations.
AU-----	Africa Union
MOI-----	Ministry of Industry
EIC-----	Ethiopia Investment Commission
IPDC-----	Industrial Parks Development Corporation
BLIP-----	Bole Lemi Industrial Park
IP-----	Industrial Park.
FDI-----	Foreign Direct Investment
CSR-----	Corporate social Responsibility
GIZ-----	Germany Development Cooperation
OSS-----	One Stop Service
FGD-----	Focus Group Discussion.
III -----	Individual In-depth Interview
KII -----	Key Informant Interview
GOE-----	Government of Ethiopia

Chapter 1- Introduction

1.1 Background and Justification

Industrial development is a key driver of economic growth and transformation in developing countries like Ethiopia. However, rapid industrialization can lead to environmental degradation, social inequalities, and economic imbalances if not managed sustainably. The Bole Lemi Industrial Park, located in Addis Ababa, Ethiopia, is a significant industrial hub that has attracted both domestic and foreign investments. This research aims to evaluate the sustainability of industrial development in Ethiopia through a detailed examination of the Bole Lemi Industrial Park. Countries need to achieve sustainable development integrated with broader sustainability goals. To achieve comprehensive development, the social, environmental and economic pillars shall get balanced focus. In 2015, the United Nations adopted the Sustainable Development Goals (SDGs), setting 17 goals and 169 targets to address global challenges, including poverty, environmental protection, and universal prosperity by 2030 (United Nations Development Program /UNDP/). Goal 9 focuses on building resilient infrastructure, promoting inclusive and sustainable industrialization, and fostering innovation. The agenda also highlights the United Nations Industrial Development Organization's (UNIDO) commitment to inclusive and sustainable industrial development (ISID), as outlined by member states in the Lima Declaration of December 2013 (Informative UNIDO, n.d.) *and the post-2015 Development agenda*). Economic growth and industrialization can be promoted by increasing value addition to natural resources. Achieving this goal requires implementing the African Industrial Development Action Plan and the African Mining Vision at all levels, with a focus on quickly establishing the Centre for African Mineral Development ((Sharma, n.d.).

Even though the presence of the Prevention of Industrial Pollution Regulation, substantial environmental effects from Ethiopia's manufacturing sector sustained to persist. These effects included the pollution of surface water and the damage of aquatic ecosystems because of the release of untreated industrial effluents. Besides, poorly managed solid waste dumping places contributed to the contamination of both surface and groundwater resources, while soil pollution became increasingly evident, mostly in areas nearby rivers and waste dumping places. From a social viewpoint,

Ethiopian legal frameworks providing wide protection for employees, grounded in constitutional human rights moralities and associated with the Universal Declaration of Human Rights as well as the conventions of the International Labour Organization (ILO). Ethiopia had kept membership in the ILO since 1923 and had approved all eight fundamental ILO conventions, which addressed subjects such as forced labor, freedom of association, collective bargaining, equal remuneration, elimination of forced labor, non-discrimination in employment, minimum working age, and the elimination of the worst forms of child labor.

Ethiopia's economic growth strategy has emphasized industrialization as a key pathway to economic transformation. The government had identified industrial parks as essential catalysts for development, technological advancement, job creation, and export growth. Therefore, evaluating these industrial initiatives necessitates a thorough assessment of their economic, social, and environmental impacts. Such method qualified the researcher to deliver practical recommendations for policymakers, industrial stakeholders, and local communities in support of stable and maintainable industrial development.

According to the Industrial Parks Development Corporation (IPDC), Bole Lemi Industrial Park (BLIP), established in 2012 and covering nearly 253 hectares, mainly works for the textile and garment manufacturing sectors. The park had attracted 11 anchor investors and generated nearly 20,065 job opportunities, of which 2,263 were employed by males and 17,890 by females. This role significantly enhanced the local economy and labour market. However, the incentives provided within the park largely preferred exporting firms in economic terms, while inadequate attention was given to both social and environmental protection measures. Consequently, many companies operating within the park looked to prioritize profitability over corporate social concern practices. The present study adopted a descriptive case study design and employed together quantitative and qualitative research methods to assess maintainable industrial development. Quantitative data were analyzed using cause-and-effect analysis, Pareto analysis, and the Statistical Package for the Social Sciences (SPSS) in order to generate quantifiable understandings. Qualitative data, on the other hand, were observed thematically to capture complete and context-specific

findings. Both descriptive and inferential statistical methods were used during the quantitative analysis process.

Industrial development had long been regarded as a critical driver of economic growth and structural transformation, particularly in developing countries such as Ethiopia. Bole Lemi Industrial Park, located in Addis Ababa, represented one of the country's major industrial zones established to attract foreign and domestic investment, create employment opportunities, and increase export performance. Assessing the sustainability of such industrial parks was therefore essential to ensure that economic gains were achieved alongside long-term social and environmental benefits. Established in 2016, BLIP hosted industries operating in sectors such as textiles, leather manufacturing, metal fabrication, and food processing. The primary objectives of the park included promoting employment creation, facilitating technology transfer, and enhancing export earnings through the attraction of both local and international investors. The sustainability of industrial development at Bole Lemi Industry Park was evaluated based on the three generally known pillars of sustainability: economic, social, and environmental sustainability.

Economic Sustainability: BLIP demonstrated notable economic progress following its establishment. Reports from the Ethiopian Investment Commission indicated that the park had attracted more than 50 investors within a relatively short period. These investments contributed to the creation of thousands of employment opportunities for local residents. Furthermore, several firms operating within the park had successfully entered international markets through the export of manufactured products. The resulting export revenues contributed significantly to Ethiopia's foreign exchange earnings. In addition, the availability of relatively well-developed infrastructure, including roads, electricity, and water supply systems, increased the attractiveness of the park as an investment destination.

Social Sustainability: In case of social sustainability Bole Lemi Industry Park was reflected in its contribution to local job creation and community development. The industrial park created job opportunities for thousands of citizens residing in surrounding Park. But, concerns about low salaries, poor working conditions, and labor rights were raised up by several individuals and human rights organizations. In reply to these fears, the Ethiopian government announced labor regulations planned to

safeguard fair salaries, work-related safety, and decent working situations for workers. Besides, professional education and training initiatives were applied to prepare local youth with the technical and professional skills required for industrial workers within Bole Lemi Industry Park.

Environmental Sustainability: Regarding to Environmental sustainability remained a critical factor of long-term industrial development at Bole Lemi Industry Park. Hard working had been undertaken to minimize the environmental influences associated with industrial processes through the introduction of waste management systems and energy-efficiency initiatives. For instance, industries within the park were encouraged to implement renewable and energy-efficient technologies, as well as solar energy systems and biogas-based power generation. Wastewater treatment services were also recognized to improve the management of industrial wastes and decrease water pollution. In spite of these initiatives, significant challenges continued with respect to the strict implementation of environmental regulations and guaranteeing full compliance among industries operating within the park.

In summary, BLIP established measurable development toward realizing economic sustainability through investment attraction, job creation, and export directed products. Similarly, it contributed to social sustainability by increasing job opportunities and supporting labor protection measures, while environmental sustainability initiatives sought to progress waste management and resource effectiveness. However, some challenges continued unsolved, mainly in relation to environmental compliance, company social responsibility, and labor conditions. Addressing these challenges was considered crucial for guaranteeing the long-term sustainability and success of industrial development initiatives in Ethiopia. So, the present study evaluated the synergy among social, environment and economic scopes of the inclusive and sustainable development aspects of Bole Lemi Industry Park.

1.2 Problem Statement

The Government of Ethiopia/GoE/ has set priorities for sustainable and inclusive development for the last decade and has been strategically attracted buyers to come to Ethiopia and find Foreign direct investment (FDI) from major garment export producing industries. Bole Lemi industrial parks are targeted to give incentives for exporting firms have been a central mechanism to attract FDI. However, the incentive

given is a favor for exporting firms for the case of economic benefits only, not playing a role on social safeguards and environmental protections ((Sharma, n.d.)). As the researcher have interviewed the officials from Industrial parks development corporation/IPDC/, they said that, in Bole Lemi Industrial Park, there is a problem in managing sludge management, waste water management (even though there is a treatment plant) and labor issues the business companies with in the industrial park give focus on profit rather than the social corporate responsibility. Different studies solely focused on labor handling/social safeguards and safety, economic benefit, or environmental protection. But this study was focus on balance among the 3(three) issues for development, that is, the synergetic or integrated status for all (social, economic & environmental) in Bole Lemi Industry Park. This study addresses these concerns by closely examining the sustainability of the Bole Lemi Industrial Park. Through these studies, the investigator aimed to study the complexities and underlying dynamics of industrial development, find potential challenges, and contribute to the larger dissertation course on establishing a more comprehensive and maintainable industrial landscape in Ethiopia. By way of discussed previous, realizing sustainable development required countries to confirm stable attention to the social, environmental, and economic pillars of development so as to achieve inclusive and long-term progress at all stages.

Accordingly, this study examined the interrelationship and interaction among the social, environmental, and economic dimensions of supportable development within Bole Lemi Industrial Park.

1.3 Research Questions

The present study was directed by the following major investigation questions:

- What are the key economic, social and environmental sustainability challenges faced by Bole Lemi Industrial Park in Ethiopia?
- How do the sustainability practices implemented at Bole Lemi Industrial Park impact local communities and the environment?
- What role do government policies and private sector initiatives play in promoting sustainable industrial development Bole Lemi Industrial Park?

1.4 Research Objectives

1.4.1 General Objectives

The very purpose of the present study was to conduct a comprehensive assessment of the sustainability of industrial development in Bole Lemi Industrial Park with specific emphasis on the economic, social, and environmental scopes of sustainability.

1.4.2 Specific Objectives

- To know and examine the economic contributions of Bole Lemi Industrial Park to the national economy, mainly in foreign direct investment, export performance, and job opportunities.
- To assess the social influences of Bole Lemi Industrial Park on local societies, such as, job satisfaction, community engagement, labor conditions, and social equity.
- To assess the environmental sustainability practices employed at Bole Lemi Industrial Park and their effectiveness in mitigating negative impacts.
- To examine the influence of government policies and private sector strategies on achieving sustainability goals within the industrial park.

1.5 Scope and limitation of the study

The scope of the research primarily limited to evaluate the sustainability of industrial development in Bole Lemi Industrial Park that significantly affects the sustainability's of dimensions: Economic, Social and Environment in the parks compound. It does not include study of gender issues rather limited to the three selected dimensions above only. Moreover, it does not consider climate change issues. In addition, the scope does not include the investigation of the result from the application of the implementation plan due to time constraints.

1.6 Significance of the Study

- The significance of the study lies in Economic; Social and Environmental sustainability of the Bole lemi industrial park. its significance includes Foreign Direct Investment (FDI), Job Creation, Community Development, Equity and inclusion, Sustainability practices, Impact Assessment, Policy Framework: Regulatory Impact, Contribution to Literature, Framework Development, Guidance for stakeholders and Best practices Identifications: Additionally, it could serve as a starting point for future researchers who wish to conduct additional research.

1.7 Benefit of the research

- The research can show improved Economic performance through one stop service
- . The research can show improved social performance through occupational health and safety.
- . The research can show improved Environment performance through Common effluent treatment plant and sludge management system.
- The result can show the gap of the case industrial park and show as a measuring point for improvement.

1.8 Organization of the research

The first chapter provides a brief overview of the research objectives, the problems addressed, and the study's motivation. The second chapter reviews relevant literature on the economic, social, and environmental dimensions of industrial park sustainability. The third chapter discusses the research methodology such as research design, data collection, sampling technique and data analyzing while the fourth chapter presented the research finding and discussion in detailed. Lastly, the fifth chapter provided the conclusions and recommendations of the present based on the results.

Chapter 2: Literature Review

2.1 Introduction

This chapter studied existing works on industrial sustainability, with specific emphasis on concepts such as green growth, corporate social responsibility and sustainable development, practices. The section more examined earlier studies conducted on industrial parks in developing countries and known the key factors influencing the sustainability of industrial growth.

In this chapter, the researcher evaluated and examined related documents and academic works associated to industrial development and sustainability, with exact focus on the Ethiopian situation and the case of Bole Lemi Industrial Park. The literature review aimed to make available a full understanding of the important concepts, theoretical perceptions, and observed result related to evaluating the sustainability of manufacturing development in Ethiopia.

The fast industrialization development in Ethiopia, mainly through industrial parks expansion program such as Bole Lemi Industrial Park, had developed an essential component of the country's economic growth and development plan. However, the sustainability of all industrial park developments in the country elevated critical alarms concerning green environmental influences, labor complaint, social inclusion, and the efficiency of regulatory outlines. For that reason, this literature review wanted to discover these dimensions by critically investigative existing studies and recognizing gaps in the operation of country's maintainable industrial development plan.

Sustainability Framework in Industrial Development

In industrial development Sustainability encompassed three major pillars: 1. Economic viability 2. Environmental protection and 3. Social equity. The government of Ethiopia had given attention and assurance to sustainable industrial development through new industry policies, various strategies, initiative and programs planned to promote industrialization while at the same time safeguarding these essential proportions of sustainability. Nevertheless, numerous studies showed the presence of a significant gap between policy purposes and their real implementation on the ground.

Economic Benefits versus Sustainable Practices

Manufacturer Investors within Bole Lemi Industrial Park attention economic benefits versus environmental protection regularly prioritized short-term economic additions over broader sustainability purposes. Most of the earlier studies demonstrated that many manufacturing industry companies mainly focused on income maximization, regularly without of giving enough attention to the long-term community and environmental concerns of their operations on resident societies and ecosystems. For instance, researches carried out by the (IPDC) Industrial Parks Development Corporation under the Competitiveness and (JCP) Job Creation Project shown that even if foreign direct investment had meaningfully increased within industrial parks, such growth was often attended by concerns associated to working condition, labor rights, and environmental agreement. Therefore, the development of industrial investment frequently occurred at the expense of satisfactory social protection procedures and actual environmental management performs.

Environmental Concerns

The environmental consequences of industrial doings within Bole Lemi Industrial Park had risen up substantial alarms among scholars, environmental authorities, and civil society administrations. Several reports shown that pollution produced from industrial processes was not being effectively managed, causing in adverse effects on water resource, air quality, and the surrounding environment. Studies more shown that polutted industrial emissions and waste released contributed to environmental degradation in surrounding societies. Specially, insufficient waste management performs and inadequate wastewater treatment systems posed serious hazards to together public health and natural resources.

Additionally, Shimeles highlighted that existing environmental regulatory frameworks were weakly enforced, so permitting industries to operate with inadequate accountability regarding their environmental influences. This poor enforcement of environmental standards reduced the efficiency of sustainability policies and delayed efforts toward accomplishing environmentally accountable industrial development.

Social Inclusion Issues

Community inclusion remained a key concern within the framework of industrial development in Ethiopia. Many studies showed that marginalized groups, particularly women and rural communities, were frequently omitted from fully benefiting from the job created through industrial development.

According Mekonnen (2023) said that even though job creation was regularly presented as one of the principal benefits of industrial parks, access to these job opportunities was sometimes inhibited by several socio-economic obstacles. These obstacles involved incomplete educational attainment, insufficient professional skills, unfair salary, and limited access to information and transport services. As a result, the benefits of industrial development were not dispersed fairly among all parts of society.

Regulatory Oversight

The role of regulatory bodies in the side of government has been broadly recognized as critical in guaranteeing the operation of maintainable practices within industrial

parks. Even though formal official frameworks existed to manage compliance with environmental rules and employment laws, existing evidence recommended that these regulatory organizations frequently challenged significant operational tasks, including insufficient financial and human resources as well as restricted official capacity and governmental commitment.

According to Kebede (2021) noted that, regardless of the existence of monitoring and enforcement mechanisms, their efficiency were often damaged by corruption, bureaucratic incompetence, and poor harmonization among responsible stakeholder. Therefore, implementation of environmental and labor standards continued unreliable, thus restraining the general success of sustainability governance in industrial park.

In evaluating the sustainability of industrial development in Ethiopia, mainly in relation to Bole Lemi Industrial Park, it was crucial to critically assessment present literature that addressed industrialization practices, sustainability contexts, and economic development changing aspects within the Ethiopian background. This literature review targeted to develop an inclusive consideration of the major concepts, main challenges, and developing opportunities related with industrial development, in addition to the level to which sustainable practices had been combined into industrial parks for example, Bole Lemi.

2.1.1 Industrial Development in Ethiopia

Ethiopia had aggressively followed industrialization as a major strategy for realizing economic progress and continuing development. The manufacturing sector had been recognized as one of the government focused area for investment and development, and the government had applied numerous policies and initiatives targeted at endorsing manufacturing industry development from corner to corner the country.

As Mulugeta et al. (2019) stated, Ethiopia's manufacturing sector had confirmed substantial growth in latest years, mostly determined by amplified investments in infrastructure development, manufacturing activities, and export-oriented industries. This growth revealed the country's comprehensive hard work to transform its economy from an agriculture-based system to a more industrialized and expanded economic structure.

2.1.2 Challenges of Industrial Development In Ethiopia

Regardless of the improvement accomplished in industrial development, Ethiopia sustained to face numerous challenges that delayed the sustainability of its industrialization hard work. These challenges included insufficient infrastructure, restricted access to finance, lacks of skilled labor, bureaucratic inadequacies, and environmental degradation.

As underlined by Gebreeyesus and Iizuka (2019), addressing these limitations was important for confirming the long-term sustainability and success of industrial development in Ethiopia. Lacking targeted involvements to overcome these structural and organizational challenges, the complete developmental possible of industrialization hard work remained limited.

2.1.3 Sustainability Practices in Industrial Parks

Industrial parks played a major role in endorsing sustainable industrial development by providing crucial infrastructure, integrated services, and a favorable environment for business processes to succeed. Sustainable practices within such parks included a wide range of dimensions, including resource efficacy, in effect waste management systems, and the operation of renewable energy, the implementation of green technologies, and the elevation of corporate social responsibility.

Teshome et al. (2020), also stated that, the incorporation of sustainable practices into industrial parks improved their effectiveness, involved both domestic and foreign investors, create job opportunities, and contributed to environmental protection. These benefits verified the significance of aligning industrial growth with sustainability principles.

The Bole Lemi Industrial Park characterized a noteworthy case study for evaluating the sustainability of industrial development in Ethiopia. Found in the area of Addis Ababa, the park was designed to interest for both domestic and foreign investment across major sectors such as textiles, apparel, and agro-processing industries. By investigative the operation progressions and results of the Bole Lemi Industrial Park, investigators were able to gain appreciated insights into the effectiveness of sustainable industrial practices and find major areas requiring further enhancement.

2.2 Empirical Literature Review

The observed literature review examined earlier studies, reports, and existing data associated to industrial development in Ethiopia, with specific stress on Bole Lemi Industrial Park. This part investigated the several factors influencing the sustainability of industrial development in the area, with economic, social, and environmental magnitudes. By manufacturing and critically reviewing present empirical studies, the review contributed to a deeper appreciative of the challenges and opportunities related with industrialization in Ethiopia.

2.3 Inclusiveness in Industrial Development

Completeness in industrial development was understood as a complex perception that involved social equity, fair access to opportunities, and significant community participation in decision-making processes (United Nations, 2019). Amartya Sen's Capability Approach (1999) providing a useful theoretical framework for considering the social dimensions of industrial development, as it highlighted the development of individuals' capabilities, freedoms, and overall well-being. In this respect, considerate the difficulties of comprehensiveness was vital to guaranteeing that the benefits of industrialization were distributed honestly across diverse segments of society, mainly marginalized groups.

Mebratu and Swilling (2019) stated that, one of the key mistaken believes that had negatively influenced development in sustainable development policy-making was the supposed parting between the environment and the economy. This perception, normally related with neo-classical economic thoughtful, had contributed to the sustained weakening and degradation of regular ecosystems. It did so by expressing the environmental costs related with manufacture and economic activities, thereby failing labors to integrate environmental sustainability into development strategies.

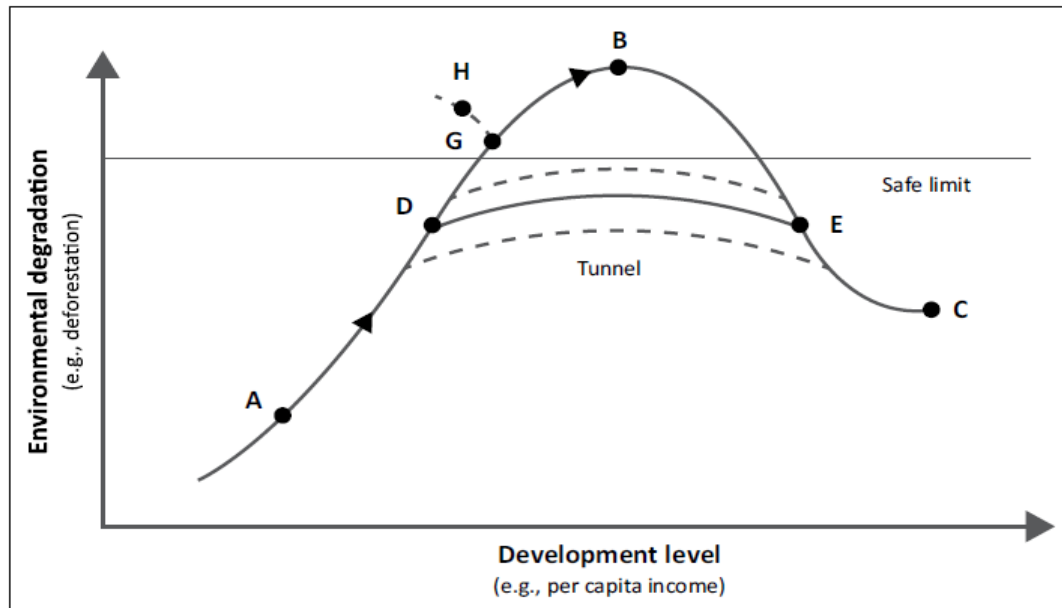


Figure 1: Kuznets Curve by Maintainable Development Plans

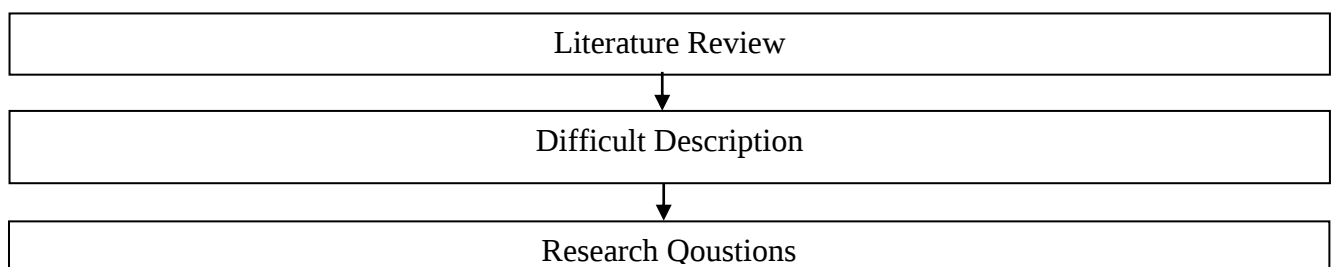
Tunnelling concluded the Environmental Kuznets Curve by maintainable development plans (adapted from Munasinghe, 1999:95).

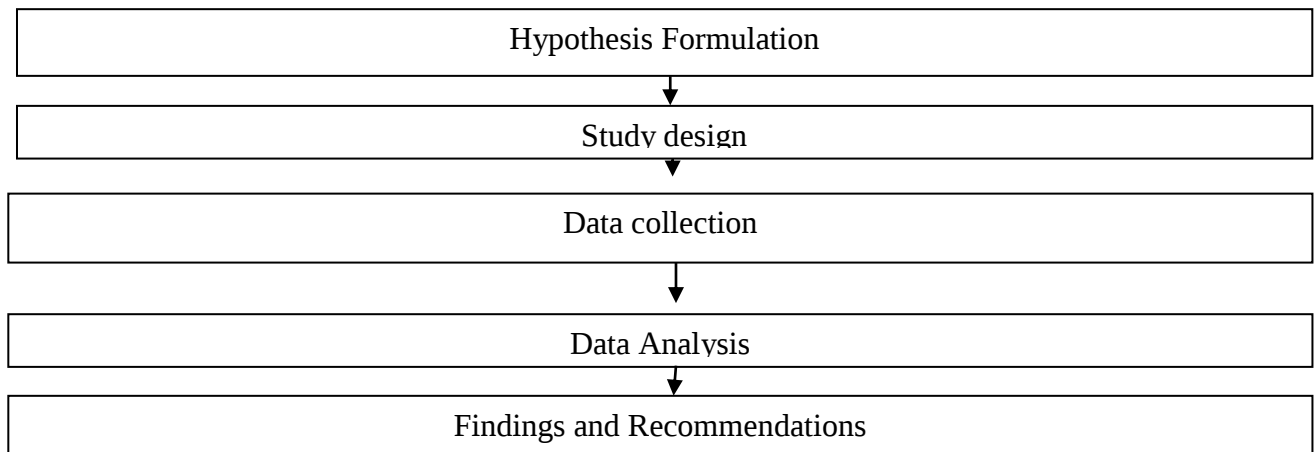
2.4 The Conceptual Framework

The conceptual framework unit sketched the theoretical foundations that directed the present study's assessment of sustainability in industrial development. It discovered the major perceptions for instance, sustainable development, industrial ecology, circular economy ideologies, and other applicable frameworks appropriate to evaluating the sustainability of industrial accomplishments at Bole Lemi Industrial Park.

By launching a perfect concrete foundation, this framework facilitated to structure the examination and analysis of the study results in a systematic and clear method.

Conceptual Framework





2.12 Literature Gap

Numerous researches have been shown on refining the competence of industrial park development from side to side the application of sustainability scopes. Regardless of the presence of policies proposed to endorse sustainability within Ethiopia's industrial sector, substantial gaps have continued in their operation. The literature was specified a strong requirement for stronger implementation mechanisms and improved alliance between government agencies and private investors in order to better bring into line economic aims with environmental safeguard and social fairness considerations.

Alternatively, several studies observing the economic, social, and environmental performance of industrial parks have frequently treated these dimensions independently, with imperfect attention given to how they cooperate or create synergistic effects when integrated.

In general, while Bole Lemi Industrial Park has symbolized a significant innovative in Ethiopia's industrialization strategy, its sustainability has been constrained by a major attention on economic gains, regularly at the cost of environmental and social attachment.

Chapter 3: Research Methodology

3.1 Introduction

This section provided a complete overview of the methodologies that were approved in the examination, including the study design, sources of data, tools of data collection, techniques for determining the population and sampling, and the analytical methods that were practical to interpret the results.

3.2 Research Design:

This present investigation works was viable industrial development in Ethiopia complete the presentation of both qualitative and quantitative methodologies. The data that were collected were later analyzed to evaluate the sustainability of the Bole Lemi Industrial Park, with specific stress on its environmental influences, contributions to social well-being, and economic aids.

3.3 Data Collection Methods

Data collection involved the methodical collecting of information in alliance with the research objectives. Organized questionnaires, interviews, and observations were working to get applicable data. The questionnaire comprised two separate units: Unit I caused demographic information from respondents, while Unit II explored their viewpoints on the efficiency and sustainability of the Bole Lemi Industrial Park, with specific stress on economic, social, and environmental influences. Besides, (FGDs), Focus Group Discussions (KIIs), Key Informant Interviews and, (IIIs), Individual In-depth Interviews were showed to improve the dataset. Both primary and secondary sources of data were used in the study. Under this dual approach, literature review, interviews, questionnaires, and observations were useful to guarantee a inclusive considerate of the topic.

3.3.1 Primary Data Collection

Primary data collection was one of numerous approaches that were working in this study. The major methods for meeting primary data comprised systematic observation, semi-structured interviews, and structured questionnaires. The selection

of these instruments was strong-minded by the nature of the study questions, thereby guaranteeing that the selected were corresponding with the inquiries determining the.

a. Observation

Observation was a vital system for collecting data, as it involved the careful check of actual conditions. In the present research, observation was worked to examine economic, social, and environmental activities within the industrial park. The attention was focused toward the one-stop facility competence, the shared sewage treatment plant, work-related health practices, management measures, chemists' waste-treatment procedures, and other sustainability-related actions. This method allowed the student to detention practical understandings into the working dynamics and sustainability procedures of the Bole Lemi Industrial Park.

b. Interview

Interviews were employed in the present research as a mainly means of data gathering. This method was particularly effective in eliciting nuanced perspectives that might not have been captured through other instruments, thereby enhancing the depth and richness of the data gathered.

c. Questioners

Questionnaires were the primary tool for collecting data. It was designed to measure the industrial park's performance in economic, social, and environmental sustainability.

3.3.2 Secondary Data

In addition to primary and secondary data were collected from the case study area reports, and documents.

A. literature reviews (previous Research)

The study was begun with a comprehensive review of existing literature on industrial park practices, suitability and application.

B. case industrial park documents

The researcher has gone through the industrial profile of Bole Lemi Industrial Park organization chart, the Industrial park development policy, and used the different performance reports of a secondary data.

3.4 Research population and Sampling procedures

The research population represented the group from which the sample was drawn and about which the researcher sought to gain deeper insights.

The present research population contained of a varied range of stakeholders related with the Bole Lemi Industrial Park, counting management representatives, industry representatives, workers, local communal members, and environmental professionals. By joining such diverse contributors, the research was able to realize a more complete considerate of sustainability performs within the industrial park.

In total, the population of the study constituted 392 individuals, encompassing key personnel and management of the Industrial Parks Development Corporation (IPDC), company representatives and managers, as well as employees working within the Bole Lemi Industrial Park.

3.5 Sampling techniques

3.5.1 Purposive sampling

Purposive sampling is used when a study needs to focus on a small group of people who have relevant expertise in the field. In this research, purposive sampling was chosen because the participants have specialized knowledge. Mazhar (2021) suggests that at least 10 percent of large populations and 20 percent of small populations can be considered suitable sample sizes. To improve data reliability and ensure a diverse sample, this study included 40 percent of the target population.

Table 1 Sample units of the study

No	Sample unit	Sampling technique	Total population	Sample size(n)	Methodology
1	key personnel and management of IPDC, BLIP branch office, and MOI	Purposive sampling	9	6	Interview
2	companies' personnel, experts, and management	Purposive sampling	75	30	Interview
3	Employees	Simple random sampling	20680	392	Questionnaires'
	Total		20767	392	

3.5.2 Statistical sampling

A sampling technique was used to Different authors use different formulas to determine the sample size of the study, however, the formula set by Yamane (1967) had been selected for this study. The sample size was determined based on achieving data saturation, where new information ceases to emerge from additional interviews or surveys.

Table 2 Total workers of Bole Lemi Industrial park

S.No	Company Name	Total No of workers
1	Jay Jay Garment PLC	8953
2	Shints ETP Garments PLC	5043
3	Ashton Apparel Manufacturing PLC	2090
4	Shangtex Eth Textile Plc	1210
5	Top New ETHIOPIA	912
6	Evertop Sports Wear Plc.	845
7	Arvind Lifestyle Apparel Manufacturing PLC	820
8	LyuShoutato Factory PLC.	428
9	Vestis Garment production PLC	333
10	Souflet	83
11	BGI	33
12	AmalegaEngineering	17
	Total	20,767

From the above table as per the formula set by Yamane (1967) had been selected for this study.

$$n = \frac{N}{1 + N(e)^2}$$

Where n= the sample size

N= the size of population.

e= the margin error, 5%, with confidence level of 95%.

By using this formula: N=20767, e= 0.05

$$n = \frac{20767}{1 + 20767(0.05)^2} = 392$$

n=392

3.6 Data Analysis Method

In this study, data analysis began with choosing suitable research strategies and procedures. Information from company records and questionnaires was analyzed using Microsoft Excel 2010 and SPSS version 26.0. These programs helped manage the database and carry out descriptive data analysis. Data from different sources were compiled, sorted, and coded according to the sampling strategy to facilitate analysis. Closed-ended questions were coded and analyzed with descriptive statistics such as percentages, frequencies, and tables. Qualitative or open-ended answers were summarized and shown exactly as given. SPSS was also used to check if differences in respondents' answers were statistically significant.

3.7 Reliability and validity

To enhance the reliability and validity of the study, methodological triangulation was employed. This method combined major informer interviews, semi-structured questionnaires, and structured questionnaires. The aims were to determine whether diverse data collection approaches would yield convergent outcomes, thereby establishment the integrity of the results.

3.8 Ethical Considerations.

Moral values were wisely observed through the behavior of this study. Knowledgeable approval was gained from all contributors previous to their participation, guaranteeing that they were completely aware of the purpose and scope of the research.

Chapter 4. Findings and Discussions

4.1 Introduction

This chapter contains data analysis, summary of data findings and their interpretation. The analysis was done by the collected data in detail and gives an indication to concern with research objectives.

To get the right result from the given selection criteria, reliable data collection & analysis have the vital role. In this research study, data will be collected through direct observation, questioner & interview from the company's expertise & managements, Bole lemi Industrial parks one stop service.. As discussed in previous session, for the researcher to proceed with the data collection, it must be known what data should be considered for sustainability and decision making. Accordingly the survey questionnaires data analysis, presentation and discussion of the results are presented as follows:

4.2 Findings

In the evaluation of the sustainability of industrial development in Ethiopia, specifically focusing on the Bole Lemi Industrial Park, a mixed methodology approach was utilized to gather comprehensive data and insights. The findings of this study shed light on various aspects related to the industrial development in Ethiopia and the specific case of the Bole Lemi Industrial Park.

From the distributed 392 questionnaires, 345 are collected. The respondents' response and detailed analysis of the questionnaire data are discussed below.

Here the researcher began to analyze the data collected up on the thematic areas and contents included in the questionnaire as follows.

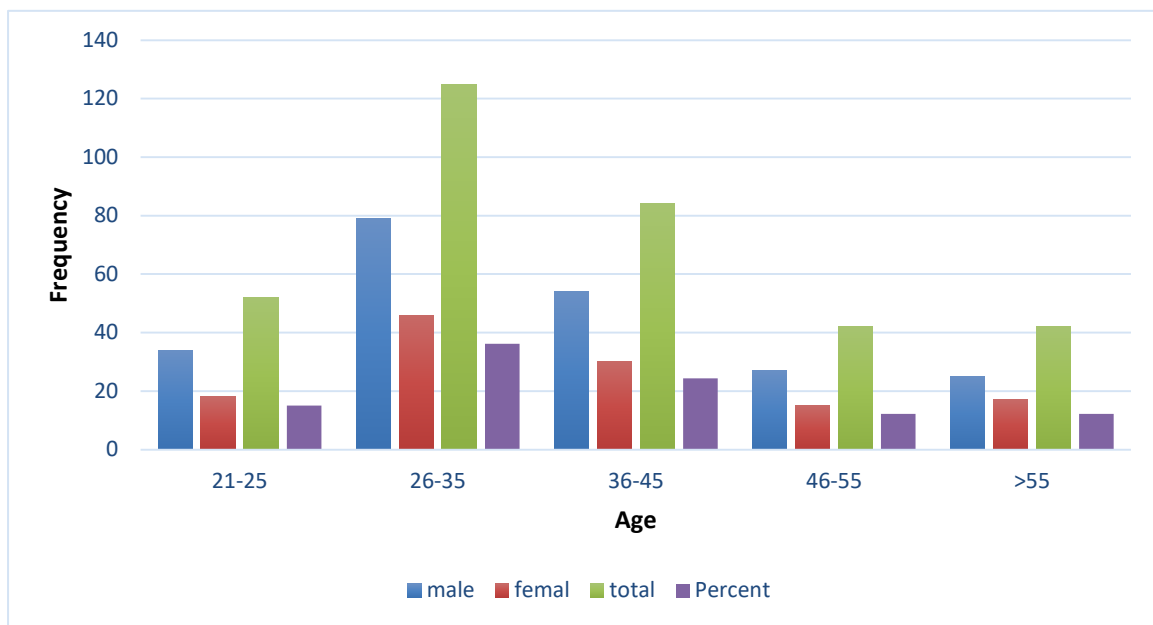


Figure 1 Demographic Information

Section 1: Demographic Information

Table 1 Demographic Information

Age	Female	Male	Total
21-25	34	18	52
26-35	79	46	125
36-45	54	30	84
46-55	27	15	42
>55	25	17	42

In the issue of gender distribution, Male covers the highest number of respondents, i.e, 219 (63.5%) of the total participants where Females covers the 126 (36.5%)

Based on the data collected when come to Age Distribution, 21-25: 52 (15%), 26-35: 125 (36%). 36-45: 84 (24%), 46-55: 42 (12%), Over 55: 42 (12%)

When we come to the educational backgrounds and employment status of respondents as could be possible to understand from the chart, the educational back ground of respondents extends from the Primary School covering 21 (6%), Secondary School: 52 (15%), Diploma/Certificate: 73 (21%), Bachelor's Degree: 157 (46%), Master's Degree or Higher: 42 (12%),

Educational backgrounds and employment status of respondents

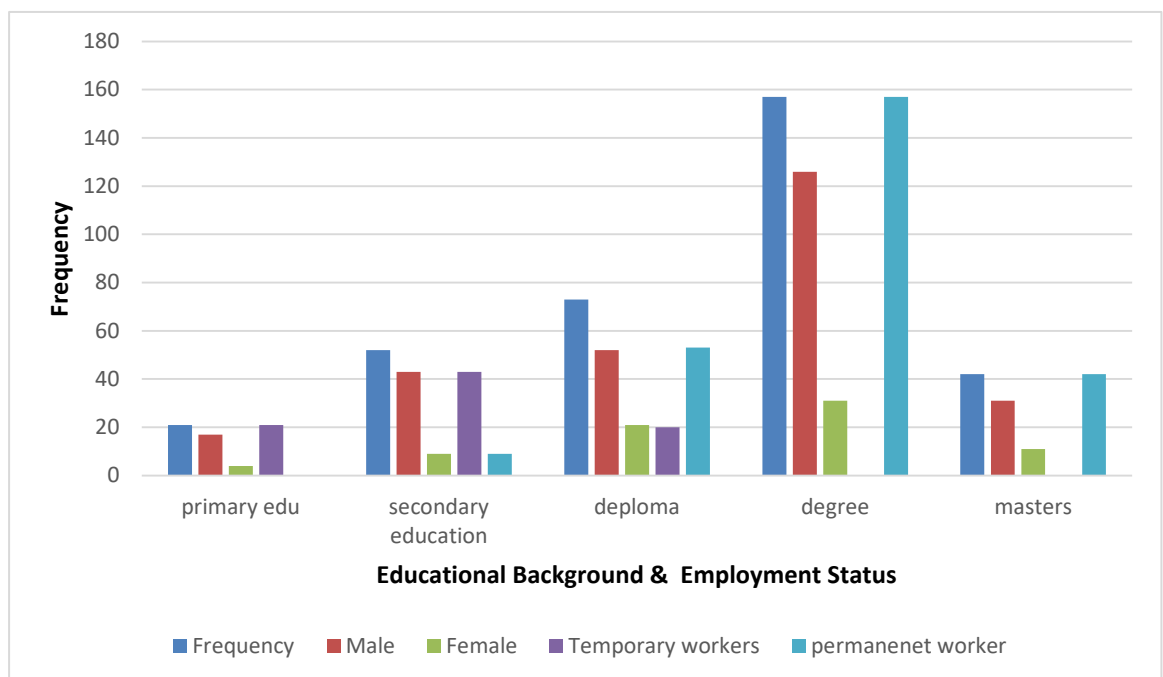


Figure 2 Educational Background

Table 2 Educational Background

Category	Frequency	Female	Male	Temporary	Permanent
Primary Education	21	17	4	21	
Secondary Education	52	43	9	43	9
Diploma	73	52	21	20	53
Degree	157	126	31		157
Masters	42	31	11		42

Employment Status

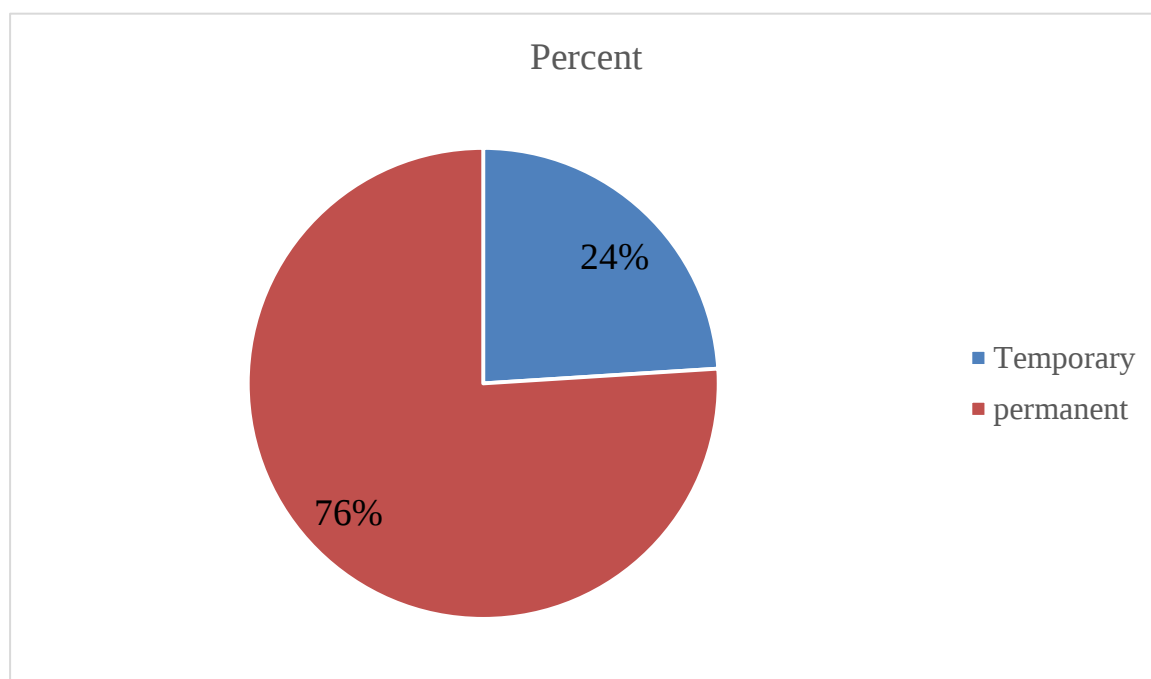


Figure 3 Employment Status

Out of the total respondent, the Permanently Employed covers 261 (76%) and Temporarily Employed are and covers 84 (24%)

4.1.1. Social Impact Assessment

1. To what extent do you believe the industrial park has positively impacted the local community in terms of job creation and economic opportunities? IN this questionnaire the 157 (45.5%) respondents respond that they strongly Agree, 105 (30.4%) Agree, 42 (12.2%) Neutral, 21 (6.1%) Disagree and the 20 (5.8%) Strongly disagree to the questionnaire what extent do you believe the industrial park has positively impacted the local community in terms of job creation and economic opportunities.

Frequency Distribution

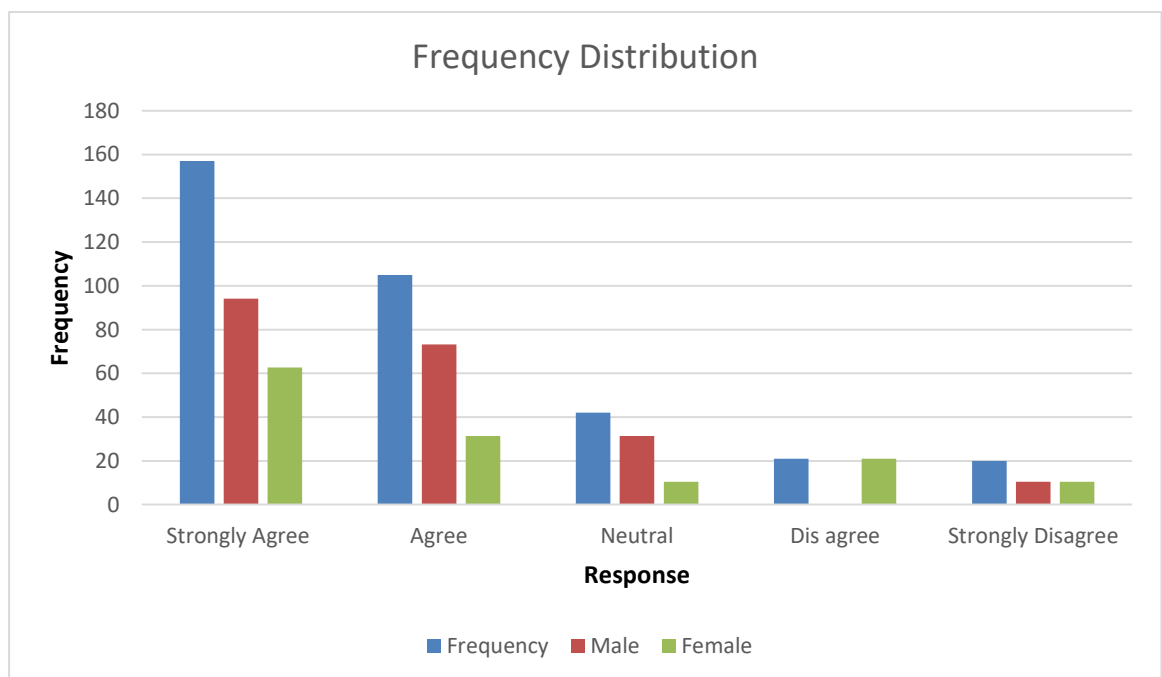


Figure 4 Job Creation

Table 3 Job Creation

Response	Frequency
Strongly Agree	157
Agree	105
Neutral	42

Response	Frequency
Disagree	21
Strongly Disagree	20

2. For the question, do you think the industrial park has contributed to improving the standard of living for residents in the surrounding areas? The 188 (54.5%) of Participants responded that they strongly Agree, Agree 84 (24.2%), 31 (9.1%) Neutral, 21 (6.1%) Disagree, and 21 (6.1%) of the participants responded that the Strongly Disagree about the contribution of industrial park has made to improving the standard of living for residents in the surrounding areas.

Frequency Distribution

Table 4 standard of living

Response	Frequency
Strongly Agree	188
Agree	84
Neutral	31
Disagree	21
Strongly Disagree	21

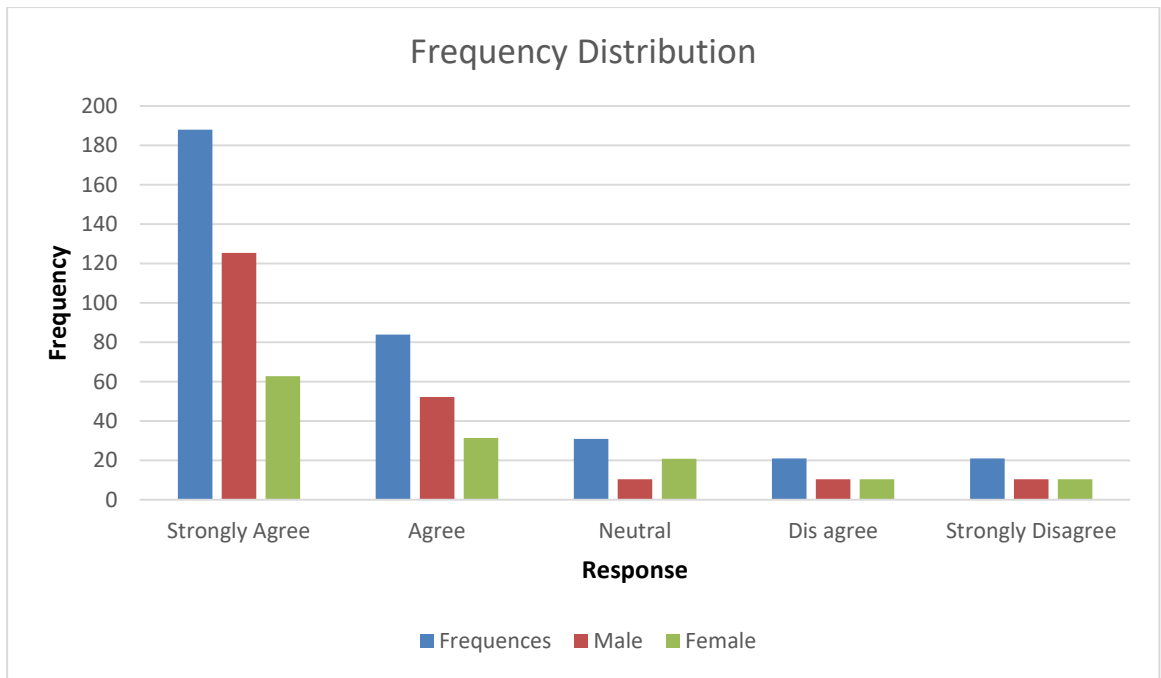


Figure 5 Standard of living

3. Has the presence of the industrial park led to an increase in social infrastructure development, such as schools, healthcare facilities, and transportation networks? When the participants asked about the presence of the industrial park in increase the social infrastructure development, such as schools, healthcare facilities, and transportation networks, the 125 (36.4%) of the participants Strongly Agree and 105 (30.3%) Agree, 63 (18.2%)Neutral, 31 (9.1%) Disagree, Strongly Disagree: 21 (6.1%)

Frequency Distribution

Table 5 Social Infrastructure

Response	Frequency
Strongly Agree	125
Agree	105
Neutral	63
Disagree	31

Response	Frequency
Strongly Disagree	21

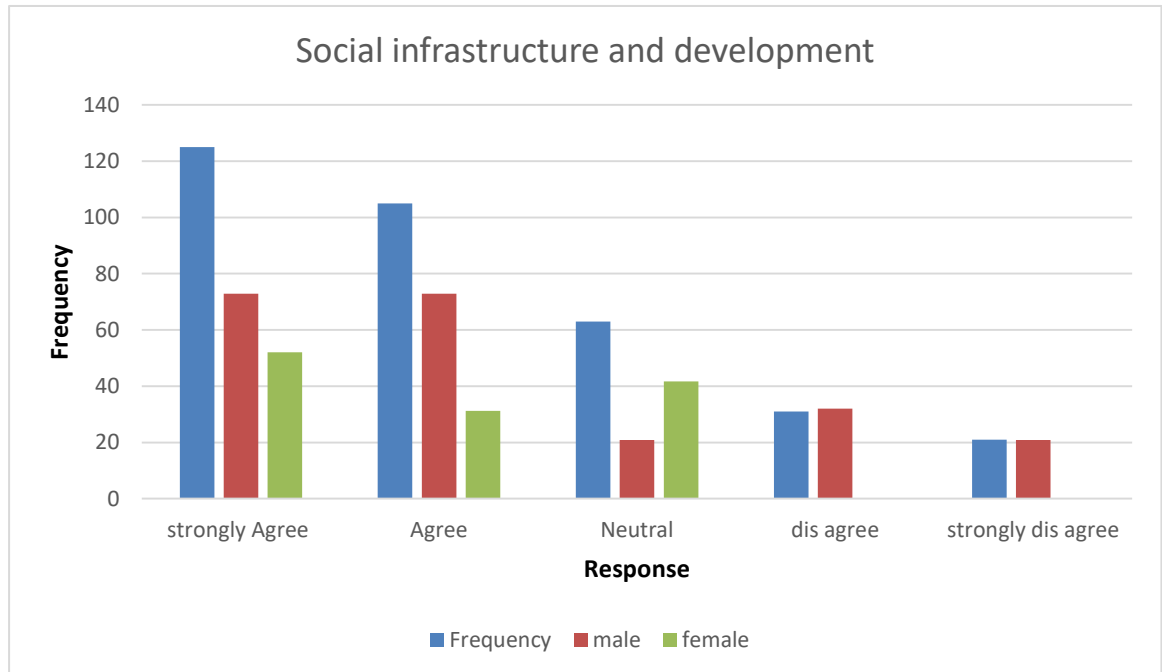


Figure 6 Social Infrastructure

1. In your opinion, has the industrial park fostered a sense of community development and cohesion among local residents? From the total participants the 105 (30.3%) Strongly Agree about the question raised and 84 (24.2%) Agree, 73 (21.2%) Neutral, 42 (12.1%) Disagree, 42 (12.1%) Strongly disagree respectively. Below is the figurative description.

Frequency Distribution

Table 6 Sense of Community development

Response	Frequency
Strongly Agree	105
Agree	84

Response	Frequency
Neutral	73
Disagree	42
Strongly Disagree	42

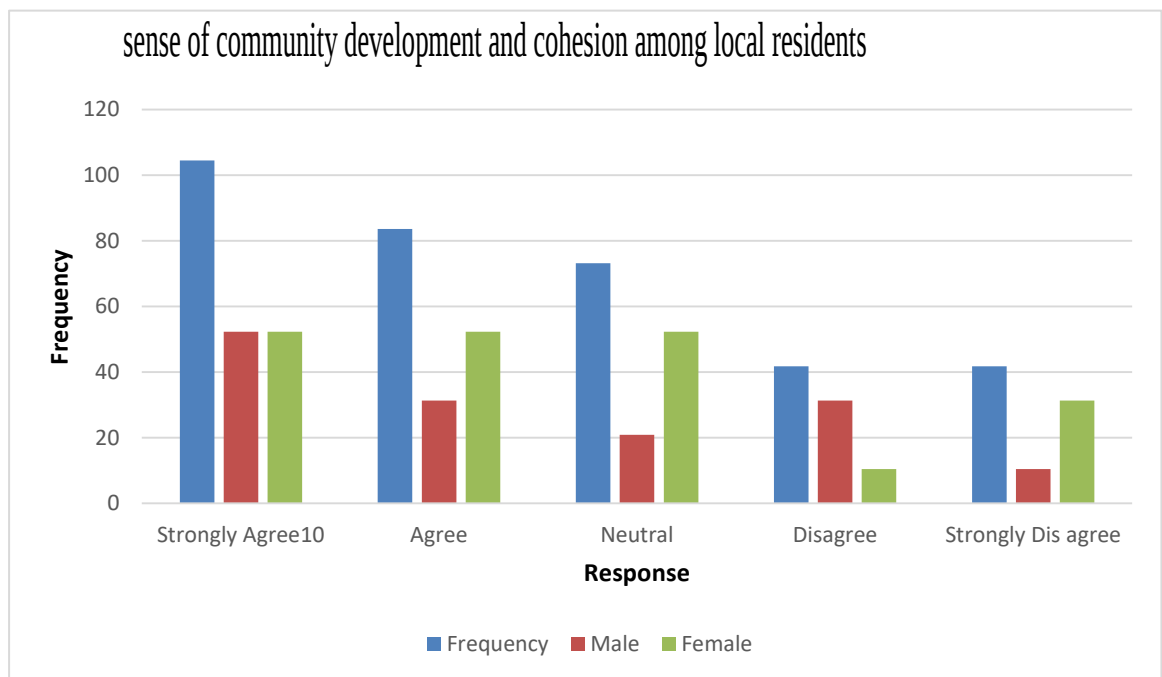


Figure 7 Sense of Community development

5. To what extent do you believe the industrial park has addressed social issues like poverty alleviation and social inequality within the community? 52 (15.2%)Strongly Agree, 84 (24.2%) Agree, 105 (30.3%) Neutral, 52 (15.2%)Disagree, 52 (15.2%)Strongly Disagree. Below is well elaborated in tabular form as follows.

Frequency Distribution

Table 7 Social Inclusion

Response	Frequency
Strongly Agree	52
Agree	84
Neutral	105
Disagree	52
Strongly Disagree	52

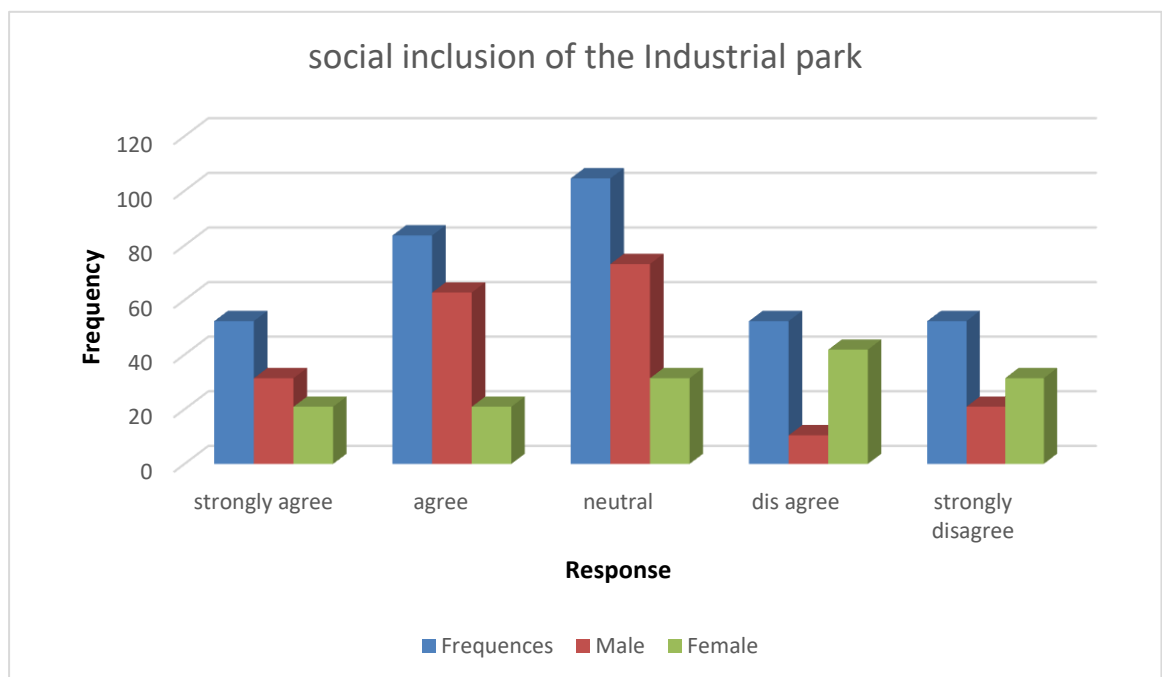


Figure 8 Social Inclusion

4.1.2. Economic Impact Assessment

1. How would you rate the contribution of the industrial park to the overall economic growth and development of Ethiopia? Out of the total participants 157

(45.5%) responded Strongly Agree, 105 (30.3%) Agree, 42 (12.1%) Neutral, 21 (6.1%), Disagree, and the rest responded 21 (6.1%) Strongly Disagree.

Frequency Distribution:

Table 8 Economic Growth

Response	Frequency
Strongly Agree	157
Agree	105
Neutral	42
Disagree	21
Strongly Disagree	21

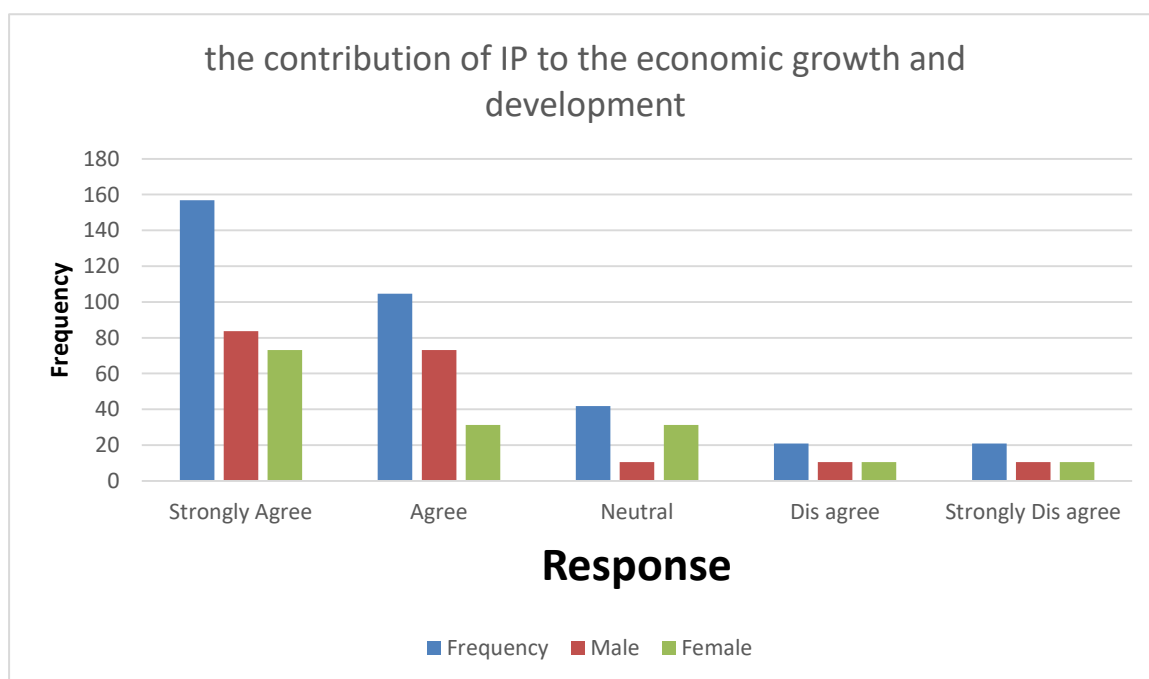


Figure 9 Economic growth

2. Do you think the industrial park has attracted foreign direct investment (FDI) and stimulated local entrepreneurship in Ethiopia? The 105 (30.4%) of the participants have Strongly Agreed if the industrial park has attracted foreign direct investment (FDI) and stimulated local entrepreneurship in Ethiopia, and 125 (36.2%) Agree, 63 (18.3%) Neutral, 31 (9%) Disagree, 21 (6.1%) Strongly Disagree.

Frequency Distribution

Table 9 Attraction of FDI

Response	Frequency
Strongly Agree	105
Agree	125
Neutral	63
Disagree	31
Strongly Disagree	21

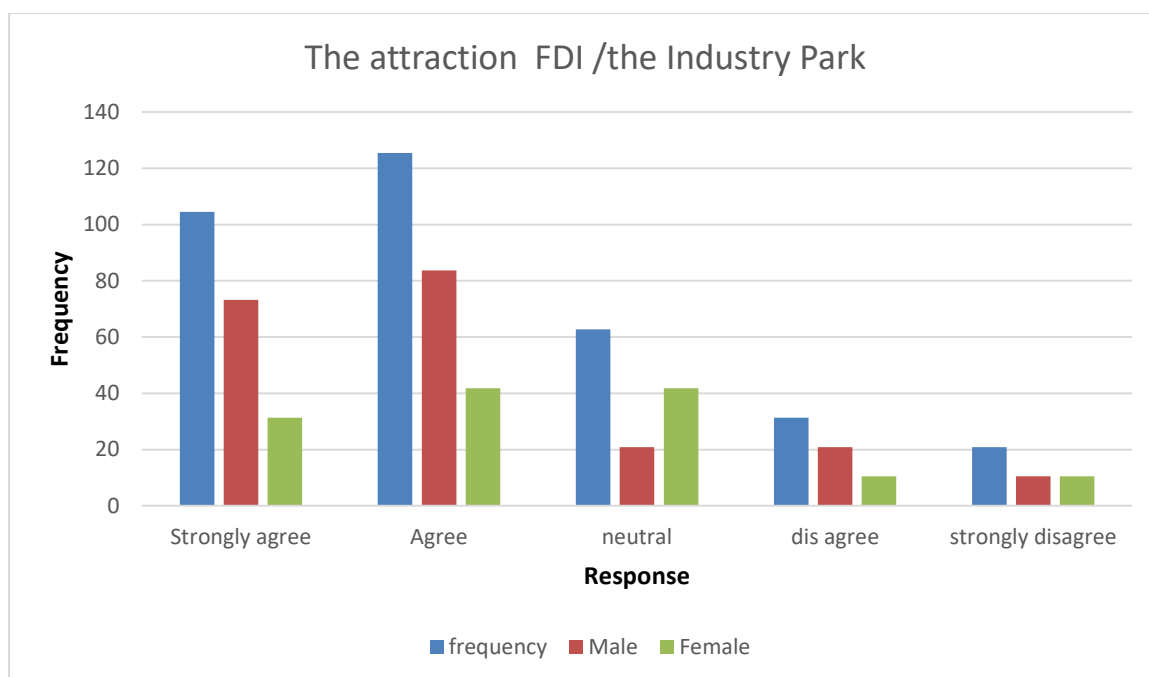


Figure 10 Attraction of FDI

3. Has the industrial park created a significant number of employment opportunities for both skilled and unskilled labor in Ethiopia? in the issues of employment opportunity,
 - Thirty percent of the respondents, meaning 105 (30.4%) Strongly Agree that the industrial park has created a significant number of employment opportunities for both skilled and unskilled labor in Ethiopia, whereas the other respondents 125 (36.2%) Agree, 63 (18.3%) Neutral, 31 (9%)Disagree, and small number of the participants 21 (6.1%)) Strongly Disagreed about the job creation of the park

Frequency Distribution

Table 10 Employment Opportunity

Response	Frequency
Strongly Agree	105
Agree	125
Neutral	63

Response	Frequency
Disagree	31
Strongly Disagree	21

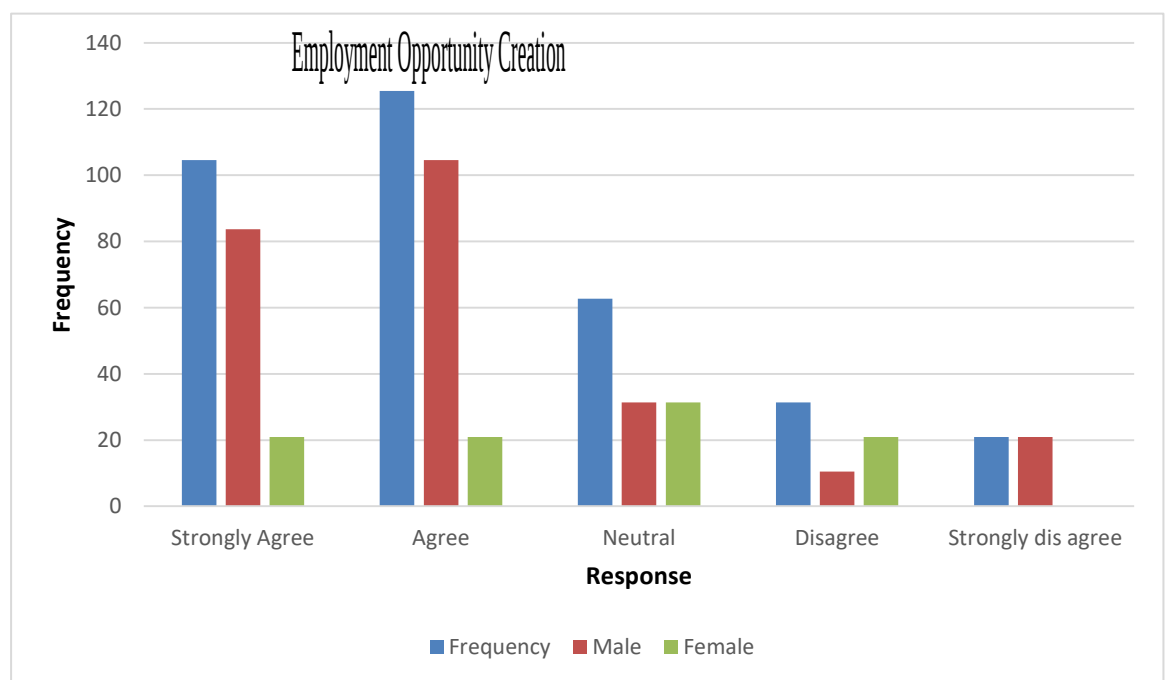


Figure 11Employment Opportunity

4. In your opinion, has the presence of the industrial park enhanced technological advancement and innovation within Ethiopia's industrial sector? Participants were asked their opinion about enhanced technological advancement and innovation within Ethiopia's industrial sector as a result of investment of Industrial parks, out of the participants, the 84 (24.2%) Strongly Agree, 105 (30.3%) Agree, 84 (24.2%) Neutral, 42 (12.1%) Disagree, 31 (9.1%) Strongly Disagree.

Frequency Distribution

Table 11 Effect of technology advancement

Response	Frequency
Strongly Agree	84
Agree	105
Neutral	84
Disagree	42
Strongly Disagree	31

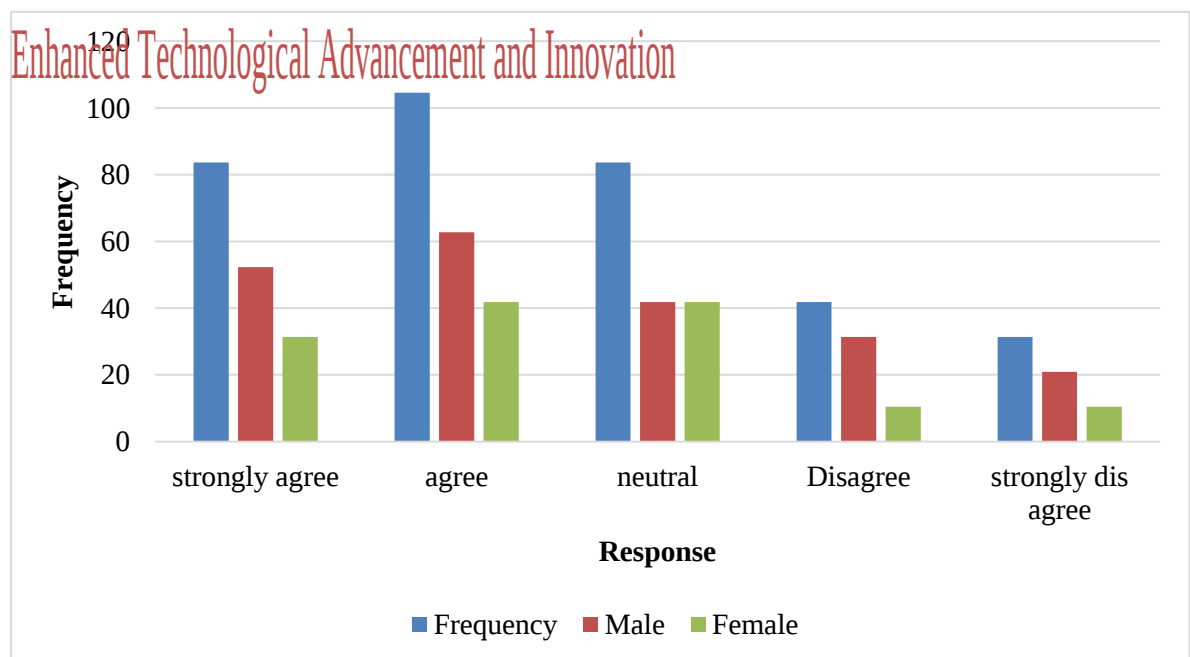


Figure 12 Effect of technological advancement

4.1.3. Environmental Impacts Assessment

1. Do you think that environmental conservation measures are adequately implemented within the industrial park to minimize negative ecological impacts?

Most of the respondents i.e. 125 (36.2%) has Strongly Agreed on Contribution of industrial park to minimize negative ecological impacts, and other respondents 105 (30.4%) Agree, 63 (18.3%) Neutral, 42 (12.2%) Disagree, 10 (2.9%) Strongly Disagree

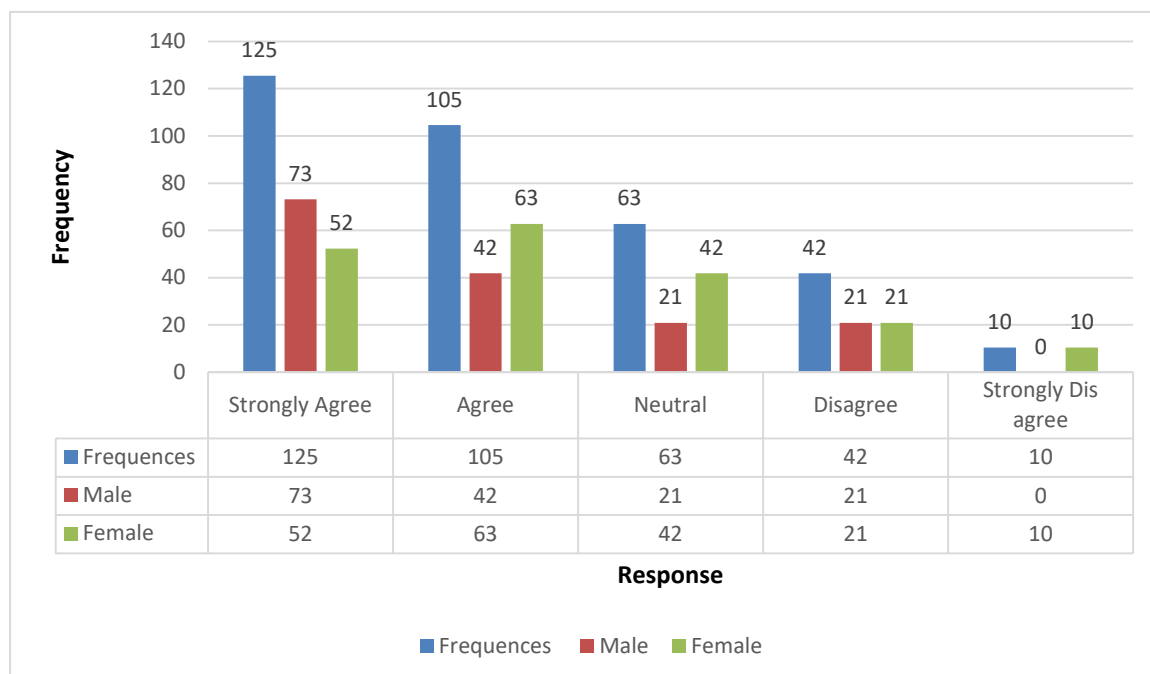


Figure 13 Environmental Conservation measures

Chart- Contribution of industrial park to minimize negative ecological impacts

Frequency Distribution

2. Has there been a noticeable reduction in pollution levels or other environmental hazards since the establishment of the industrial park?

Still most of the respondents, numerically 105 (30.4%) have Strongly Agreed, 84 (24.3%) Agree, 84 (24.3%)Neutral, 42 (12.1%)Disagree, and 31 (9%)Strongly Disagree.

Table 12 Environmental Hazards

Response	Frequency
Strongly Agree	105
Agree	84
Neutral	84

Response	Frequency
Disagree	42
Strongly Disagree	31

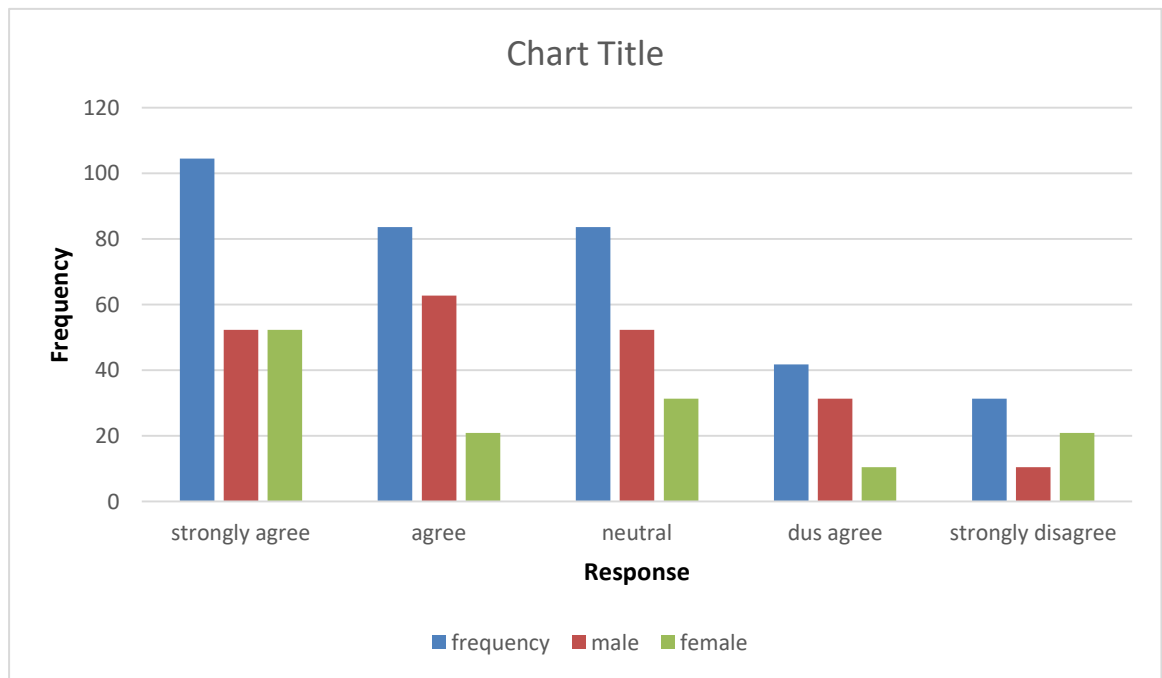


Figure 14 Environmental Hazards

The findings of the study were categorized into several key areas:

1. **Economic Impact:** The industrial park donated meaningfully to the local economy by enticing foreign direct investment, job opportunities, and nurturing economic growth within the area. These results collectively supported the industrial base and improved the socio-economic development of the nearby societies.
2. **Environmental Sustainability:** The present research discovered that the industrial park was related with both positive and negative environmental influences. While its operations caused in amplified pollution and discarded generation, hard work were concurrently assumed to tool sustainable practices and alleviate environmental degradation.
3. **Social Implications:** The social inferences of Bole Lemi Industry Park inspected, The results of the study emphasized challenges such as labor rights,

community dislocation, and social discrimination, which prerequisite careful care to guarantee the search of sustainable development. These subjects underlined the requirement of mixing social protections into industrial policy and practice to endorse reasonable consequences for all stakeholders.

4. **Infrastructure Development:** This study found that infrastructure development within and around the industrial park had improved considerably. Such advancements enhanced connectivity and accessibility, thereby facilitating business operations and supporting the overall efficiency of the industrial park.
5. **Government Policies:** The role of government policies in promoting sustainable industrial development was a key finding. It was observed that supportive policies and regulations play a crucial role in shaping the sustainability outcomes of industrial parks.

4.2 Focus Group discussion/FGD/

According to the Industrial Parks Proclamation No. 886/2015, a center must be organized to speed up service delivery under the coordination of the Ethiopian Investment Commission. From this point of view, it was confirmed during the focus group discussion that the Ministry of Labor and Social Affairs, the Ministry of Environment, Forestry and Climate Change and the Ministry of Industry did not open an office at the center in accordance with the decree. This also shows that the government has not paid attention to environmental protection and social issues as much as it has paid attention to the economic field.

The analysis of focus group discussion was presented as follows.

Community Impact Assessment Economic Impact Assessment Environmental Impact Assessment Solution

Since the industrial park is an export leader, they conduct a social compliance performance audit in order to compete with themselves.

- Job creation;
- Export income
- Contribute to proxy production
- Creating foreign and domestic investor relations;

- The fact that the industrial park has a market access problem;
- The fact that the supply of resources comes from abroad, so there is a problem of foreign currency;
- Furthermore, contributors highlighted that later the industrial park was established in Addis Ababa, the capital city of Ethiopia and Africa, it resisted to continue economical in contradiction of the high charge of existing. They also emphasized the significance of combining elected green areas in line with the master plan, as these places were seen as vital for endorsing sustainability and refining the quality of life for employees.

Table 13 Focus Group Discussion

s/no	1. Community Impact Assessment	2. Economic impact assessment	3. Environmental impact assessment	4. Solution
1.	Since the industrial park is an export leader, they conduct a social compliance performance audit in order to compete with themselves. It does corporate social responsibility work for the local community and company employees.	Job creation; • Export income • Contribute to proxy production • Creating foreign and domestic investor relations; • The fact that the industrial park has a market access problem; • The fact that the	• Having a green area according to the master plan of the industrial park; • Having a common sewage treatment and disposal station. • Work is being done to make an eco-industrial	• Implementation of environmental protection policy • Changing the Industrial Park from a Manufacturing Industry Export Industrial Park to a High-Tec Park over time; • Imported

• Prioritizing employment for the local community; • Providing housing for employees at a company • Availability of joint and company-level Daycare; • The opening of the school • Employees working in the company are vulnerable to labor exploitation if there is no minimum wage. • Since most of the workers employed by the company come from rural areas and do not have industrial culture, productivity	supply of resources comes from abroad, so there is a problem of foreign currency; • Since the industrial park was established in Addis Ababa, the capital city of Ethiopia and Africa, it cannot compete with the cost of living. • Failure of the Ministry of Industry to open a central service office and provide close monitoring and support to reduce bureaucracy • Absence of a complete and integrated center service	park. • Ethiopian Investment Commission, considering the construction of an industrial park, not paying attention to environmental and community issues; • The fact that there is no sludge management to reuse or dispose of the sludge from the sewage treatment plant; • The fact that there are only 3 companies connected to the common sewage treatment and	resources to be produced in the country; • Facilitating domestic market access for foreign investors in the beautiful industrial park; • Since Ethiopia has signed an international and regional agreement, work to bring sustainable industrial development and growth by paying equal attention to economic, political and environmental issues. • Implementation of standard (Sludge
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	is low;		disposal station The fact that the Ministry of Environment, Forestry and Climate Change did not open a branch office in the Industrial Park according to the decree;	management); • The Ministry of Environment, Forestry and Climate Change will open a central service office and conduct close monitoring and control so that all companies can connect to a common sewage treatment and disposal station. • Ministry of Industry has to open branch office in the Bole Lemi Industrial park.
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Chapter 5. Conclusion and Recommendations.

5.1 Conclusion

The assessment of the sustainability of industrial development in Ethiopia, with a specific emphasis on the Bole Lemi Industrial Park, produced appreciated understandings into both the challenges and opportunities related with such developments. This study definite that during the industrial parks have the possible to contribute meaningfully to economic development, job creation for youths , and technology transmission, they similarly obtainable distinguished environmental and social consequences that mandatory careful controlling.

Even though the finding showed that the industry park had made improvement in attracting investment and creating job opportunities for many females and youth in the capital city. However, concerns about environmental degradation, resource reduction, and social distractions appeared as consequences of rapid industrialization, these findings underscored the requirement for an extra inclusive method to sustainability one that confirmed industrial development in Ethiopia was not only economically feasible but also correspondingly environmentally sound and socially reasonable.

In a conclusion, the sustainability of industrial growth in Ethiopia, as demonstrated by the Bole Lemi Industrial Park, is contingent on a stable method that combined economic, environmental, and social considerations. It was significant for policymakers, stakeholders, and investors to cooperate in addressing these challenges efficiently, thus development an extra sustainable and strong industrial sector in the country.

5.2 Recommendations

In line with the conclusion given above the researcher recommendation reflected as the following for intervention. Industrial park, Environmental Guidelines, regulation and implementation mechanisms must be strengthened to alleviate pollution, decrease waste discharge as well as sludge from the Common Sewage Treatment Plant and avoid resource reduction surrounded by industrial parks.

1. Social Welfare Programs would be employed to address the requirements of communities affected by industrial development. These programs possibly will comprise employment training creativities, healthcare facilities, and infrastructure enhancements to support social welfare.
2. Appropriate Employment for Social Protections Acceptable staffing should be confirmed with respect to social safety measure responsibilities, thus attractive the intensive care and implementation of labor human rights and community protections.
3. Staffing both at Single Manufacturer Company in the park, and As Park Level Suitable staff should be satisfied to strengthen institutional capacity and guarantee effective operation of sustainability procedures.
4. Maintainable Practices manufacturer industries operating within the park should be stimulated to accept supportable practices through incentives for environmental knowledge and resource-efficient procedures.
5. Work-related Health and Security gap should be addressed to safety measure workers' comfort and confirm compliance with global standards.
6. Stakeholder Commitment should be improved to safeguard that surrounding the industrial park residents local communities have a meaningful voice in decision-making related to industrial park development plans.
7. The administration and worker association should carry out the assessment on update of factory workers salaries to recommend the government to establish a fair minimum wage policy that reflects the cost of living in capital city of the country.

These policy suggestions were proposed to guide policymakers in making a supervisory framework that adopts sustainable industrial park development while successfully addressing environmental and social concerns.

5.3 Future Work

To additional advance investigation on the sustainability of industrial development in country and similar environments, several areas were recognized as demanding further study:

1. Long-standing Influence Assessment Longitudinal researches should be conducted to estimate the continuing economic, environmental, and social influences of industrial parks on host societies. Such assessments would offer deeper awareness into sustainability consequences over time.
2. Relative Investigation should be undertaken to survey the sustainability performance of others industrial parks across countries. This would help recognize best practices and model learned that could be shared or modified to local contexts.
3. Community Participation Further exploration is needed into strategies that enhance community participation in decision-making processes related to industrial development projects. Strengthening community engagement would improve social acceptance and contribute to more equitable and sustainable outcomes

Proposed Implementation Plan

S.No	Gaps	Unit	Proposed action	Time Plan			Responsib le body	Monito ring body	Developme nt Parteners
				20	20	20			
				26	27	28			
I. ENVIROMENTAL ASPECT									
1	Lack of Appropria te staff at park and Company Level	Number	Staffing by Appropri ate Experts or make OSS fully Function al				EIC,IPDC ,MOLA and Companie s in the BLIP.	EPA at Federal , Region al and Local	UNIDO,GI Z and Investors Association s

2	Waste management including sludge from ETP	Volume/Type	Implement waste management system .Also, IPDC in collaboration with relevant stakeholders.				IPDC, Companies in the IP, Solid waste agency, City and municipality.	EIC,EP A at Federal , Region al and Local level, Chemical Corporation, Health Bureau and universities.	UNEP,GIZ . UNIDO, Federal Government t Sectorial Offices, Cement factories.
3	Inefficient and in effective energy Consumption.	KW/Hr	Promote and apply Renewable Energy Resource both at the Park and Company				IPDC,EIC ,EEA, Investors Associations, Company s, Customs	EPA and MoWE	University and UNEP

			es level.				Authority.		
4	Poor Energy Management System	System	Undertake Energy Audit(Energy management system as a park).				IPDC,EEA, Companies at the IP.	EPA and MoWE	GIZ,UNIDO,UNEP Independent Professional Associations and Universities.
II. SOCIAL ASPECT									
5	Weaker Staffing with respect to social safeguard	No .experts.	The park should be fulfill the required staffing including social safeguard Focal person among others.				EIC,IPDC , MOLSA/ BOLS	EIC and BOLS A	Investors Association and GIZ.
6	Additional Facilities lacking specially	No. Facilities	Daycare Centers where there are				IPDC,EIC and BOLSA.	EIC,IP DC, BOLS	Investors Association Certified

	Daycares for women who gave birth.		none and the Daycare Centers be provided with the required facilities.					A, Local Health Bureau	Consultants .
7	Applicability of Occupational Health and safety(OHS)materials.	System	Ensure proper use OHS materials and provide quality once timely.				Companies.	EPA,B OSLA And Health Bureau.	GIZ, Investors Association ,International Buyers.
8	Low income and pay gaps.		Government should undertake a study special condition to factory workers to set minimum wage.				Government.		Investors Association International Buyers, GIZ and Certified Consultants .

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 - Work related stress and associated factors among garment workers in Bole Lemi Industrial Park of Addis Ababa, Ethiopia: a multi-center institution based cross-sectional study.
 - Prospects and challenges of industrial park development in Ethiopia: the case of Bole Lemi industrial park, Addis Ababa. Viability and sustainability

assessment of industrialParks in Ethiopia: the case of Bole Lemi industrial park

- Mulugeta et al. (2019) - This source provided valuable insights into the growth trends and dynamics of Ethiopia's industrial sector.
- Gebreeyesus and Iizuka (2019) - This source offered a detailed analysis of the challenges facing industrial development in Ethiopia.
- Teshome et al. (2020) - This source contributed information on sustainable practices within industrial parks and their impact on economic development.
- World Bank: The World Bank provides valuable data and reports on sustainable development practices globally.
- United Nations Industrial Development Organization (UNIDO): UNIDO offers insights into sustainable industrial development strategies.
- Ethiopian Investment Commission: The Ethiopian Investment Commission provides information on investment opportunities and policies related to industrial development in Ethiopia.

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College of Technology and Built Environment (CTBE)
School of Mechanical & Industrial Engineering (SMIE)
(Industrial Engineering Stream)

Questionnaire: Evaluating the Sustainability of Industrial Development

Case Study: Bole Lemi Industrial Park, Ethiopia

APPENDIX A:

INFORMED CONSENT FORM

Research Title: Evaluating the Sustainability of Industrial Development in Ethiopia: The Case of Bole Lemi Industrial Park

Principal Investigator: Mr. Gebremichael

Purpose of the Study: This study was designed to evaluate the sustainability of industrial development in Ethiopia, with a specific focus on the Bole Lemi Industrial Park. The research aims to assess economic, environmental, and social impacts, and to identify strategies for fostering sustainable industrial growth.

Voluntary Participation: Your participation in this study is entirely voluntary. You have the right to decline participation or to withdraw at any time without penalty or loss of benefits to which you are otherwise entitled.

Confidentiality: All information you provide will be treated with strict confidentiality. Your responses will be used solely for academic purposes and will not be disclosed to unauthorized parties. Data will be reported in aggregate form, ensuring that individual identities remain anonymous.

Potential Risks and Benefits: Efforts will be undertaken to minimize any potential discomfort during data collection. While there are no anticipated risks, your participation will contribute to a deeper understanding of industrial sustainability in Ethiopia, which may inform future policy and practice.

Researcher's Signature: _____ **Date:**

RESEARCH OBJECTIVES:

The main aim of this study was to evaluate the sustainability of industrial development in Ethiopia, with a particular focus on the Bole Lemi Industrial Park. To achieve this aim, the following specific objectives were formulated:

1. To assess the social, economic, and environmental dimensions of the Bole Lemi Industrial Park, thereby providing a holistic understanding of its sustainability performance.
2. To identify key factors and challenges related to the social, economic, and environmental sustainability of the Bole Lemi Industrial Park, with a view to informing policy and practice.
3. To evaluate the synergy and integration among the triple bottom lines—social, environmental, and economic—and to determine the extent to which these dimensions are harmonized within the industrial park.

PARTICIPANT INFORMATION:

1. Your participation involved completing a structured questionnaire that inquired about your perceptions and opinions regarding the sustainability of industrial development in the Bole Lemi Industrial Park.
2. The information collected was used solely for research purposes and was kept confidential throughout the study.
3. Your responses were anonymized, and no identifiable information was disclosed in any reports or publications resulting from this research.

POTENTIAL RISKS AND BENEFITS:

POTENTIAL RISKS AND BENEFITS:

- There are no anticipated risks associated with participating in this study.
- By participating, you contribute valuable insights that can inform policies and practices aimed at enhancing sustainability in industrial development.

Study Procedures: Your participation may involve Focus Group Discussions (FGDs), Key Informant Interviews (KIIs), or Individual In-depth Interviews. This method was help gather comprehensive data to achieve the study objectives.

Confidentiality: All information provided during the research has been kept confidential. Your identity was not be disclosed in any reports or publications resulting from this study.

Voluntary Participation: Participation in this study is voluntary. You have the right to withdraw at any time without facing any consequences.

Benefits and Risks: There are no direct benefits to you for participating in this study. However, your insights were contributed to valuable knowledge about industrial sustainability in Ethiopia. There are minimal risks associated with participation.

Contact Information: If you have any questions or concerns about this study or your participation, please feel free to contact [Researcher's Name] at [Contact Information].

By signing below, you indicate that you have read and understood the information provided above and voluntarily agree to participate in this research study.

Participant's Signature: ____ Date: ____

The End

Thank You For Your Time

Appendix B:

The questionnaire for evaluating the sustainability of industrial development in Ethiopia, in the case of the Bole Lemi Industrial Park, was designed to gather quantitative data on the social, economic, and environmental aspects of the park. The Likert scale was utilized to measure respondents' response towards various factors related to sustainability. Circle your responses of each question. This is Mr. Gebremichael. For any information please do not hesitate to contact the researcher at 0929133379 and or gmichael67bahta@gmail.com

Section 1: Demographic Information

1. Gender:

- Male, Female

2. Age:

- Under 18, 18-25, 26-35, 36-45, 46-55, Over 55

3. Educational Background:

- Primary School, Secondary School, Diploma/Certificate, Bachelor's Degree
- Master's Degree or Higher, PhD

4. Employment Status:

Section 2: Quantitative Research Question:

S/No	Statement	Rating				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
	Social IMPACTS Assessment					
1.	To what extent do you believe the industrial park has positively impacted the local community in terms of job creation and economic opportunities?	1	2	3	4	5
2.	Do you think the industrial park has contributed to improving the standard of living for residents in the surrounding areas?	1	2	3	4	5
3.	Has the presence of the industrial park led to an increase in social infrastructure development, such as schools, healthcare facilities, and transportation networks?	1	2	3	4	5
4.	In your opinion, has the industrial park fostered a sense of community development and cohesion among local residents?	1	2	3	4	5
5.	To what extent do you believe the industrial park has addressed social issues like poverty alleviation and social inequality within the community?	1	2	3	4	5

	Economic IMPACTS Assessment					
6.	How would you rate the contribution of the industrial park to the overall economic growth and development of Ethiopia?	1	2	3	4	5
7.	Do you think the industrial park has attracted foreign direct investment (FDI) and stimulated local entrepreneurship in Ethiopia?	1	2	3	4	5
8.	Has the industrial park created a significant number of employment opportunities for both skilled and unskilled labor in Ethiopia?	1	2	3	4	5
9.	In your opinion, has the presence of the industrial park enhanced technological advancement and innovation within Ethiopia's industrial sector? -Strongly Agree	1	2	3	4	5
	Environmental IMPACTS Assessment					
10.	Do you think that environmental conservation measures are adequately implemented within the industrial park to minimize	1	2	3	4	5

	negative ecological impacts?					
11.	Has there been a noticeable reduction in pollution levels or other environmental hazards since the establishment of the industrial park?	1	2	3	4	5
12.	In your opinion, does the industrial park prioritize sustainable resource management practices to ensure long-term environmental sustainability?	1	2	3	4	5
13.	Have there been any initiatives or programs within the industrial park aimed at promoting environmental awareness and conservation among employees and stakeholders?	1	2	3	4	5
14.	To what extent do you believe that the industrial park complies with national environmental regulations and standards set by Ethiopian authorities?	1	2	3	4	5

○ Employed, Unemployed, Student, Retired

THE END

THANK YOU FOR YOUR TIME

Appendix C:

Section 3: Qualitative Research Question:

Research Question How did the social, economic, and environmental impacts of industrial development in Ethiopia—specifically focusing on the Bole Lemi Industrial Park—contribute to its sustainability?

Methodology

To evaluate the sustainability of industrial development in Ethiopia, particularly within the context of the Bole Lemi Industrial Park, a mixed-methods approach was employed. This approach integrated qualitative and quantitative techniques to ensure a comprehensive analysis.

- Focus Group Discussions (FGDs) FGDs were conducted to capture collective perspectives from community members, workers, and stakeholders regarding the social, economic, and environmental implications of the industrial park.
- Key Informant Interviews (KIIs) KIIs were utilized to gather expert insights from policymakers, industry leaders, and government officials, thereby providing depth to the analysis of sustainability challenges and opportunities.
- Individual In-depth Interviews (IIIs) IIIs were employed to obtain detailed personal narratives and experiences, offering nuanced perspectives on the impacts of industrial development.

Additionally, three separate structured questionnaires were designed to assess the social, economic, and environmental dimensions of sustainability. These instruments enabled triangulation of data, thereby enhancing the validity and reliability of the findings.

Questionnaire 1: Social IMPACTS Assessment:

1. Community Relations: How has the establishment of the Bole Lemi Industrial Park impacted local community relations, including trust, cooperation, and social cohesion?
2. Employment Opportunities: What are the perceived changes in employment opportunities for residents living near the industrial park, and how have these changes influenced livelihoods?
3. Social Dynamics and Cultural Practices: Have there been any noticeable shifts in social dynamics or cultural practices as a result of industrial development, such as changes in traditions, community roles, or social interactions?
4. Access to Social Services: How has access to social services such as healthcare and education been influenced by the presence of the industrial park?
5. Community Empowerment and Cohesion: In what ways has the industrial park contributed to community empowerment and social cohesion, particularly in strengthening local participation and resilience?

Questionnaire 2: Economic IMPACTS Assessment:

1. Economic Benefits for Businesses: What economic benefits have been realized by businesses operating within the Bole Lemi Industrial Park (e.g., profitability, market access, or investment opportunities)?
2. Job Creation and Income Generation: How has the industrial park influenced local job creation and income generation for workers and surrounding communities?
3. Skill Development and Capacity Building: Are there any observable trends in terms of skill development and capacity building among workers employed in the industrial park?
4. Entrepreneurship and Innovation: To what extent has industrial development enhanced local entrepreneurship and innovation, particularly in supporting small and medium enterprises (SMEs)?

5. Economic Challenges and Disparities: What challenges or disparities exist in terms of economic opportunities within and outside the industrial park, such as wage gaps, resource access, or market competition?

Questionnaire 3: Environmental IMPACTS Assessment:

1. Pollution and Resource Mitigation: What measures have been implemented to mitigate environmental pollution and resource depletion within the industrial park?
2. Air and Water Quality: How has industrial activity affected air and water quality in the surrounding areas?
3. Sustainable Practices and Green Technologies: Are there any initiatives promoting sustainable practices or green technologies within the industrial park?
4. Waste Management and Recycling: What steps have been taken to address waste management and recycling efforts within the industrial park?
5. Biodiversity Conservation: In what ways has biodiversity conservation been considered in the planning and operation of the industrial park?

By conducting Focus Group Discussions (FGDs), Key Informant Interviews (KIIs), and Individual In-depth Interviews (IIIs) using these questionnaires, this research aimed to provide a comprehensive evaluation of how social, economic, and environmental factors interacted to shape the sustainability of industrial development at the Bole Lemi Industrial Park in Ethiopia.

THE END

THANK YOU FOR YOUR TIME

Thesis Expenditure

Payment Report This payment report outlines the details of an expenditure amounting to 25,000.00 Birr, allocated to cover costs associated with the distribution and collection of research questionnaires, as well as essential logistical expenses.

1. Payment Details:

- Total Amount: 25,000.00 Birr
- Number of Experts: 4

2. Breakdown of Payment: Each expert was allocated an equal share of the total payment:

- **Total Amount** = 25,000.00 Birr
- **Number of Experts** = 8
- **Amount per Expert** = Total Amount ÷ Number of Experts
- **Calculation:** 25,000.00 Birr ÷ 8 = **3,125.00 Birr per expert**

3.. List of Experts:

Expert Name	Amount Paid (Birr)	Signature
Total expert expense	12,500.00	
BerihunEyasu	3,125.00	
Gebrie	3,125.00	
Teferimekit	3,125.00	
DargieTawuye	3,125.00	
Stationary costs-	9375.00	

4. Payment Distribution: Each expert was allocated a payment of **3,125.00 Birr** for their services in distributing and collecting questionnaires. This equal distribution ensured transparency and fairness in compensating the experts for their contributions to the research process.

This concludes the sample payment report, documenting the distribution of **25,000.00 Birr** among **8 experts** involved in questionnaire distribution and collection.

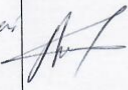
5.. Transportation and communication costs – 3,125.00 Total- cost – 25,000.00

Annexes

Focus Group discussion on Ministry of Industry

[illegible]

Focus Group discussion on Ministry of Industry Attendance

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1	ታምራት ገብረ	የቴክኖሎጂ ልማት	0921994976	taup.p004@gmail.com	
2	ገብረገብ ገብረ	የቴክኖሎጂ ልማት ኮሚሽን	09225185	seben882006@gmail.com	
3	ታምራት ሙሉ	የወጪ ምርት ማስፈጸሚያ	09110745	torabumegadus@gmail.com	
4	ሁሳቤ ማስፈጸሚያ	የወጪ ምርት ማስፈጸሚያ	0928318274	habtshurait@gmail.com	
5	ዕምሩ አለፈ	የወጪ ምርት ማስፈጸሚያ	0918610465	ibtember@gmail.com	
6	አብነት ማስፈጸሚያ	የቴክኖሎጂ ልማት	0938503194	Abu.jideg@gmail.com	
7	አብነት አብነት	የወጪ ምርት ማስፈጸሚያ	0928667313	addisketema86@gmail.com	
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Focus Group discussion on Industrial Parks Development Corporation/IPDC/

ተ.ቁ	የሥራ ክፍል	የማህበረሰብ ተፅዕኖ ዳሰሳ	የኢኮኖሚ ተፅዕኖ ዳሰሳ	የአካባቢ ተፅዕኖ ዳሰሳ	መፍትሔ
1	የክፍል ድጋፍ መስሪያ	- PCSR ሥራዎች ይታዩ - Minimum wage እሳታዩ	- የሥራ ምንጭ - ተራ ምርት - የሥራ ስፍራ ራህሪ	- የሥራ ቀለል ሰራተኛ - አረንጓዴ ኢኮኖሚ	መንግሥት minimum wage ማሳደግ
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5	የክፍል ድጋፍ መስሪያ	የሥራ ድጋፍ የሥራ ምንጭ የሥራ ስፍራ	የሥራ ድጋፍ የሥራ ምንጭ የሥራ ስፍራ	- የሥራ ድጋፍ የሥራ ምንጭ የሥራ ስፍራ	የሥራ ድጋፍ የሥራ ምንጭ የሥራ ስፍራ
6	የክፍል ድጋፍ መስሪያ	የሥራ ድጋፍ የሥራ ምንጭ የሥራ ስፍራ	የሥራ ድጋፍ የሥራ ምንጭ የሥራ ስፍራ	የሥራ ድጋፍ የሥራ ምንጭ የሥራ ስፍራ	የሥራ ድጋፍ የሥራ ምንጭ የሥራ ስፍራ
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Focus Group discussion on Industrial Parks Development Corporation Attendance

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1	ፊያላሽ ተሰራ	የ2/5/ገ/ፍ/ሰ/ሰ/ሰ	0967100899	tedy1tdo@gmail.com	
2	አ/ልንገንጌር ዘሩ	የኢ/ፍ/አ/ሰ/ሰ/ሰ	09-05-04-73-2	Alexanderzen80@gmail.co-	
3					
4	ዝሪ አቦክ	የ1/ገ/ፍ/ፍ/ፍ/ፍ	0911708772	Kuriamelce@yahoo.com	
5	መሃረ ገ/ገ/ፍ	የ3/ፍ/ፍ/ፍ/ፍ	09-12-31-12-31	meharuzoo6@gmail	
6	ንጉሥ ገ/ፍ	የአ/ሰ/ሰ/ሰ/ሰ/ሰ	0955184114	nigus.tefera@ipde.gov.et	
7	ዘርጌ ገ/ፍ	የአ/ሰ/ሰ/ሰ/ሰ/ሰ	0911-064031	mevria.kimo@ipac.sod.et	
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Focus Group discussion on Bole Lemi Industrial Park Office

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Focus Group discussion on Bole Lemi Industrial Park Office Attendance

ተ.ቁ	የተሳታፊ ስም	የመጣበት የሥራ ክፍል	ስልክ ቁጥር	ኢሜይል	ፊርማ
1	ወ/ሮ ማርያም ሸላላ	ፕላን/ዲ/አ/ገ/ገ	0923437046	essaylamamo@gmail.com	
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4	አዲሽ አበበ	EIC Branch Manager	0923569999	anwar.kemal@eic.gov.et	
5	ፓላን ፓላን	Environmental (Sustainable)	0916 825356	Hadesse 91@gmail.com	
6	ኢንቨስት ሚኒስትር	IPDC/BLIP Investor's Sup part	0912377272	kuti2008@gmail.com	
7					
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የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ

ፌዴራል ነጋሪት ጋዜጣ

FEDERAL NEGARIT GAZETTE

OF THE FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

ዓ.ም. አንደኛ ዓመት ቁጥር ፬፱
አዲስ አበባ ሚያዝያ ፩ ቀን ፪፻፳፭

በኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ
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21st Year No. 39
ADDIS ABABA, 9th April, 2015

ማውጫ

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የኢንዱስትሪ ፓርኮች አዋጅ

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የኤክስፖርት ልማት ማሳደግ፤ የአካባቢና የሰው ደንንነት መጠበቅ እና በቁጠባ መሬት መጠቀምን እንዲሁም የከተሞች ዕድገት በዕቅድና በስርዓት የመምራትን አስፈላጊነት በመገንዘብ፤

የኢንዱስትሪ ፓርኮችን ለማቋቋም፤ የአሰራር፤ የልማት፤ የአስተዳደር እና የቁጥጥር ስርዓትን ማረጋገጥ የሚያስችሉ የኢንዱስትሪ ፓርኮች የሚመለከቱ የሕግ ማዕቀፍ፤ ማውጣት ያለውን ክፍተት ጠቃሚታ በመፈጸም፤

በኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ ህገ መንግሥት አንቀጽ ፶፭/፩ መሠረት የሚከተለው ታውቋል፡፡

PROCLAMATION NO. 886/2015

A PROCLAMATION ON INDUSTRIAL PARKS

WHEREAS, it is necessary to accelerate the economic transformation and development of the country through the establishment of Industrial Parks in strategic locations to promote and attract productive domestic and foreign direct investment thereby upgrading industries and generate employment opportunity;

RECOGNIZING, the need to enhance export promotion, protection of environment and human wellbeing, economical land use and establishing and expanding planned urban centers;

RECOGNIZING, the paramount importance of legislation in respect of establishment, development, operation, management, and regulation of Industrial Parks;

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

የዘዴ ዋጋ
Unit Price 21.85

ነጋሪት ጋዜጣ ፖ.ሣ.ቁ. ፻፩፩
Negarit G. P.O.Box 80001



የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ

ፌዴራል ነጋሪት ጋዜጣ

FEDERAL NEGARIT GAZETTE

OF THE FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

የደንብ አጠቃላይ ዓላማ
አዲስ አበባ ህዳር ፳፮ ቀን ፪ሺ፯ ዓ.ም

በኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ
የሕዝብ ተወካዮች ምክር ቤት ጠባቂነት የወጣ

21st Year No.2
ADDIS ABABA 5th December, 2014

ግጥሙ

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የሚኒስትሮች ምክር ቤት የኢትዮጵያ
ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ አስፈፃሚ አካላትን
ሥልጣንና ተግባር ለመወሰን በወጣው አዋጅ ቁጥር
፪፻፺፩/፪ሺ፫ አንቀጽ ፭፡ በመንግሥት የልማት ድርጅቶች
አዋጅ ቁጥር ፳፭/፲፱፻፹፱ አንቀጽ ፵፮ (፩) (ሀ) እና
በኢንቨስትመንት አዋጅ ቁጥር ፯፻፷፱/፪ሺ፱ አንቀጽ
፴፭(፩) መሠረት ይህን ደንብ አውጥቷል፡፡

፩. አጭር ርዕስ

ይህ ደንብ “የኢንዱስትሪ ፓርኮች ልማት ኮርፖሬሽን
ማቋቋሚያ የሚኒስትሮች ምክር ቤት ደንብ ቁጥር
፫፻፳፮/፪ሺ፯” ተብሎ ሊጠቀስ ይችላል፡፡

፪. መቋቋም

፩/ የኢንዱስትሪ ፓርኮች ልማት ኮርፖሬሽን (ከዚህ
በኋላ “ኮርፖሬሽን” እየተባለ የሚጠራ)
የፌዴራል መንግሥት የልማት ድርጅት ሆኖ
በዚህ ደንብ ተቋቋሟል፡፡

COUNCIL OF MINISTERS REGULATION No. 326/2014

COUNCIL OF MINISTERS REGULATION TO PROVIDE FOR THE ESTABLISHMENT OF THE INDUSTRIAL PARKS DEVELOPMENT CORPORATION

This Regulation is issued by the Council of
Ministers pursuant to Article 5 of the Definition of
Powers and Duties of the Executive Organs of the
Federal Democratic Republic of Ethiopia Proclamation
No.691/2010, Article 47(1) (a) of the Public
Enterprises Proclamation No.25/1992 and Article 35(1)
of the Investment Proclamation No. 769/2012.

1. Short Title

This Regulation may be cited as the “Industrial
Parks Development Corporation Establishment
Council of Ministers Regulation No. 326/2014”.

2. Establishment

1/ The Industrial Parks Development Corporation
(hereinafter the “Corporation”) is hereby
established as a federal government public
enterprise.

የገጽ ዋጋ
Unit Price ብር 6.00

ነጋሪት ጋዜጣ ፖ.ሣ.ቶ. ፱ሺ፩
Negarit G. P.O.Box 80001