Compendium of Outcome & Achievements

Twinning program for

Leather Industry Development Institute
(Ministry of Industry, FDRE)

By

CSIR-Central Leather Research Institute
(Council of Scientific & Industrial Research), INDIA

in association with

Footwear Design & Development Institute, INDIA

(2011-2014)
**Genesis:** Ethiopian leather sector is considered as one of the important sector for the growth of the country. Ethiopia enjoys the first position in Africa and tenth in the global scenario in hides and skins production. The successful implementation of benchmarking program for Ethiopian leather sector which had addressed technology upgradation from semi finished leather to that of finished leather has also opened up challenges and opportunities for the country. Leather Industry Development Institute, which had been founded in 2001 addresses the needs of the Ethiopian leather sector. CLRI had been invited to lead a Benchmarking Program for Leather sector in 2010 which had been concluded in 2011 with great success. However the recent developments and advancements made in this sector has necessitated the need to upgrade the capacity of LIDI. A ministerial level delegation from Ethiopia visited CLRI May 2011 and have informally agreed to make CLRI as the nodal organization for carrying out the capacity building of LIDI through a Twinning Program.

The Ministry of Industry has signed this historic Twinning program with Central Leather Research Institute, the World’s largest leather research organization in June 2011. A GAP analysis was carried out and possible areas of intervention and activities had been finalized. CLRI has carried out the twinning program for the last three years with Footwear Design & Development Institute (FDDI) as its technical partner.

**Objectives of Twinning:** LIDI is mandated to ensure all the necessary support to leather and leather product industries by providing technology and manpower and by rendering reliable testing and consultancy services. Hence the objective of twinning is to enhance the capacity and competency of LIDI in order to fulfill the mandate. This includes enhancement of qualification and competency of personnel of LIDI, establishment of state of art facilities, creation of centers of excellence and system, inculcation of R&D culture to take up various industrial consultancy assignments and Testing and quality improvement services for the leather sector.
Achievements under Twinning:

About 625 man months of CLRI and FDDI had been spent in building the capacity of LIDI to rise to global standards in serving the Ethiopian leather sector. The Twinning Agreement was signed on 21st June 2011 and formally launched on 19th September 2011. More than 50 activities had been carried out under the Twinning Project in the areas of Management, Leather, Footwear, Good & Garment, Environment and Testing. The significant activities and achievement during the past three years are listed below:

**Organization & Management System:** The holistic nature of twinning in building capacity of LIDI in all areas of its function included restructuring of LIDI’s organizational structure to make it in on par with other International institutions in the world. LIDI is the first organization to have successfully embraced the twinning program. Leadership and soft skills programs have been provided for LIDI and Industry for effective and efficient functioning. Other significant activity here is establishment of QMS.

**Human Resources Development:** In order to excel in industrial growth, Ethiopia needs to enhance the quality of manpower available. HRD is one of the thrust areas in which Twinning program has contributed significantly. More than 100 personnel had undergone specialized short and medium term programs, 32 have obtained their Masters Degree in Leather and Products and 6 are undergoing their Ph.D Program in India. Based on the agreement signed during Twinning to strengthen the B.Sc. Program in Leather Technology, LIDI and AAiT are now in a position to carry forward the methodologies the Indian experts have established. LIDI is also introducing a B.Sc. Program in Leather products with Addis Ababa University of Science and Technology with the help of its Twinning partners.
Vocational program in Leather and Leather products have been revamped to meet the global standards and the current Ethiopian TVET have been provided with modified curriculum, learning materials and teachers guides. LIDI is now in a position to provide Training of Trainers (TOT) for establishing various TVET centers across the country to produce quality manpower in large numbers.

**R&D in Leather and Material Sciences**

Thanks to the efforts of CLRI in conducting R&D activities at LIDI and training some of LIDI’s personnel at CLRI to take up research work addressing the National need. This activity has enabled now LIDI also in the world map of those contributing to leather sector through some innovative applied research. LIDI has now 4 international publications and one Patent to its credit. LIDI is now capable of providing testing services to the leather and products sector in a more comprehensive manner. LIDI is also capacitated in the area of Environmental Science to cater to the sector and enabling it more environmental friendly.

**Infrastructure, Testing and Analysis:** Under Twinning program the infrastructure at LIDI had been revamped. A state of art R&D laboratory and video conference facility were created. The R&D laboratory had been set up under the Leather Technology Directorate to carry out advanced research in cleaner and greener leather manufacture. The IT infrastructure includes the creation of high speed and resolution video-conference facility, improved networking, inter and intranet services. New chemical and physical testing equipment had been created at the existing Testing Directorate to meet the requirement and demands of leather and leather products for ensuring international quality standards. LIDI had been capacitate in the development of indigenous equipment for leather products manufacture. This capacity enhancement would greatly benefit MSME sector.
**Industrial Consultancy:** LIDI has been provided appropriate training and methodology to provide industrial consultancy. LIDI personnel who have undergone various training both in India and LIDI are now in a position to provide quality service to the sector under the guidance of CLRI and FDDI. The industrial units benefitted from the program were M/s Anbesha shoes, M/s Sheba Leather Industry PLC, M/s Modjo Tannery, M/s Modern Zega and M/s Pittards Global Sourcing. On one hand the industry has been benefitted through this program directly and on the other hand LIDI has been capacitated in undertaking industrial consultancy services.

**Leather and Product Development:** The core area of LIDI namely Leather processing, Footwear, Leather goods and Garment have been capacitated to provide services to the sector in the above mentioned areas. Further they have also been capacitated to take up new product development to keep in tune with the international requirements. Value addition, upgradation, improved process techniques, new design in products, use of CAD/CAM for product design and providing consultancy for the needy industrial units in any of the above categories.

**Conclusion:** The successful completion of the Twinning program has been showcased to all the stakeholders of the sector, various ministries, academic and vocational institutions, Press and media on 16th September 2014 at LIDI. Several international dignitaries including ambassadors of Uganda and Kenya attended the program. His Excellency Ato. Tadasse Haile, State Minister for Industries presided over the function. Indian Ambassador to Ethiopia, Shri Sanjay Verma was the Guest of Honour. Dr. AB Mandal, Director, CLRI gave felicitation address. The success of this Twinning and the manner in which it has been executed by CLRI has made this Twinning as a role model program to be emulated by other industrial sector in the country.