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ASSESSMENT OF LABOR CONDITIONS IN THE ETHIOPIAN HORTICULTURE INDUSTRY: THE CASE OF TINAW FLORICULTURE FARM.

MA THESIS

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ABBREVIATIONS AND ACRONYMS

EHPEA Ethiopian Horticulture Producer Exporters Association

EIA Environmental impact assessment

EIAR Ethiopian Institute of Agricultural Research

FLSA Fair Labor Standards Act

GAP Good Agricultural Practice

GTP Growth and Transformation Plan

ICLS International Conference of Labor Statisticians

ILO International Labor Organization

ITC International Trade Center

ITUC International Trade Union Confederation

MoLSA Ministry of Labor and Social Affairs

NEPSE National Employment Policy and Strategy of Ethiopia

NIOSH National Institute for Occupational Safety and Health

OSH Occupational Safety and Health

PPE Personal Protection Equipment

SPSS Statistical Package for Social Sciences

USD United States Dollar

WHO World Health Organization

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ABSTRACT

The horticulture industry is one of the fastest-growing and most significant agricultural sectors in Ethiopia. For the last two decades, the industry has been contributing to the country's economic growth and development by generating substantial foreign exchange earnings and job opportunities for thousands of workers. This study aims to assess Labor Conditions in the Ethiopian Horticulture Industry: The Case of Tinaw Floriculture Farm. The study employed a descriptive research design and this study used both quantitative and qualitative data. Data were collected using a simple random sampling technique by structured questionnaires from 278 employees 269 responded properly, and using the snowball sampling method 10 informants were drawn for interview. A purposive sampling technique is employed to conduct in-depth interviews with 6 farm leaders and the Office of Labor and Social Affairs experts. Regarding the Labour conditions results, both qualitative and quantitative data indicate that the workers in the Tinaw floriculture farm studied are working in below standard Labour working conditions and Employees are working at very low wage levels and 78.9% of respondents believe that official working hours are not reasonable and suitable for their job responsibilities. Employees have not also signed contracts with their respective employers. 85.9% workers are not well-informed about the Labour code and claim that the national Labour proclamation is still not prepared and implement a Minimum wage level for the country, 84.4 % of respondents do not know where are going for their complaints and the health conditions of workers are becoming desperate; prevention interventions are by and large neglected. Therefore, as a whole, it is concluded that the Labour conditions in Tinaw floriculture are below standard.

Key terms: Labour, Horticulture Industry, Floriculture farm

CHAPTER: ONE
INTRODUCTION

1.1 Background of the Study

In developing countries, Labour markets play a central role in determining economic and social progress since employment status is one of the key determinants of exiting poverty. Ultimately, having a decent, well-paid and secure job is the most sustainable path to increasing incomes and consumption levels. However, the reality in the formal economy of most developing countries is that the Labour market fails to create the jobs needed to help individuals and their families prosper. Rather, the Labour markets tend to be characterized by the persistence of informality in urban areas, the continuing share of workers in subsistence agriculture, low pay and poor working conditions, along with the disparities women, youth and other specific segments of society face. (Cazes, 2013)

The trend of these labor conditions at the global level has improved steadily over time. However, some recent empirical evidence from developing countries showed that workers in the formal sector have been facing different types of problems in their workplaces. Some of these problems, for example, are related to discrimination against women over wages (Domínguez, 2007); gender-specific exploitative and working for long hours; insecure employment, and exposure to hazardous chemicals (Dolan, et al., 2012). Moreover, in most developing countries, enforcing comprehensive national labor laws and judicial processes efficiently remains challenging (Chan, 2003; Pahle, 2011; and Ute, 2013). The case is no exception in Ethiopia. Like most developing countries, the country is endowed with labor resources, and improving the quality and productivity is a critical factor in achieving the key growth and development objective of the country. However, like in most developing countries, formal sector employees in Ethiopia suffer from work-related problems. The problem is further aggravated by the weak implementation capacity of the national labor proclamation and fundamental labor standards in the industrial sites (Nigatu, 2010).

Poor and unpleasant working conditions reduce employees' job satisfaction and motivation, thereby reducing their productivity and increasing their turnover (Cazes, 2013). Therefore, information on labor conditions could assist policy-makers in identifying and targeting

interventions to improve labor productivity. In fact, workplace-related problems are vast and vary from one industry to another industry within the same economy. Thus, designing appropriate policies and legal frameworks needs industry-specific, empirically justified information on labor conditions. Following this, this study paid more emphasis on the working conditions of labors in the Ethiopian horticulture industry.

The Ethiopian horticulture industry is one of the fastest-growing and most important agricultural sectors in the country. For the last two decades, the industry has been contributing to the country's economic growth and development by generating substantial foreign exchange earnings and job opportunities for millions of workers (Businessinfo, 2022). Ethiopia is one of the sixth largest exporters of flowers worldwide and the second largest in Africa (EHPEA, 2018). Flower is also one of the top five foreign exchange-earning commodities (Businessinfo, 2022). For example, according to the Ministry of Agriculture, Ethiopia earned over 499 million USD from horticultural exports in the first nine months of the 2022 fiscal year, a 15.3 percent increase over the same period last year (EHPEA, 2018). In spite of such tremendous economic contribution, the Ethiopian Horticulture industry has been plagued by several labor-related challenges including low wages, long working hours, lack of health and safety, lack of grievance procedure mechanism and poor working conditions, and so on (Abebe, 2013 and Mohammed, 2014). Moreover, the government of the country has been facing some challenges related to the implementation of the national labor proclamation and enforcing compliance with labor, health, and safety standards in the flower industrial sites (Nigatu, 2010 and Ute, 2013).Generally, labor constitutes the dominant economic resources in Ethiopia, and utilizing and improving labor productivity is a critical factor to achieve economic growth and development objective. Given the adverse effect of poor working conditions, identifying provide important information that could assist public interventions that aimed at improving labor conditions, and thereby the social and economic well-being. Therefore, the purpose of this study is to assess the labor conditions in the Ethiopian horticulture industry, with a particular focus on the Tinaw floriculture Farm.

1.2 Statement of Problem

Ethiopia seeks to chart a development path that is sustainable and inclusive in order to accelerate poverty reduction and boost shared prosperity. Significant progress in job creation, as well as improved governance, will be needed to ensure that growth is equitable across society. (Bank, 2024). However, poor working conditions have been preventing the country from utilizing its labor forcefully. Moreover, poor labor conditions have adverse economic and social implications, such as unemployment, poverty, income inequality, and deteriorating health conditions due to the risk of injury and exposure to dangerous chemicals. Understanding the working conditions of the labor, thus, helps to address many of these social and economic problems.

Being an important economic resource, understanding the labor conditions is a necessary condition to enhance efforts directed towards improving its productivity, and thereby realizing its contribution. However, empirical investigation of the labor condition in the horticulture industry of developing countries, including in Ethiopia, is too scanty, and the findings of the existing few studies show mixed evidence. For example, a study by Dolan (2012) observed that gender-specific exploitative and long-hours working conditions; insecure employment and exposure to hazardous chemicals are a common problem faced by workers in the Kenyan flower industry. Some previous studies from Ethiopia have also observed different workplace-related problems in horticulture farms, including lack of occupational safety and health at work (Abebe, 2013 and Mohammed, 2014) insufficient health and safety provisions; lack of personal protective equipment; absence of health and safety instructions, and inadequate first aid facilities put workers at risk for occupational hazards (Mohammed, 2014); lack of training during the early stages of their job (Bezawit, 2013). Generally, such inconclusive nature of the findings of prior studies suggests that the types of workplace problems faced by labor differ from one country to another and from one industry to another even within the same country.

The type and severity of workplace problems are highly influenced by labor-related legislation and implementation capacity. Though valuable as the information found in these previous studies, differences in labor-related legislation, and the existence and quality/strength of the legal frameworks across countries or even across regions of a country make their finding to be difficult to generalize, and thereby to provide insight for public intervention. In the absence of such firm and location-specific studies, it is difficult to fine-tune interventions geared towards improving the working conditions.

Although workers in Tinaw floriculture, like workers in other industries in Ethiopia, have been facing different problems in their workplace, there is no empirical evidence that supports regulatory intervention. Moreover, information on the labor conditions of the Ethiopian horticulture industry is very scanty. The information that obtained in the existing few previous studies for example, (Abebe, 2013) and (Mohammed, 2014) are insufficient and may not be relevant given location specific nature of the problem. Thus, these are the knowledge gaps that this study intends to bridge.

Therefore to bridge the aforementioned knowledge gap and in order to produce recommendations for guaranteeing fair working conditions for employees in the industry, this study intends to give an in-depth assessment of the labor circumstances in the Ethiopian horticulture industry in the case of Tinaw floriculture.

1.3 Research Questions

- What are the Labour proclamations in the country regarding floriculture farming and how are they implementing in the Tinaw floriculture farm?
- What are the working hours at the Tinaw floriculture farm, and how are overtime jobs managed?
- What are the wage levels and benefits provided to the employees in the Tinaw floriculture farm?
- How do the health and safety conditions in Tinaw floriculture farm affect workers?
- How do the workers file their complaints in the Tinaw floriculture farm?

1.4 Objective of the Study

1.4.1 General Objectives

To assess the labor condition in Ethiopian horticulture industry in the case of Tinaw floriculture farm

1.4.2 Specific Objectives

- To assess the Labour proclamation of the country and its implementation in the Tinaw floriculture farm
- To assess the official working hours and overtime job management procedures at the Tinaw floriculture farm.
- To identify the wage levels and benefits provided to the employees of the Tinaw floriculture farm.
- To assess the health and safety conditions on the employees of the Tinaw floriculture farm.
- To investigate the procedures for submitting complaints by workers in the Tinaw floriculture farm.

1.5 Significance of Study

The study will help Tinaw floriculture human resource experts and top management to have a deeper understanding of the different possible effects on the labor on the Tinaw floriculture farm. The outcome of this study was expected to be useful for providing input at the national level i.e. for policy makers, for investors in the area, concerned government bodies. This study also helped to identify possible effects on labor conditions and provided statistical evidence, serving as baseline information to undertake studies in similar settings. Academic scholars used the findings of this thesis for further research and as a reference.

1.6 Scope of the Study

The study examined the labor conditions only within the geographical bounds of the Tinaw floriculture farm located in Central Ethiopia Regional State, Guraghe Zone, Ezha Sub-District, and Zigba-Botto Village. The reason was that the researcher had easier access to Tinaw floriculture farm compared to other farms, and the farm was located near to the researcher, so the researcher could easily access transport for working on the thesis.

The scope of the study delimited in terms of content, geography, and participants. Therefore, the scope of the study focused on the issues of assessing legal documents, long working hours, low wages, poor health and safety standards, and poor grievance procedure mechanisms because these were prevalent problems in many industries and could significantly impact the rights of workers.

1.7 Limitation of the Study

The study had some potential limitations. The first constraint was that Most of the respondents were busy and were not easily able to fill out the questionnaires, and some of the employees did not agree to interviews because of the sensitivity of the issue, which made them fearful.

This study was conducted within a limited geographical area (i.e., Tinaw floriculture farm); therefore, it may not have had a strong scientific justification and representativeness to generalize about floriculture farms.

1.8 Organization of the Study

The research was organized into five chapters. The first chapter dealt with the general background of the study, the statement of the problem, the research questions, and the significance of the study with its scope. Chapter two provided information reviewed from the existing knowledge on the topic, presenting the review of the literature, including theoretical and empirical literature review. Chapter three discussed the study area, design and approach, source of data, population, participants, sampling, data analysis, and ethical considerations of the study. Chapter Four presented and discussed the analysis of the study. Finally, Chapter Five concludes and presented recommendations.

1.9 Operational Definition of Key Words

Labor: - all the effort and hard work that have been involved in doing a particular piece of work (Cambridge, 2023).

Labour Condition: - refers to the working environment, hours, wages and overall treatment of workers in particular industry or society. (Fiveable, 2024)

Horticulture: - is the art and science of growing flowers, fruits, vegetables, trees, and shrubs, resulting in the development of the minds and emotions of individuals, the enrichment and health of communities, and the integration of the garden in the breadth of modern civilization (Relf, 1992).

Floriculture: - branch of ornamental horticulture concerned with growing and marketing flowers and ornamental plants as well as with flower arrangement (britannica, 2023).

Industry: - group of productive enterprises or organizations that produce or supply goods, services, or sources of income (britannica, 2023).

CHAPTER: TWO

REVIEW OF RELATED LITERATURE

2.1 Theoretical Review

2.1.1 Conceptual Definitions of Labor Conditions/Working Conditions

The International Labour Organization (ILO) provides a comprehensive conceptual definition of working conditions. According to the ILO, working conditions encompass "all aspects of the work environment, including non-monetary aspects such as the social and organizational context, and the working time arrangements, as well as factors related to physical safety, health protection, and employee well-being" (ILO, 2019).

Furthermore, the ILO's Decent Work Agenda identifies four dimensions of working conditions:

- Employment and Job Security: This dimension refers to the stability and security of employment, including factors such as employment contracts, job tenure, and protection against unfair dismissal (ILO, 2019).
- Work Organization and Workload: This dimension encompasses factors related to the organization of work, such as the level of autonomy and control over tasks, workload management, and the availability of supportive resources (ILO, 2019).
- Working Time and Work-Life Balance: This dimension considers factors pertaining to working hours, flexibility in scheduling, leave entitlements, and the ability to balance work with personal and family commitments (ILO, 2019).
- Health and Safety at Work: This dimension pertains to the physical and psychosocial aspects of the work environment, including measures to ensure occupational health and safety, prevention of accidents and injuries, and the promotion of mental well-being (ILO, 2019).

These conceptual definitions provide a comprehensive understanding of labor conditions or working conditions by considering both the tangible and intangible aspects of the work environment and the impact on workers' overall quality of life (ILO, 2019)

2.1.2 Elements of Labor Conditions

Labor conditions refer to the set of circumstances and factors that affect the physical, psychological, and social well-being of workers in their workplace. They encompass various aspects such as safety measures, health considerations, working hours, remuneration, and the overall work environment. (E-Journal, 2024) In order to provide scientific explanations about labor conditions, some key labor elements are:-

Occupational Safety and Health: Occupational safety and health (OSH) focuses on identifying and preventing workplace hazards that can cause injury, illness, or death. It includes measures such as providing protective equipment, ensuring proper ventilation, minimizing exposure to harmful substances, and implementing safety protocols. The International Labor Organization (ILO) sets international standards for occupational safety and health, promoting a safe working environment for employees worldwide (Benjamin, 2008).

Ergonomics: Ergonomics is the science of designing workplaces, tools, and tasks to fit the capabilities and limitations of workers. It aims to optimize efficiency, productivity, and worker well-being by reducing physical and mental stress. By considering ergonomic principles, employers can minimize musculoskeletal disorders, fatigue, and other work-related injuries. The National Institute for Occupational Safety and Health (NIOSH) provides guidelines and resources related to ergonomics in the workplace (Papetti, 2020).

Working Hours and Rest Periods: Appropriate working hours and rest periods are crucial for maintaining worker health, safety, and productivity. Excessive working hours can lead to fatigue, stress, and an increased risk of accidents. Organizations like the ILO and national labor regulations establish guidelines on working hours and rest breaks to protect workers' rights and well-being (ILO, 2018). According to WHO and the ILO released the WHO/ILO Joint Estimates of the Work related Burden of Disease and Injury (WHO/ILO Joint Estimates), published in the journal Environment International. According to the report, 488 million people worldwide have long working hours, and more than 745 000 people died in 2016 from heart disease and stroke related to working more than 55 hours per week. These figures make long working hours one of the biggest occupational health hazards (Pacific, 2021).

Fair Remuneration: Fair remuneration refers to the provision of wages and benefits that meet basic needs and ensure a decent standard of living. It involves fair compensation for work performed, adherence to minimum wage laws, and consideration of factors such as experience, skills, and job complexity. The Fair Labor Standards Act (FLSA) in the United States and similar legislations around the world aim to establish fair remuneration practices (U.S, 2021).

Psychosocial Factors: Psychosocial factors in the workplace encompass social interactions, organizational culture, job satisfaction, and work-life balance. Positive psychosocial conditions contribute to employee well-being, productivity, and job satisfaction, while negative factors can lead to stress, burnout, and mental health issues. The World Health Organization (WHO) provides guidance on promoting mental health in the workplace by addressing psychosocial risk factors (WHO, 2022).

2.1.3 Labor Condition in Relation to Horticulture Farms

Labor conditions and horticulture industry relation are high at the global level but can vary depending on the region and specific farm practices. However, some general information regarding labor conditions in the horticulture industry are first Seasonal Nature of Work: Horticulture farms often require a significant amount of seasonal labor due to the nature of their operations. Tasks such as planting, cultivating, harvesting, and packing crops are time-sensitive and require manual labor. As a result, many horticulture farms rely on temporary or seasonal workers to meet their labor needs during peak periods (IOM, 2020). Secondly Migrant Workers: In many regions, horticulture farms employ migrant workers who travel from one location to another to work on various farms. These workers can face specific challenges related to living conditions, language barriers, cultural differences, and limited access to social services. Issues such as fair wages, worker protection, and access to healthcare can be relevant concerns for this population. (MARTIN, 2016). Thirdly see Working Hours and Overtime: Due to the seasonality and perishable nature of horticulture crops, long working hours are often required during peak seasons. Farmworkers may need to work extended shifts, including weekends, to ensure timely harvest and preservation of the crops. Overtime pay rates and adherence to labor laws regarding maximum working hours may vary based on local regulations and farm practices (MARTIN, 2016).

2.1.4 Experiences of Labor Conditions at Global Level

Wages and Working Hours: Workers in horticulture farms often face issues related to low wages and long working hours. In many regions, agricultural workers, including those in horticulture, may earn minimal wages that are insufficient to meet their basic needs. Additionally, seasonal fluctuations in demand can create instability in employment, resulting in irregular income for workers. Long working hours, sometimes exceeding legal limits, can contribute to physical exhaustion and reduced well-being (Peter Hurst, 2007)

Worker Rights: Worker rights, including the right to form unions and engage in collective bargaining, can be limited or suppressed in certain regions. This lack of representation can hinder the ability of agricultural workers to negotiate better wages, improved working conditions, and fair treatment. Furthermore, migrant workers who make up a significant portion of the agricultural labor force may face additional challenges in terms of access to social benefits and protections (ILO, 2023).

Health and Safety: Health and safety conditions on horticulture farms can vary widely. Some farms prioritize worker well-being by implementing measures such as providing protective equipment, training programs, and regular inspections. However, in other cases, inadequate safety practices can result in accidents, exposure to harmful pesticides, or ergonomic issues due to repetitive tasks. Furthermore, access to healthcare services and sanitary facilities may be limited in remote farming areas (ILO, 2010)

2.1.5 Experiences of Labor Conditions in Developing Countries

Labor conditions in horticulture farms, particularly in developing countries, have often been a subject of concern and scrutiny. These conditions can vary significantly across different regions and countries, but several common issues persist.

Little wages: One significant issue in labor conditions on horticulture farms in developing countries is little wages. Workers are often paid minimal amounts, which may not be sufficient to meet their basic needs or support their families. This issue is particularly prevalent in countries with weak labor laws and limited enforcement mechanisms (ILO, 2013).

Long working hours: Horticulture farm workers in developing countries often face long working hours without proper breaks or overtime compensation. Excessive workloads can lead to physical and mental exhaustion, affecting the overall well-being of the workers (ILO, 2020).

Lack of safety standards: Occupational health and safety standards are frequently inadequate in developing countries' horticulture farms. Workers may lack protective gear, training, or access to medical facilities, putting them at risk of accidents, injuries, or exposure to harmful pesticides and chemicals (Van den Broeck, 2019)

Seasonal employment and job insecurity: Many horticulture farms rely on seasonal labor, leading to temporary employment for workers. This creates job insecurity, as workers struggle to find consistent work throughout the year. Additionally, seasonal employment often means limited access to social security benefits and legal protections (Prowse, 2015).

Exploitation and informal labor practices: There have been cases of exploitation and abusive practices, such as forced labor, child labor, and human trafficking, in some horticulture farms in developing countries. Informal labor arrangements and lack of oversight can contribute to these issues (Bonanno, 2016).

Limited access to collective bargaining: Workers on horticulture farms in developing countries often have limited access to unions or collective bargaining rights. This lack of representation makes it challenging for them to negotiate for better wages, improved working conditions, or address grievances effectively (ILO., 2014).

2.1.6 Horticulture Development in Ethiopia

The production of export vegetables for the European market has been dominated by the two Netherlands and Italy state farms. From the early 1990s onwards, upon the collapse of the Derg regime, private investments in these export vegetables have slowly but steadily come up. At the moment, two private vegetable exporters are operating around Ziway. A vegetable seeds producer in Awassa has plans in advanced stage to start fresh exports and in Ziway another one intends to start. Furthermore, an existing private exporter may start production near Koka in joint venture with a renowned Dutch vegetable producer and importer (Joosten, 2007).

Ethiopian government has taken a number of measures that would embolden the horticulture industry in general. Fundamental among these bold measures is the establishment of the Ethiopian Horticulture Development Agency. The government has also introduced attractive packages of incentives for both local and foreign investors engaged in the horticulture sector. These include such privileges as: provision of loans up to 70 percent of the investment capital; duty-free import of farm implements and equipment; and a five-year tax holiday to export-oriented growers. The government has also set a target to increase the production of fruits and vegetables from 1.28 million tons to 5.91 million tons by doubling the average productivity from 84 q to 165 q per ha and expanding land from 152.6 thousand ha to 236 thousand ha during the second growth and transformation plan (GTP II) period (EIAR, 2017).

The horticulture export sector is young, and it has shown quite an exponential growth in the last ten years. Currently, there are 126 investments in Ethiopia in the export of flower, fruits, vegetables, and herbs. Farm ownership is made up of local investors 46, Direct Foreign Investors 76, joint venture partnership 3 and Development Bank of Ethiopia 1 (EHPEA., 2018).

Currently the flower, fruit, vegetable, and herb farms occupy 10,897.21hectars of land. The horticulture sector employs 199,640 citizens and in 2017/18 fiscal year generated US$ 307.04 million. In hard currency generation, the horticulture sector has stood at the fourth largest in export earnings (EHPEA., 2018).

2.1.7 Floriculture Development in Ethiopia

The floriculture industry has grown dramatically and successfully over the past 14 years because of a favorable climate, land availability, and government incentive programs. Ethiopia is currently the second-largest producer and exporter of flowers after Kenya, with 72 active flower farms (EHPEA., 2018).

The nation is known for its outstanding flowers. Along with the rose farms, six other farms provide cuttings, and seventeen other farms grow a variety of other flower kinds, such as carnations, hypericum, Veronica, Alstromeria, Gypsophila, and other flowers (EHPEA., 2018).

According to Our ministry of agriculture states that during the past fifteen years, product volumes have significantly expanded. The total number of flower stems shipped from Ethiopia in 2004/2005 was 83 million, with a value of 12.6 million USD. The value of all flower exports in the Ethiopian fiscal year of 2021/22 was $541 million USD, and billions of stems were shipped abroad. In recent years, the export of floriculture has grown exponentially.

2.1.8 International Labor Standards

International agreements are binding contracts between signing nations. Core labor standards are mostly defined by the ILO (International Labor Organization). As a result, it outlines conventions and suggestions that define fundamental standards for labor rights. Accordingly, (Hale, 2005; Tanya; 2007, and Pahle, 2011) cite the ILO's "declaration on fundamental principles and rights at work" (ILO., 1998) as a significant step in developing a globally recognized labor rights agenda. 174 member nations ratified this declaration in order to advance and implement its four basic labor standards. The right to a living wage, the right to work hours without being forced to work overtime, the right to a safe and healthy workplace, and the employment relationship with social protection are just a few of the basic rights of employees that are further defined by ILO technical standards (ILO, 2014). Due to their connections to the functioning of the labor market and working circumstances, such technical requirements, often known as "acceptable conditions of work," are contentious (Liemt, 1989 and Chan, 2003).

2.1.9 Labor Proclamation of ETHIOPIA

In 1963 the first formal Labour law (on collective Labour relations) was established with the "Labour Relations Proclamation No. 210/1963". This proclamation recognized the rights of associations of employers and workers, as well as a system of collective bargaining, and it set up machinery for the settlement of trade disputes – the Labour Relation Board. Consecutively, in 1963 the "Federation of Employers of Ethiopia", and in 1964 the "Confederation of Ethiopian Labour Unions" – CELU, were founded. (ILO, April 2003). The national labor proclamation No. 42/1993, which was created in the post-socialist era with the establishment of a market-oriented economy, was greatly influenced by international labor standards as well (ILO, 2014). Additionally, 12 technical conventions that are significant for defending workers' rights have been ratified by the nation's government. In addition, the freedom of association and protection of unions from intervention by public authorities, including protection against cancellation, were added to the most recent national labor proclamation No. 377/2003 (Nigatu, 2010 and ILO, 2014). In September 2019, the Ethiopian Government published the new Labor Proclamation No. 1156/2019, approved by the House of Representatives in July 2019. The new Labour Proclamation 1156/2019 refers to minimum wages by referring to the issuance of a Regulation of the Council of Ministers to determine the powers and responsibilities of a Wage Board. The Wage Board shall comprise representatives of the Government, employers and trade unions together with other stakeholders. It will periodically revise minimum wages based on studies which take into account the country's economic development, Labour market and other considerations (Ahmad, 2021). Labour Proclamation requires employers to provide protective equipment, appropriate work clothing and other materials to the workers in order to prevent the risk of accidents or detrimental effects on the health of workers. (FDRE, 2019)

2.1.10 Ethiopian Horticulture Producer and Exporters Association Code of Practices

The Ethiopian Horticulture Producer and Exporters Association (EHPEA) is a non-governmental, not-for-profit organization and were established in 2002. Currently EHPEA consists of 96 members. The EHPEA Code of Practice for Sustainable Flower Production document sets out a framework for sustainable practices on flower farms in Ethiopia for exporters (ITC, 2020).

The objective of the EHPEA Code of Practice is to provide a mechanism that enables the Ethiopian floriculture sector to achieve the highest performance standards by continuous improvement and sustainable development and thereby improving the competitive position in the market. This will ensure Long term economic viability of the sector, Implementation of sustainable working practices and procedures, Development of skills at all levels of employment, Enhancement of the implementation of safe working practices to maintain the well-being of the work force, Continuous and responsible management of the environment, Implementation of at least the minimum labor conditions in accordance with the National Law and promotion of healthy industrial relations, Active contribution to the community in which we operate and Enhancement of consumer health and safety. It is essential that all members involved in the Ethiopian flower and ornamental chain, accept their share of the tasks and responsibilities to ensure that the EHPEA Code of Practice is fully implemented and supported (EHPEA, 2007).

The code of practice went into effect in 2007 and is used by exporters and producers of horticulture in the nation as a guide for Good Agricultural Practice (GAP) (EHPEA., 2011). It places a major emphasis on the fundamental elements of sustainable agriculture production, including environmental protection and the employment and safety of flower workers (ibid). The manager of the Ethiopian Horticulture and Producers' Association claims that the code incorporates regulations regarding labor that are based on the fundamental labor standards of the ILO. The association's endeavor to bring the industry up to the standards of worldwide marketing needs includes the code of conduct. Three levels are available: Bronze, Silver, and Gold. To ensure that all flower farms in the nation adhere to the minimum requirements, the Bronze level was initially developed.

2.1.11 Labor Working Hour

The 1962 resolution of the International Conference of Labor Statisticians (ICLS) concerning statistics of hours of work defines “hours actually worked” as the hours that workers spend on work activities during a specified reference period.

As its first global labor standard, Convention No. 1 was adopted by the International Labor Conference (ILC). It combined the concepts of eight and 48 hours as a legal limitation on the number of hours that might be worked in the industrial sector. The rationale for combining the two principles into one instrument can be understood by the fact that if work is done five days a week for an eight-hour day that would equal a 56-hour workweek. In contrast, a 48-hour workweek guarantees that the typical daily work hours for a six-day workweek do not exceed eight hours. This also implies an acknowledgment of the principle of 24 hours of rest a week. Moreover, Convention No. 1 authorizes a limited number of specific exceptions that allow the extension of normal hours of work (ILO, 1919).

The working situation that affects employees' daily life the most directly is working time, maybe second only to wages. Working hours and how they are structured can have a big impact on both the quality of the work and life outside of the workplace. The length of the workday and how it is structured can have a significant impact on a worker's physical and mental health and well-being, as well as their wages and safety at work and when traveling to and from where they live. The International Trade Union Confederation (ITUC) emphasizes the importance of regulating working hours in order to ensure that the hours worked is safe and productive (ILO, 2018)

According to Ethiopian labor proclamation No.1156/2019 article 61.1, “normal hours of work” means the time during which a worker actually performs work or avails himself for work in accordance with law, collective agreement or work rules. Article 61.2 Normal hours of work shall not exceed 8 hours a day or 48 hours a week. (FDRE, 2019).

2.2 Empirical Review

2.2.1 Labor Condition on Ethiopian Horticulture Industry

The health concerns related to the floriculture industry are complex. According to Mohammed study spray section workers & workers who had job satisfaction were at risk of occupational health symptoms. There were inadequate health and safety provisions such as health and safety education programs, personal protective equipment, health and safety instructions and first aid facilities in the sampled floriculture farms (Mohammed, 2014).

Skin issues, respiratory issues, and general health concerns were the most frequently reported health symptoms in the study. The study discovered a 93.25% prevalence of health complaints, which was a little higher than studies conducted in other African and Latin American nations (Defar, 2013).

According (Defar, 2013) study has determined the absence of pre-employment safety training, inappropriate use of PPE and a lack of full PPE were all noted as major determinants for the development of health complaints. The majority of responders named heat, work load, and chemicals as the main causes of disease symptoms. Nevertheless, despite the fact that the majority of respondents (88.1 %%) were aware of the risks and the ways to prevent them, they took no action.

According to (Abebe, 2013) assessment, the farms were found to be falling short of the occupational safety and health criteria stipulated by the EHPEA Code of Practice for Sustainable Flower Production (2011). For instance, it was discovered that all of the studied flower farms did not provide the requisite Personal Protection Equipment (PPE) to the expected standards. The lives of many underprivileged flowers are at risk as a result of the flower farms' unwillingness to uphold basic safety and health regulations.

Even though Ethiopia ratified international labor conventions and adopted into national labor proclamations, there are challenges when it comes to adherence to core labor standards that was expected to be sustainable. Studies such as (Ute, 2013 and Nigatu, 2010) conducted on labor practices and conditions of work in Ethiopia found that labor conditions tend to be low. This was

because of two main reasons: (i) there are lower standards in labor laws and regulations because of the changes made in the advent of trade liberalization; (ii) there is also a lack of capacity for effective enforcement of existing labor laws. Similarly, when assessing the Ethiopian labor proclamation in view of the above mentioned international labor convention; Particularly in areas like the minimum wage, working hours, health, and safety, working conditions and labor arrangements frequently show flexibility (Ute, 2013). The flexible labor ideology is the foundation of the labor proclamation No. 377/2003, which leaves both wage and contract terms up to market determination (Ute, 2013). Additionally, Ethiopia does not have a distinct minimum wage law, and the use of a wider range of temporary work contracts is permitted under the law with the consent of all parties (Check, 2013). Studies have shown that as compared to other nations, Ethiopia's labor laws appear to be more relaxed concerning working hours, occupational health and safety, and dismissal with related costs and/or benefits (Ute, 2013 and Nigatu, 2010).

2.2.2 Labor Wage and Benefit

The largest portion of an employer's expenditure during the production process is labor costs. As a result, the salaries that the company gives to the employees have a significant impact on profitability. Ethiopia has grown to be a very appealing location for investors and buyers alike in terms of labor costs. The nation's worker pay is among the lowest in the world when compared to other nations competing for similar investments in the sector (Berg, 2015).

In ILO Convention, the term wages means remuneration or earnings, however designated or calculated, capable of being expressed in terms of money and fixed by mutual agreement or by national laws or regulations, which are payable in virtue of a written or unwritten contract of employment by an employer to an employed person for work done or to be done or for services rendered or to be rendered (ILO, 1949).

The minimum wage must cover the living expenses of the employee and his/her family members. Moreover, it must relate reasonably to the general level of wages earned and the living standard of other social groups. Wages must be paid regularly on a daily, weekly, fortnightly or monthly basis (ILO, 1949).

Labor market institutions include government bodies such as the Ministry of Labor and Social Affairs and its regional counterparts, labor courts, trade unions and employers' associations. Such organizations are responsible for protecting the interests of workers based on standards and regulations related to employment, wage payments, benefits, promotion and other issues (NEPSE, 2009)

The institutions established to govern labor markets in Ethiopia are underdeveloped. Not much has been done by way of promoting the fundamental rights of workers and ensuring workers' security, freedom of association, equity and human dignity. The existing labor regulations and institutional services do not apply to the informal economy. Most of the fundamental elements of decent work are not recognized among wage workers in the private sector. Minimum wage does not apply to the majority of the unskilled workers in the formal sectors as well (NEPSE, 2009).

The new Labour Proclamation refers to minimum wages by referring to the issuance of a Regulation of the Council of Ministers to determine the powers and responsibilities of a Wage Board. The Wage Board shall comprise representatives of the Government, employers and trade unions together with other stakeholders. It will periodically revise minimum wages based on studies which take into account the country's economic development, labor market and other considerations (Ahmad, 2021).

Most of workers respondents' complained that with low wage being they are paid below a living wage that indicate their wage is not able to meet their basic daily needs due to that they are not able earn and saving and most of all respondents complained that with late payment between 3-6 days after the ending of month. In addition several companies mentioned that their customers make late payment and as a result the cash flow is disturbed and producers are unable to pay workers on time. Among workers their wage is different among them depending on the length of working period (Nigatu, 2010).

2.2.3 Labor Health and Safety

In accordance with the Labor Proclamation, every employee has the right to enjoy suitable measures of protection and safety & hygiene at work as the employer is required to take all necessary measures to safeguard the health & safety of workers. It is considered unlawful for an employer to require a worker to execute work, which is hazardous to his life (Ahmad, 2021).

However, many studies results are find serious problem in the labor health and safety in the glob and specifically in Ethiopia for example (Niftrik, 2003) Discuss the results of research on occupational health and safety in the informal sector in South Africa. The research addresses 39 different occupations and a total of 289 questionnaires were adequately filled by field workers and then analyzed. Accordingly, male workers had a 4.5 times higher risk of serious occupational injury than did women. Besides, chemical hazards found to be most common in the work environment of hairdressers, with the chemicals mostly stored in the open and applied without the use of gloves. The study identified that the most prevalent occupational hazards in the urban informal economy are of an organizational, hygienic or ergonomic nature. It was also indicated that many hazards could be avoided by behavioral change.

In greenhouse working environment the use of agrochemicals poses threat to both human health and safety (Ribeiro, 2012, Magauzi, 2011 and Nigatu, 2010). Flower workers are also labeled among those at a high risk of occupational health problems due to their high level exposure to agrochemicals. In relation to health and safety of workers, the common concerns across flower farms include inadequate training on health and safety procedures as well as the level of follow up on re-entry intervals after pesticide applications (Ribeiro, 2012, Magauzi, 2011 and Nigatu, 2010). The provision and use of personal protective equipment (PPE) are also among the common issues raised in relation to health and safety (ibid).

In an effort to address aforementioned concerns of occupational health and safety standards and guidelines have been developed by ILO and adopted in policies of member countries. However, a study suggests that the adoption of these standards and guidelines did not bring significant impact on realization of workplace safety and health across flower farm in developing countries (Ribeiro, 2012, Magauzi, 2011 and Dolan, 2012).

In recent years the emergence of the flower industry in Ethiopia has led a wider application and substantial increase in the use of pesticides (Getu, 2009, and Hanssen, 2014). Overview of research findings shows that occupation health and safety practices across flower farms in Ethiopia present various challenges and may be causing adverse health effects among flower workers (Hanssen, 2014 and Mekonene, 2002). According to the findings flower workers had high prevalence of respiratory and skin symptoms with increased prevalence among females who worked in the greenhouses (ibid). Studies also found that provision of PPE and facilities were inadequate given the level of workers exposure to pesticides (Nigatu, 2010 and Hanssen, 2014). There has also been limited training and follow up on the use of PPE and compliance to flower farms safety procedures such as reentry rules to greenhouses following spraying. This was demonstrated with the low level of awareness and attitude of flower farm workers on safe pesticide handling practices (Nigatu, 2010 and Hanssen, 2014).

2.2.4 Grievance Procedure Mechanism

A grievance procedure is established which ensures that workers have the right to be heard and right to appeal. Most of time problems arising between the supervisor and an employee, trade union and management could easily result to loose of a workers job. Obviously this problem points to lack of training on the part of supervisors and management on basic labor code (Nigatu, 2010).

Regarding farm disciplinary and grievance handling guidelines, the study found that procedures weren't completely executed, particularly in cases of job termination and workplace conflict. Workers who have awareness about the national labor laws and company codes of conduct said that the farms did not comply with all the compulsory items in the code of practice and collective bargaining agreements. Respondents from the two flower firms also mentioned that layoffs were common in personal conflict cases with supervisors, and these did not follow formal administration procedures. Since supervisors tend to have sole power in treating labor in whatever way they want, they use their authority to influence decisions. Unfair dismissal was common among those who are illiterate, as these groups of workers were rarely aware of their labor rights: "When the workers went to talk with the labor union representatives they were enthusiastic to listen to them and had good discussions. Whereas when the union leaders brought

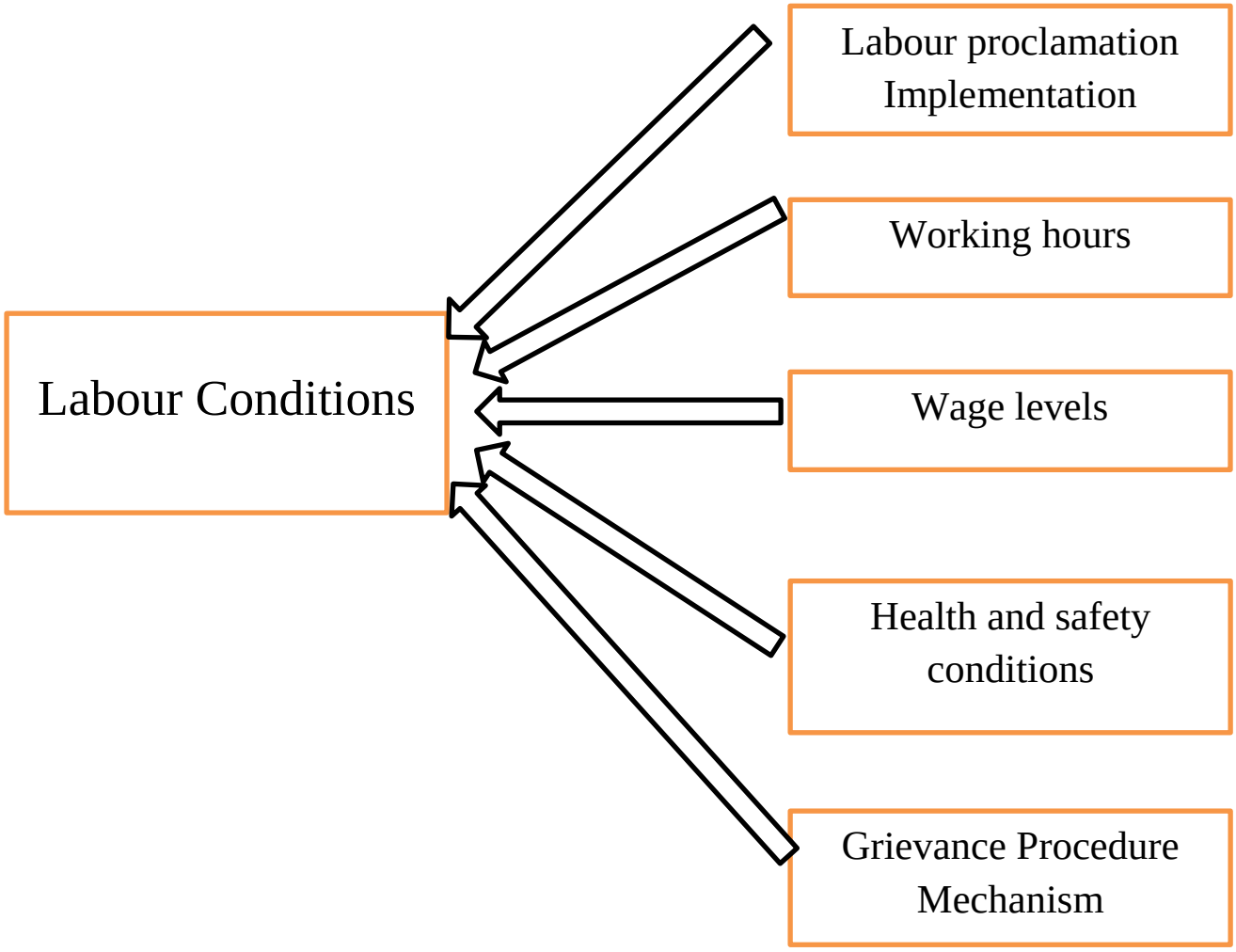
employees' issues to administration, they were hesitating and even sometimes reported the contrary just to please the managers (Mekonnen, 2017).

The Occupational Safety, Health and Working Environment Department (OSHWED) of the Ministry of Labor and Social Affairs (MoLSA) are responsible for labor inspection. The Labor Proclamation 377/2003 provides for the establishment of a Tripartite Labor Advisory Board for studying and examining matters concerning employment service, working conditions, the safety and health of workers, labor laws in general and giving advisory opinion to the Minister (Ahmad, 2021).

The Labor Inspector informs and advises employers and workers concerning the most effective means of complying with the legal provisions and to correct the conditions that constitute a threat to the health, safety or welfare of workers. Upon failure to comply with these instructions within given time period, the inspector issues an order to alter the existing conditions necessary to remove the threat or take measures necessary to prevent imminent danger to the health and safety of workers (Ahmad, 2021).

2.2.5 Conceptual Framework

A conceptual framework is an analytical tool with several variations and contexts. It is used to make conceptual distinctions and organize ideas. As indicated in the literature, it is tried to show that factors that determinants of Labour condition like; Labour proclamation of the country, official working hours, wage levels, health and safety conditions and procedures for submitting complaints.



Source: developed by the researcher

CHAPTER: THREE

RESEARCH METHODOLOGY

3.1 Introduction

This section presented a description of the methodology that the researcher used in data collection and analysis. It explained the research design, target population, sample size determination and sampling techniques, source of data, data collection, and methods of data analysis.

3.2 Study Area

Tinaw floriculture farm site is located in the Central Ethiopia Regional State, Guraghe Zone, Ezha Sub-District, Zigba-Botto Village, which is 170 Km from Addis Ababa. Currently, the Company produces different flower varieties for export to The Netherlands and other countries.

The company was established 2006 it started operation on seven hectares of greenhouse coverage and has undergone subsequent rose flower expansion projects. Recently the company has grown seventeen varieties of rose flowers on 26.6 hectares of greenhouse coverage and exports to the international market. The company has become one of the most competitive companies in the international floriculture business which is characterized by aggressive competition. It generates considerable foreign exchange for the country and has provided job opportunities for 658 men and 259 females' total of 917 workers.

3.3 Research Design and Approach

The study employed a descriptive research design. The descriptive approach was selected because it allowed the researcher to go through the sample and take a broad view of the population, helping to assess the existing situation. The study aimed to assess the actual or existing labor conditions on the Tinaw floriculture farm. Descriptive research design describes what is and involves the description, recording, analysis, and interpretation of phenomena. The data collection period of the study was from November 30 up to December 30, 2023.

The research approach was quantitative and qualitative because research data were collected and analyzed using quantitative and qualitative data analysis methods for triangulating the research. The quantitative research approach was used to apply statistical analysis through systematic measurements and statistics. Quantitative and Qualitative research techniques were used to collect data.

3.4 Source of Data

Both primary and secondary data were the major sources of the study. The primary data were collected from Tinaw floriculture farm employees, managers, and Office of Labor and Social Affairs experts. The selection of these people as sources of data was based on the expectation that they had better information and experience related to the study. For comparing the labor conditions, secondary data were obtained from documents such as labor proclamations, different company records like payroll and human resources data, and previous studies, books, and internet sources.

3.5 Target Population

Target population is the specific population about which information is desired. According to (Ngechu, 2004) a population is well well-defined or set of people, services, elements, and events, groups of things or households that are being investigated. In this study, all of Tinaw Floriculture Farm's 917 employees were the target population based on 2023 Tinaw floriculture human resource data.

3.6 Study Participants

In this study the researcher selected individuals from Tinaw floriculture farm employees were the study unit.

3.7 Sample Size and Sampling Techniques

3.7.1 Sampling Techniques

The research used a probability sampling method in simple random sampling techniques for quantitative data and non-probability sampling, particularly snowballing and purposive sampling techniques for qualitative semi-structured interviews. For qualitative data, the sample was

selected through snowballing due to the sensitivity of the issue. The participants were men and women who worked in different sections of the Tinaw flower farm. A total of 10 informants (5 men and 5 women) participated in in-depth interviews from the flower farm in this study. It was necessary to identify workers using one's network. Snowball sampling, also known as network or chain referral, is a strategy used when the issue is sensitive for the employee and it may risk their job security. So the researcher asked them officially because of these reasons the researcher used networks to find more participants for the research (Blaikie, 2000). Finally, the researcher used a purposive sampling technique to locate people with rich information on the topic and conducted in-depth interviews with 6 key participants. Accordingly, two key informants from the Office of Labor and Social Affairs both at zonal and woreda levels, and four from the Tinaw floriculture sector (managers, work process team leaders, human resource experts, and experienced employees) were interviewed to collect expert information on the topic in question.

3.7.2 Sample Size

In this study, the researcher collected data from Tinaw floriculture farm. From the total population of (917) employees of Tinaw floriculture farm (278) employees select as sample unit by using simple random sampling technique. However, which of them 269 were responded. The response rate of the questionnaire stood at 96.7 % with only 9 respondents not returning the questionnaire.

To get the sample number from the total population, the researcher used the (Yamane, 1967) Formula; the sample size was carried out as follows:

$$n = \frac{N}{1 + N(e2)}$$

Where;

n = Sample size

N = Population

e = Error Rate (0.05)

Hence; the sample size for the population of this study could be calculated as:

$$n = \frac{917}{1 + 917(0.05)^2}$$

$$= \frac{917}{1 + 917(0.0025)}$$

$$= \frac{917}{1 + 2.3}$$

$$= \frac{917}{3.3}$$

$$= 277.8$$

$$= \mathbf{278}$$

Accordingly, the sample size for this study was 278 employees

3.8 Data Collection Tools

3.8.1 Interview

Semi-structured interviews were administered to employees of the Tinaw floriculture farm. Semi-structured interviews are more suitable if the intention is to get in-depth information about the topic of interest. One of the advantages of the semi-structured interview is that it does not limit respondents to a set of pre-determined answers. They are also more attractive because they enable a range of experiences to be documented, voices to be heard, representations to be made, and interpretations to be extracted (Smith, 2001). Semi-structured interviews were used to gather data on their working hours, workload, and perceptions of health and safety conditions at the workplace. Semi-structured interviews were conducted with a sample of Tinaw Floriculture Farm employees to gather data on their experiences with the grievance procedure mechanism, including any challenges they may have faced in accessing or utilizing the process. Finally, the researcher used semi-structured interviews for key informants from the Office of Labor and Social Affairs both at zonal and woreda levels, and the Tinaw floriculture sector managers.

3.8.2 Questionnaire

The researcher used a standardized questionnaire to gather data on their working hours, workload, wage level, procedures complaints, and perceptions of health and safety conditions at the workplace. The questionnaires were adapted from relevant literature, and to ensure reliability, the questionnaires were first developed in English and then back-translated to Amharic. In this study Likert scale (Strongly disagree to strongly agree) questions were employed.

3.8.3 Document Review

The researcher used secondary data to assess Ethiopian labor proclamation and different legal documents, analyze company records to gather data on wage levels and benefits provided to employees, analyze files to gather data on workers' complaints in the Tinaw floriculture Farm, and assess previous studies, books, and internet sources.

3.9 Methods of Data Analysis

Data analysis was done after all the relevant data have been gathered from the respondents. Thus, the researcher analyzed through descriptive statistics. Descriptive statistical methods of data analysis were used to analyze the information gathered from both primary and secondary sources. The raw data collected was classified and tabulated after ensuring that it was carefully checked for completeness and consistency of information. Processes of analyzing and interpreting data included data preparing and organizing, analyzing it descriptively, summarizing the results visually and in a discussion, and concluding a study by summarizing and explaining the results. Descriptive statistics help to analyze descriptive questions. The basic descriptive statistics in this study was using the summary of percentages and frequency distribution tables, percentages and bar graphs. The data analysis was performed using SPSS Version 21.

3.10 Ethical Consideration

Ethics are norms or standards of behavior that guide moral choices about our behavior and our relationships with others. The goal of ethics in research is to ensure that no one is harmed or suffers adverse consequences from research activities (Cooper, 2003) Obeying ethical rules is vital in conducting research. This research work strictly adhered to the ethical principles with respect to the data that was used in the work. First, the literature of all the ideas and concepts taken from other scholars was acknowledged.

Secondly, the study respondents' willingness to fill out the questionnaires was respected, and verbal consent was taken while distributing the questionnaire papers. Names of individuals were not also mentioned in the report.

CHAPTER FOUR

DATA ANALYSIS AND RESULTS

4.1 General Background Information's of Respondents

Table 1 Sex, Age, and Marital status of respondent

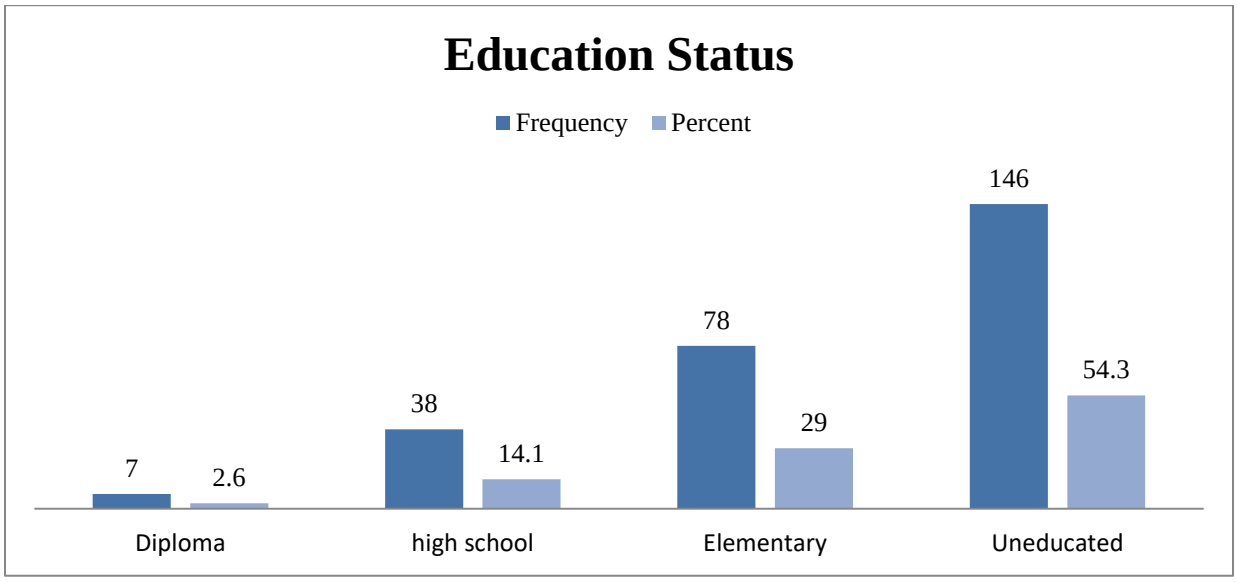
Sex of respondent			
		Frequency	Percent
Valid	Male	84	31.2
	Female	185	68.8
	Total	269	100.0
Age of respondent			
		Frequency	Percent
Valid	<20	75	27.9
	21-25	125	46.5
	26-30	44	16.4
	31-40	11	4.1
	41-50	10	3.7
	>50	4	1.5
	Total	269	100.0
Marital status			
		Frequency	Percent
Valid	Single	185	68.8
	Divorced	18	6.7
	Married	55	20.4
	Widowed	11	4.1
	Total	269	100.0

Source: Survey, 2024

In the above Table 1, it is shown that female respondents were the majority, accounting for 68.8% (185 respondents), while male respondents accounted for 31.2% (84 respondents). In terms of age, the majority of respondents (46.5%) were aged 21-25.

Regarding marital status, the workforce consisted mostly of single workers, with 68.8% of respondents being single and 20.4% being married.

Figure 1 respondent education status



Source: Survey, 2024

Figure 1 provides an overview of the educational status of the respondents. It shows that a significant portion, 54.3%, reported being uneducated. Following this, 29% were attaining elementary school education, indicating a considerable proportion still in the early stages of formal education. A smaller but notable percentage, 14.1%, were attaining high school education, suggesting a significant level of secondary education attainment among respondents. Additionally, 2.6% reported holding a diploma, indicating a minority of respondents with higher levels of educational achievement.

Table 2 Years of service and Pattern of employment of respondent

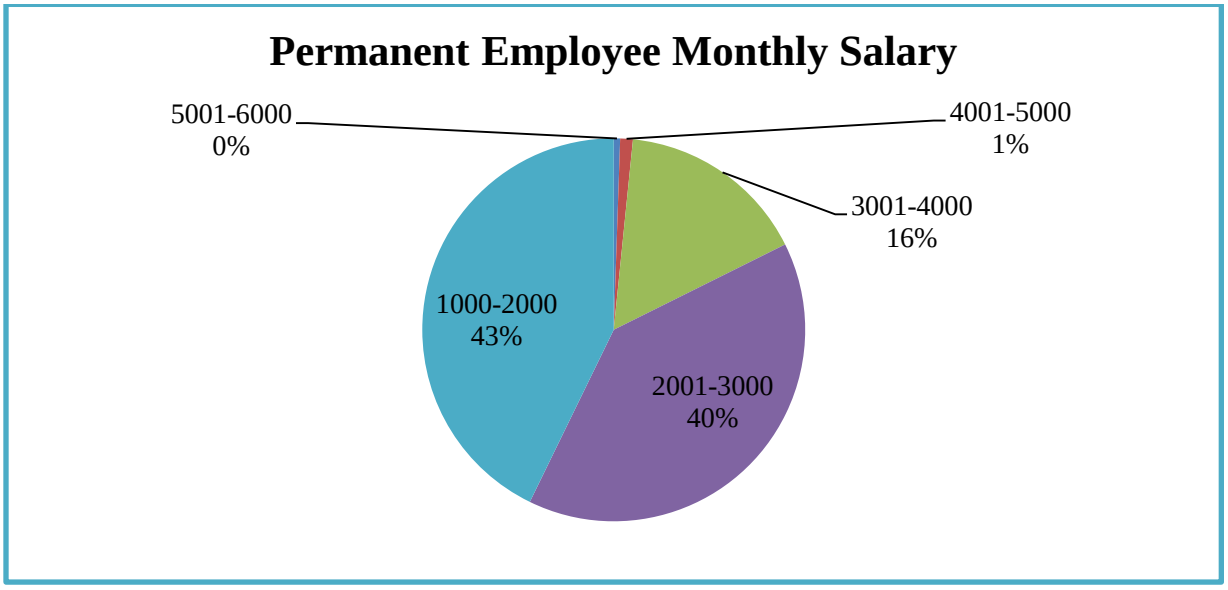
Years of Experience			
		Frequency	Percent
Valid	1-3	156	58.0
	4-6	92	34.2
	7-9	9	3.3
	>10	12	4.5
	Total	269	100.0
Pattern of employment			
		Frequency	Percent
Valid	Permanent	187	69.5
	Temporary	82	30.5
	Total	269	100.0

Source: Survey, 2024

Table 2 presents the distribution of respondents according to their years of Experience. The data indicates that a majority of respondents, 58%, reported having 1-3 years of service. Following this, 34.2% reported having 4-6 years of Experience, suggesting a significant proportion of respondents with moderate levels of experience in their respective roles. A smaller percentage, 3.3%, reported having 7-9 years of Experience, indicating a minority with more extensive experience. Interestingly, 4.5% of respondents reported having more than 10 years of Experience, highlighting a small but notable group of individuals with substantial tenure in their current positions.

Among the respondents, a significant majority, totaling 187 individuals (69.5%), reported being employed in permanent positions, indicating an ongoing commitment to their current roles. In contrast, a smaller proportion of 82 respondents (30.5%) reported being in temporary positions.

Figure 2 permanent employee monthly salaries of respondents



Source: Survey, 2024

The above figure illustrates the distribution of permanent employees' monthly salaries among respondents. The data reveals that 43% of respondents earned between 1000-2000 birr per month. Following closely, 40% fell into the 2001-3000 birr salary range. A smaller proportion, 16%, reported earning between 3001-4000 birr monthly. An even smaller percentage, 1%, fell into the 4001-5000 birr bracket, while the lowest percentage, 0.4%, reported earning between 5001-6000 birr per month. This data provides insight into the income levels of permanent employees in the surveyed population, showcasing a predominant in the lower salary level.

Table 3 Daily Labour per day paid money and Residence of respondent

Daily Labour per day paid money				
		Frequency	Percent	Valid Percent
Valid	51-100	15	5.6	18.3
	10-50	67	24.9	81.7
	Total	82	30.5	100.0
Residence of respondent				
		Frequency	Percent	
Valid	Urban	55	20.4	
	Rural	214	79.6	
	Total	269	100.0	

Source: Survey, 2024

Table 3 illustrates the daily wage distribution for laborers. The data reveals that the majority of respondents, totaling 67 individuals (81.7%), reported earning between 10-50 birr per day for their labor. This range likely reflects common wages for various types of daily labor work in Tinaw floriculture farm. Additionally, 15 respondents (18.3%) reported earning between 51-100 birr per day, representing a smaller but still significant proportion of laborers earning higher wages for their daily work. Notably, no respondents reported earning more than 100 birr per day, indicating a ceiling or standard maximum wage for daily labor in the surveyed population.

Regarding the residence of the respondents, the data shows that 55 individuals (20.4%) reported living in urban areas, while a larger proportion of 214 individuals (79.6%) reported living in rural areas. This distribution highlights the predominance of rural residents among the surveyed population.

4.2 Response of Employee in Labour proclamation and Implementation

The focus of this section was to assess the conditions of Labour proclamation in the country and its implementation in the Tinaw floriculture farm. Within this context then and to bring the evidence more closely to the conditions of the Labour code, I adopted the following key issues: employee feelings on Labour proclamation in our country's; the Labour code effectively applied; adequate protection for Labour rights and freedoms; fairness of the rules and regulation system and about their signed employment agreement. The opinions of managers of the farms and Woreda and zone officials on these key issues followed the responses of workers.

Table 4 Labour proclamation, implementation and protection of respondent.

Do you well-informed about our country Labour proclamation			
		Frequency	Percent
Valid	strongly disagree	162	60.2
	Disagree	69	25.7
	Undecided	10	3.7
	Agree	28	10.4
	Total	269	100.0
Do you believe that the Labour proclamation in our country is effectively applied in the Tinaw floriculture farm?			
		Frequency	Percent
Valid	strongly disagree	152	56.5
	Disagree	63	23.4
	Undecided	19	7.1
	Agree	35	13.0
	Total	269	100.0

Source: Survey, 2024

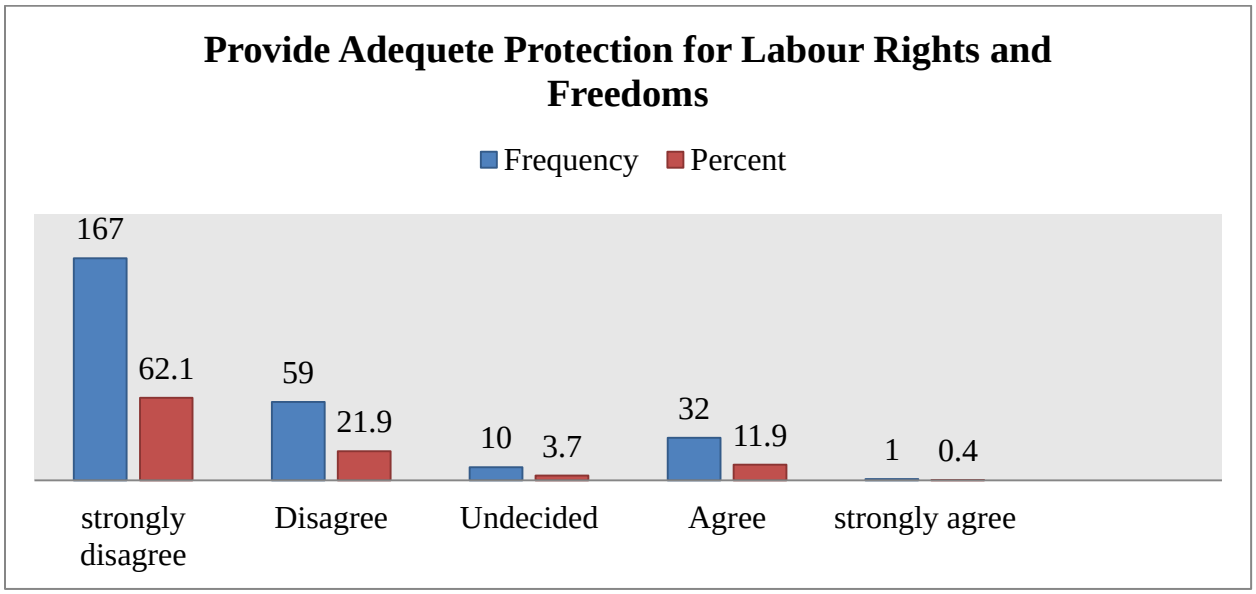
The findings in Table 4 indicate that 60.2% strongly disagree for well-informed about the Labour proclamation and 25.7% of respondents disagree, 3.7% are undecided and 10.4% agree.

The Ethiopian government has ratified ILO core labor conventions and domesticated them in its National Labor Legislation (Nigatu, 2010). Interviewees were asked about their knowledge of the national labor proclamation, and only one respondent had undergone training about national labor law from their high school training. Two respondents also got orientation on the basic company code of conduct when they joined the farm. Otherwise, a large proportion of flower workers are without any previous formal employment experience and unaware of the very existence of national labor law. They did not have prior opportunities to get training about the labor law or company code of practice. This is consistent with research from other nations showing that, in most cases, codes of practice are unavailable, untranslated, or unrecognized at production locations (Morgante, 2013).

I have seen that summary of the code of practice displayed on the notice board at the entrances of the flower farm building. An interview with the human resource manager of Tinaw Floriculture Farm also confirmed that an effort has been made to disseminate information about National Labor Proclamation No.1156/2019 and the EHPEA code of conduct. In addition, the Tinaw floriculture farm manager mentioned that they have organized different awareness-raising sessions about the national labor law, inviting experts from the Guraghe zone labor and social affairs office. Despite such efforts, there was a gap in knowledge among flower workers. There seems to be a gap between the awareness-raising techniques employed and the level of understanding of the workers, which may be connected to the educational background of the floral workers.

Concerning effectively applied Labour proclamation 56.5% strongly disagree, 23.4% disagree, 7.1% are undecided and 13% agree. Based on their experience, they do not believe that the Labour proclamations in our country are effectively applied in the Tinaw floriculture farm.

Figure 3 provides adequate protection for Labour rights and freedoms.



Source: Survey, 2024

Based on the survey results, it appears that a majority of respondents (62.1%) strongly disagree that the legal system in their country provides adequate protection for labor rights and freedoms. An additional 21.9% of respondents also disagree with this statement. These results suggest that there is a widespread perception among respondents that the legal system does not adequately

protect labor rights and freedoms. This could indicate various issues such as ineffective enforcement of labor laws, gaps in legislation, or lack of awareness about existing protections.

Table 5 fairness of the rules and regulation and signed employment agreement of respondent

Are you confident in the fairness of the rules and regulation system in your farm?			
		Frequency	Percent
Valid	strongly disagree	173	64.3
	Disagree	59	21.9
	Undecided	9	3.3
	Agree	28	10.4
	Total	269	100.0
Based on Labour proclamation I Have signed employment agreement when I was employed?			
		Frequency	Percent
Valid	strongly disagree	169	62.8
	Disagree	71	26.4
	Undecided	1	.4
	Agree	28	10.4
	Total	269	100.0

Source: Survey, 2024

Employees were rated to indicate their confidence level in the fairness of the rules and regulation system at Tinaw Floriculture Farm. As indicated in Table 5, 173 or 64.3% of the respondents rated strongly disagree, 59(21.9%) rated disagree, 9(3.3%) rated undecided and 28(10.4%) responded agree.

Regarding whether the respondents had signed an employment agreement when they were employed, the majority of the respondents answered ‘strongly disagree’ (table 5). As seen in Table 5, 169 (62.8%) of respondents strongly disagreed and 71 (26.4) disagreed. The majority of respondents had not signed a written employment contract when they were employed.

According to (FDRE, 2019) Labour proclamation No. 1156/2019, any verbally (not made in written form) entered employment contract shall be translated in to written form within 15 days from the conclusion of the contract; and given to the worker (Art. 7(1)). Again according to EHPEA code of practice, it is mandatory for the staff to receive a signed copy of her/his contract (EHPEA, 2007).

Four of the respondents have signed contracts with their respective employers, based on the findings of the interviews. According to (FDRE, 2019) Labour Proclamation No. 1156/2019, A contract of employment shall be stipulated clearly and in such a manner that the parties are left with no uncertainty as to their respective right and obligations under the terms thereof; there were differences within flower workers in terms of their understanding of the specifics of their contracts. The respondents clarified that when they signed the contract, they were not given a brief explanation of its contents. Some of the respondents had never read the conditions of their contract and were unaware of them. This could be connected to floral employees' low educational attainment. Even the literate mentioned that they had trouble understanding the legalese and technical language used in the contract. This implies that the flower workers are unaware of their rights and duties established therein, and might not demand it. In addition, the effort of the flower farm to raise awareness was not effective.

4.3 Response of Employee in the Official Working Hours and Overtime Job Management Procedures

Under this sub-section, the main intention is to take the feedback of the workers through their opinion about working hours and overtime job management procedure system.

Table 6 official working hours are reasonable and satisfied level of respondent

The official working hours are reasonable and suitable for my job responsibilities.			
		Frequency	Percent
Valid	strongly disagree	168	62.5
	Disagree	44	16.4
	Undecided	1	.4
	Agree	56	20.8
	Total	269	100.0
Are you satisfied with the current official working hours?			
		Frequency	Percent
Valid	strongly disagree	156	58.0
	Disagree	51	19.0
	Undecided	1	.4
	Agree	59	21.9
	strongly agree	2	.7
	Total	269	100.0

Source: Survey, 2024

The finding in table 6 indicates that a total of 168 or 62.5% strongly disagree, 44 or 16.4% are disagreeing and 56 or 20.8% respondents are agreed. The major respondent are the official working hours are not reasonable and suitable for their job responsibilities.

The regular working hours were eight hours on this farm with six consecutive workdays within a week. There was one hour lunch break and one day off within a week. Working hours were further stretched to twelve hours during peak production seasons and before holidays like Mother's Day and Valentine's Day. This goes against the labor proclamation that states "workers shall have the right to appropriately defined working hours, breaks, leisure, and periodic leave with pay, paid public holidays" (Article 18(3)). Other studies also showed flower workers were subject to long working hours with low pay justified with seasonality of the industry (Tanya, 2007) and (Morgante, 2013). Interviewer also indicated that working overtime was not a choice but compulsory especially for those who work in pack house. The overtime pay ranged between ETB 5 to ETB 15 per hour in specific working type. This shows that overtime work is paid at almost the same rate as regular work which is against ILO technical standards that demands overtime work out of normal working hours to be paid at a different rate. However Ethiopia has not signed the ILO conventions wage protection (ILO, Protection of Wages Convention 95, 1949) and overtime compensation (ILO, Hours of Work (Industry) Convention, 1919) which opens a gap in enforcement (Check, 2013).

According to the result of the interviews long working hours put pressure on workers in Tinaw floriculture farm. One interviewer claims that

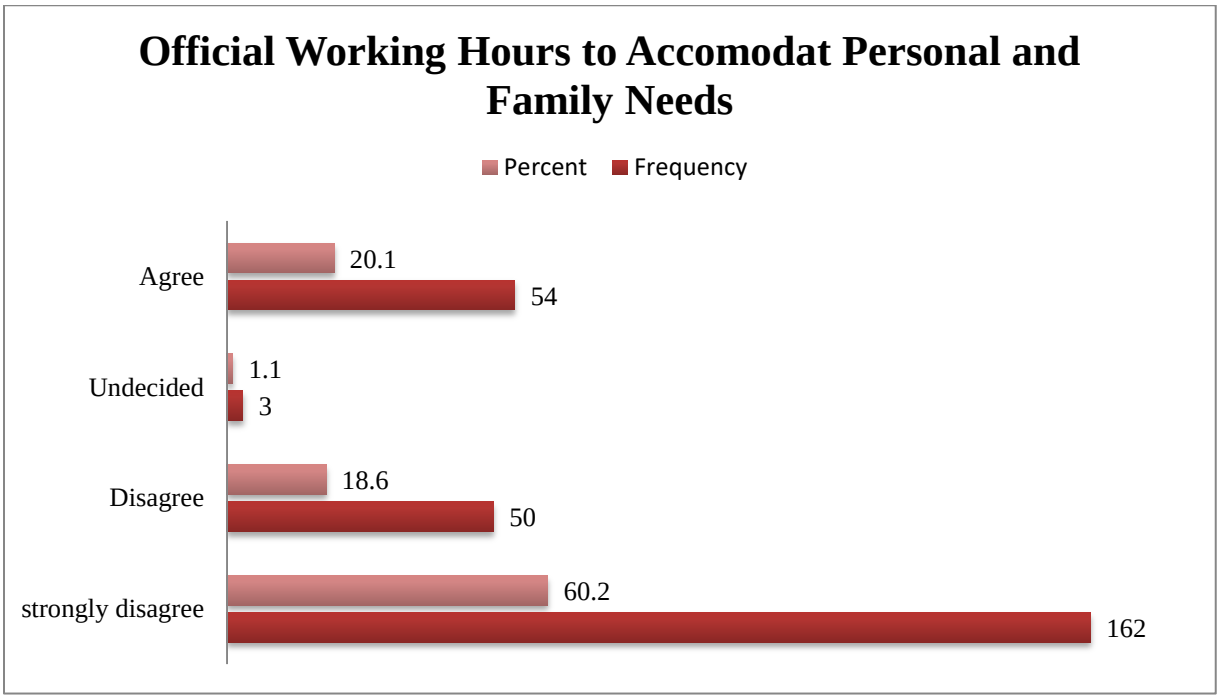
"The organization's transport car is ready to depart for the worksite at 11:30 in the morning. We arrive at the farm after 30 minutes and begin our daily work. There is a one-hour lunch break available, and we finish our work by 10:00 in the afternoon. Most of the day is spent at the worksite, but I would like to add extra work in another place. However, the farm's time management does not align with my interests."

Based on the data provided, Table 6 indicates that a majority of employees are not satisfied with the current official working hours. Here's a breakdown of the responses: 156 respondents or 58% strongly disagree that they are satisfied with the current official working hours. 51 respondents or 19% disagree that they are satisfied with the current official working hours. Combined, this

indicates that a total of 207 respondents (58% + 19% = 77%) are not satisfied with the current official working hours.

It is clear from all the interviews that the respondents are not satisfied with the current official working hour. They expressed various concerns and frustrations regarding the inflexibility of the working hours and how it impacts their personal and family life. Many of them highlighted the challenges of balancing work responsibilities with family commitments, often resulting in conflicts and stress. Some respondents also mentioned feeling pressured to prioritize work over personal time, leading to a sense of dissatisfaction and burnout. Overall, there is a strong consensus among the interviewees that the current official working hours are not suitable for their personal and family needs.

Figure 4 official working hours to accommodate personal and family needs.



Source: Survey, 2024

At Tinaw floriculture farm employees respond about the sufficient flexibility in their working hours to accommodate personal and family needs. Bar chart 4 indicates that the majority of 162 or 60.2% strongly disagreed and 50 or 18.6% of respondents disagreed. This implies official working hours are not accommodating their personal and family need.

Based on the interview results, it is evident that the farm time management system is not suitable for the personal and family schedules of the respondents. The overwhelming majority of respondents expressed dissatisfaction with the current system, citing various challenges and limitations. These challenges include difficulties in balancing work and personal commitments, as well as disruptions to family routines and activities. Many respondents highlighted the need for a more flexible and accommodating time management system that aligns better with their personal and family priorities.

Table 7 working hours' can affect job performance and working over eight hours of respondent

The official working hours can affect on your overall job performance?			
		Frequency	Percent
Valid	strongly disagree	1	.4
	Disagree	15	5.6
	Undecided	12	4.5
	Agree	144	53.5
	strongly agree	97	36.1
	Total	269	100.0
If you are working over eight hours, do you receive extra payments for the extra hours			
		Frequency	Percent
Valid	strongly disagree	135	50.2
	Disagree	68	25.3
	Undecided	3	1.1
	Agree	60	22.3
	strongly agree	3	1.1
	Total	269	100.0

Source: Survey, 2024

Based on the Table 7 results, it appears that the majority of respondents (53.5%) agree that official working hours can affect their overall job performance. Additionally, 36.1% of respondents also agreed with this statement. The low percentages of respondents who strongly disagree (0.4%) or disagree (5.6%) suggest that most employees recognize the impact of working hours on their job performance, indicating a consensus on this issue.

Based on the survey results, it appears that a significant portion of respondents face issues with extra payment for working over eight hours. Specifically, 50.2% of respondents strongly disagree and 25.3% disagree that they receive extra payments for the extra hours worked.

This indicates a widespread problem with payment practices regarding overtime work. Employees are likely dissatisfied with the lack of compensation for the extra time and effort they put into their work beyond regular working hours. This can lead to feelings of unfair treatment and reduced motivation among employees.

According to the results of the interviews working over eight hours, receive extra payments for the extra hours in Tinaw floriculture farm. All interviewer claims that in some seasons we work over 12 hours per day but over time is calculated not per working hour they calculate how much we are pack number calculate one pack by 25 cents or how much are produce the number of flowers with minimum money. One respondent said that

"A disconnect between my work and my income. During the peak season, the maximum amount of money I can earn through overtime is 600 birr per month, which I feel is not a sufficient incentive to encourage me to work extra hours".

This limitation on earning potential through overtime has led to frustration among the respondents, as they feel that their hard work is not adequately rewarded. This sentiment is further exacerbated by the fact that the current official working hours do not align with their personal and family needs, making it difficult for them to justify working extra hours for such a limited financial gain.

4.4 Wage Levels and Benefits Provided to the Employees

The focus of this section is to assess the Tinaw floriculture wage level and benefits provided to the employee. Accordingly, the section begins with a description of employees satisfied with the overall compensation package. Following, salary reflects their skills, provides health insurance and retirement plans, information about employee benefits, salary is competitive compared to other industries, rewards for high performance, and about annual leave days are discussed. The views of managers of the farm and Woreda and zone officials on these key issues followed the responses of workers.

Table 8 satisfied the overall compensation package and salary reflects their skills of respondent

Are you satisfied with the overall compensation package, including salary, bonuses, and benefits?			
		Frequency	Percent
Valid	strongly disagree	198	73.6
	Disagree	38	14.1
	Agree	33	12.3
	Total	269	100.0
Do you feel that your salary reflects your skills, responsibilities, and contributions to the organization?			
		Frequency	Percent
Valid	strongly disagree	190	70.6
	Disagree	40	14.9
	Undecided	6	2.2
	Agree	33	12.3
	Total	269	100.0

Source: Survey, 2024

Table 8 showed that there was low satisfaction among respondents in their compensation package. 198 or 73.6 respondents were strongly disagreeing, 38 or 14.1% disagreed and 33 or 12.3% of respondents were agreed.

Additionally, results in interview Wages for employees were paid monthly 1700-2000 with an average daily rate of 65 birr in Tinaw floriculture farm. The lowest wage was 50 birr and was paid to temporary laborers who worked for short periods. According to (Nigatu, 2010), a similar or even lower monthly wage was paid to flower workers in Ethiopia that did not amount to a living wage. (Belwal, 2008) Reported that flower grower identified Ethiopia as an alternative market with its supply of cheap labor and tax incentives. Other studies on the wage of flower workers reported lower wages the majority of workers in the Ethiopian floriculture earned a daily wage between 0.83-1.25 USD (Worku, 2017).

Respondents claimed that with their wages, they found it difficult to cater to their necessities of housing, food, healthcare, transport, and clothing. The respondents mentioned over and over again that depending on wages from the flower farm is rarely enough for the whole month. A man who works in the spraying section explained that

"I have three children and I am always worried about how can supply their interest with this money, Two children start to go to school monthly I paid 600 birr for their school and monthly paid 800 birr for house rent. Because of my salary my wife is always not happy with our life I am stressed so much with this issue. I want to change this work because of the shortage of money".

Almost all the respondents confirmed that their income is not enough to meet basic household needs such as food and medical expenses and unable to securely make it through every month as they continue working long hours for low pay. Even though EHPEA codes of conduct stipulate that wages in flower farms should be sufficient to meet the basic needs of the workers, salaries in the horticulture sector remain low. In other studies findings wages are significantly below a living wage, leaving workers and their families with limited or no disposable income (Morgante, 2013). According to the information from the Decent Work Check website, the country has not signed the ILO conventions on minimum wage, regular pay, wage protection (ILO, Protection of Wages Convention 95, 1949), and overtime compensation (ILO, Hours of Work (Industry) Convention, 1919) and there is no minimum wage legislation in Ethiopia. (Ahmad, 2021).

In the course of interviews, participants disclosed that their pay has not kept up with the inflation of necessities, particularly food goods, over the last few years. A female employee in the greenhouse division clarified that

"I have been working this farm above 7 years because this farm is near to my house but my salary is not updated with today's market, The income I get is not sufficient to meet the minimum basic needs for my children because of this the children's are out of school and working in different daily work for support me in financially".

Based on the survey results, it's clear that a significant majority of respondents (70.6%) strongly disagree that their salary reflects their skills, responsibilities, and contributions to the organization. Additionally, 14.9% of respondents simply disagree with this statement.

This indicates a high level of dissatisfaction among employees regarding how their salary is perceived about their input and role within the organization. It suggests that there may be a perceived or actual disconnect between what employees feel they deserve based on their skills and contributions and what they are currently being compensated for.

Table 9 health insurance and retirement plans and information about employee benefits of respondent

The benefits provided by the company, such as health insurance and retirement plans, meet my needs.			
		Frequency	Percent
Valid	strongly disagree	162	60.2
	Disagree	70	26.0
	Undecided	1	.4
	Agree	36	13.4
	Total	269	100.0
Do you think the company communicates information about employee benefits?			
		Frequency	Percent
Valid	strongly disagree	125	46.5
	Disagree	97	36.1
	Undecided	2	.7
	Agree	45	16.7
	Total	269	100.0

Source: Survey, 2024

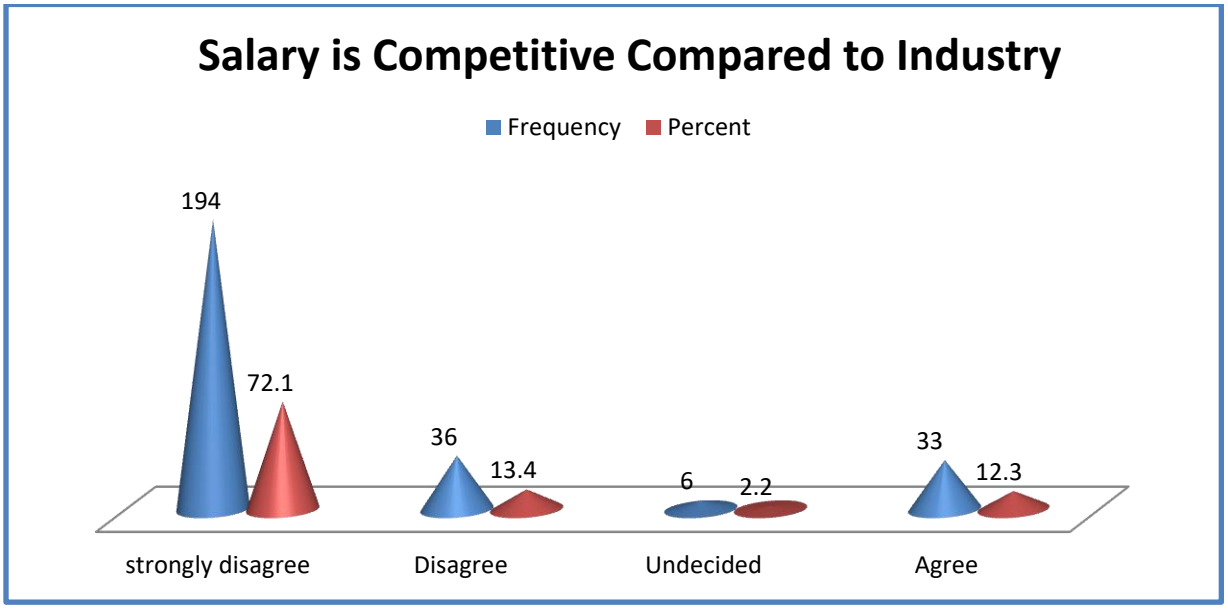
The results in Table 9 indicate that a total of the majority of respondents 162 or 60.2% strongly disagree, 70 or 26% disagree, based on the respondent's opinion the benefits provided by the company, such as health insurance and retirement plans, don’t meet employee needs.

According to interviews with the farm managers, the mentioned employment benefits and provisions were introduced over the last four years to comply with international standards. Accordingly, the farm introduced provisions such as annual leave, medical coverage, allowances, and peak season bonuses to improve Labour working conditions. The farm provided workers with a 2 birr lunch with some quality issues raised by the employee. There was also a transport service for those who commute.

In general, based on the questionnaire respondent and interviewer results indicated that not much was achieved when it comes to enforcing employment benefits and provisions stated in the country's labor law. This relates to the flexibility of the labor proclamation as well as lack of capacity at district level to monitor and enforce such benefits and provisions.

Employee responds their thinking about the company and communicates information about employee benefits. Table 9 indicates that the majority of 125 or 46.5% strongly disagreed and 97 or 36.1% of respondents disagreed. This implies that Tinaw floriculture farm management doesn't communicate to the employee about their benefit.

Figure 5 salary is competitive compared to industry standards



Source: Survey, 2024

Based on the data provided, indicated in Figure 5 a majority of employees do not believe their salary is competitive compared to industry standards. Here's a breakdown of the responses: 194 respondents or 72.1% strongly disagree that their salary is competitive. 36 respondents or 13.4% disagree that their salary is competitive. 6 respondents or 2.2% are neutral about their salary competitiveness. 33 respondents or 12.3% agree that their salary is competitive. The majority opinion is overwhelmingly negative, with almost 70% of respondents strongly disagreeing that their salary is competitive.

Table 10 rewards for high performance employee and annual leave days of respondents

Do you feel that the organization recognizes and rewards high performance through incentive and benefits?			
		Frequency	Percent
Valid	strongly disagree	186	69.1
	Disagree	41	15.2
	Undecided	9	3.3
	Agree	33	12.3
	Total	269	100.0
The organization provides an adequate number of annual leave days.			
		Frequency	Percent
Valid	strongly disagree	118	43.9
	Disagree	90	33.5
	Undecided	8	3.0
	Agree	49	18.2
	strongly agree	4	1.5
	Total	269	100.0

Source: Survey, 2024

Based on the data provided in Table 10, it appears that a majority of employees do not feel that the organization recognizes and rewards high performance through incentive and benefits. Here's a breakdown of the responses: 69.1% of respondents strongly disagree that the organization recognizes and rewards high performance through incentive and benefits. 15.2% of respondents disagree that the organization recognizes and rewards high performance through incentive and benefits. 3.3% of respondents were undecided about whether the organization recognizes and rewards high performance through incentive and benefits. 12.3% of respondents agree that the organization recognizes and rewards high performance through incentive and benefits.

(Kreitner, 2010), emphasize that an effective reward system should support individual development and prevent talented workers from departing the company. According to (Luthans, 2002), companies give prizes to their staff members to boost productivity and foster employee loyalty and retention. This supports the (Nadia, 2011) claim that workers will perform at their highest level if they believe their efforts will be recognized by the company.

Employees were also asked to rate and indicate their agreement level if they believe the organization provides an adequate number of annual leave days. As indicated in Table 10, 118 or 43.9% of the majority of respondents rated strongly disagree, 90(33.5%) rated disagree, 8(3%) rated neutral, (18.2%) responded agree and 1.5% strongly agree. In the study in Australia (Wooden, 2008) After restricting attention to employees likely to have entitlement to at least 4 weeks of paid annual leave, it is found that the mean number of days of leave taken per year is around 16 and that the majority of employees (63%) take less than 20. The incidence of annual leave-taking is found to vary positively with the number of usual weekly hours of work, but the size of this effect is small and weak.

According to the information from the farm management of Tinaw Floriculture farm, workers on permanent contracts were provided with legally mandated employment benefits and provisions such as a pension, paid annual leave, and four months of paid maternity leave. The maximum annual leave given was 21 days and the minimum was 14 days according to the number of years one has worked. In this regard, the flower farm confers to Ethiopian Labor Proclamation No.1156/2019 which states workers' right to periodic leaves with pay (FDRE, 2019).

4.5 Health and Safety Conditions

The focus of this section is to assess the conditions of occupational health and safety issues. Accordingly, the section begins with the opinion that health and safety conditions in their workplace are sufficient to protect employees. Following this, the organization prioritizes employee health, provides training for employees on basic safety procedures, and appropriate actions to address health and safety issues and personal protective equipment are discussed.

Table 11 health and safety conditions and employee well-being and health of respondents

I feel that the health and safety conditions in workplace are sufficient to protect employees			
		Frequency	Percent
Valid	strongly disagree	180	66.9
	Disagree	45	16.7
	Undecided	4	1.5
	Agree	40	14.9
	Total	269	100.0

Do you believe that your organization prioritizes employee well-being and health?			
		Frequency	Percent
Valid	strongly disagree	161	59.9
	Disagree	70	26.0
	Agree	38	14.1
	Total	269	100.0

Source: Survey, 2024

The finding in Table 11 indicates that a total of 180 or 66.9% strongly disagree, 45, or 16.7% disagree, 4, or 1.5% were undecided and 40 or 14.9% respondents agreed. The majority of respondents say the health and safety conditions in their workplace are not sufficient to protect employees.

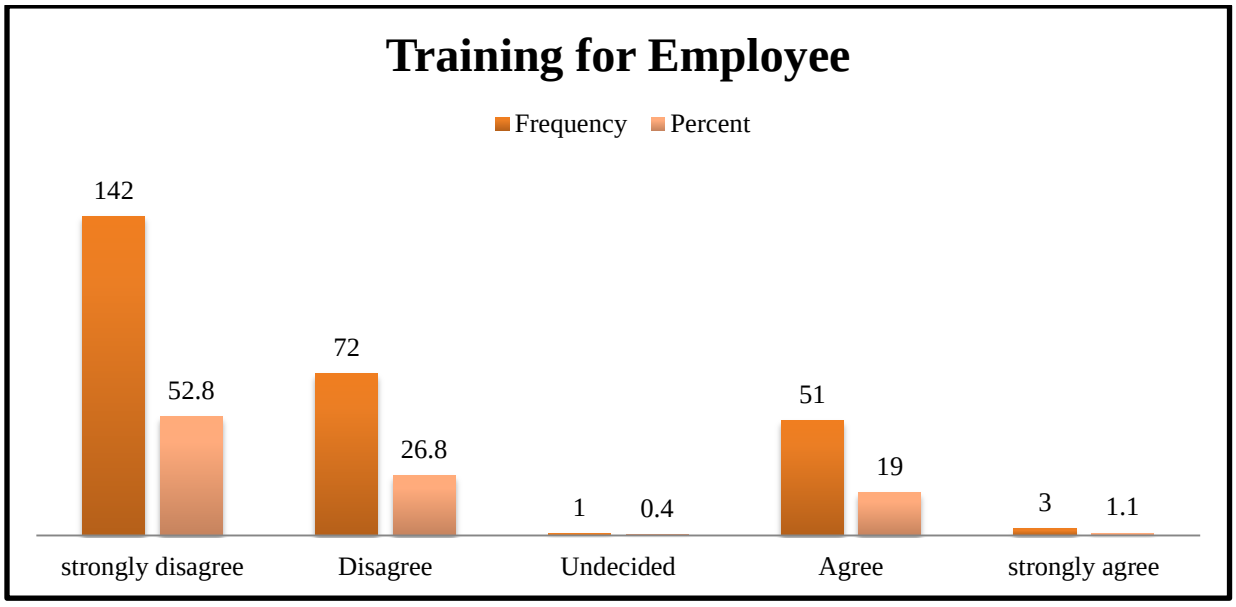
According to the interviewer, the farm provided permanent workers with access to health care. The farm agreed with the difference that government-owned clinics mainly provided health care for on-the-job injuries and emergency cases. The farm provides for the employees 65% of health care expenses and the farm provides supervisors and above team leaders share 75% of health care expenses, The Clinic is located in the farm compound but these provide only first aid. The results illustrate that even though flower farm-related access to health facilities; it was not adequate to ensure proper health care for workers and their families. Experiences from Kenya and Tanzania fair trade certified flower farms showed that they were required to provide workers and their families with access to proper treatment, medicine, and health education (Morgante, 2013).

Employee responds that they believe that the organization prioritizes employee well-being and health. Table 11 indicates that the majority of 161, or 59.9% strongly disagreed, 70, or 26% disagreed and 38 or 14.1% respondents agreed.

The majority (59.9%) of the respondents indicated that their organization doesn’t prioritize employee well-being and health. Additionally, the interviewer said their respective farm do not regularly check workers’ health conditions. Respondents said that the top priority of owners is not workers’ health but to reduce their production costs and increase their profit. From interviews with Woreda officials who were familiar with Labour working conditions of the farm, the conditions of occupational safety and health of their workers were described as poor. The

cost reductions have been applied primarily to the workforce, leading to labor rights violations, particularly occupational safety and health rights of workers.

Figure 6 training for employees on basic health and safety procedures of respondents



Source: Survey, 2024

The finding in Figure 6 indicates that a total of 142 or 52.8% strongly disagree, 72, or 26.8% disagree, 1 or 0.4% are undecided, 51 or 19% were agreed and 3 or 1.1% respondents are strongly agreed. The majority of respondents say the farm doesn't provide training for employees on basic health and safety procedures and emergency protocols.

The majority of the respondents indicated that their farm did not give training. As shown in chart 6, 79.6% of the respondents did not provide training for employees on basic health and safety procedures and emergency protocols. This implies that there is an urgent need to give workers proper health training focusing on precautionary measures designed to reduce workers' vulnerability to accidents and other health hazards.

During interviews with Tinaw floriculture farm workers, it became evident that the farm places a high focus on training related to our work type, recognizing that our skills may not be sufficient to produce high-quality products. However, almost all interviewees agreed that the farm does not provide training on health and safety issues. Only one respondent knows about the farm's established training department two years ago and he trained about health and safety issues for

half a day. In response to this concern, the farm manager, along with the zonal and woreda Labour and Social Affairs experts, would like to clarify that annual training is indeed prepared in collaboration with the farm and Labour and Social Affairs for all employees, particularly focusing on health and safety. This training is especially critical for spray workers.

Table 12 actions to address health and safety and personal protective equipment of respondents

The organization takes timely and appropriate actions to address health and safety as they arise.			
		Frequency	Percent
Valid	strongly disagree	141	52.4
	Disagree	84	31.2
	Undecided	5	1.9
	Agree	39	14.5
	Total	269	100.0
Do you use the necessary personal protective equipment			
		Frequency	Percent
Valid	strongly disagree	142	52.8
	Disagree	88	32.7
	Undecided	1	.4
	Agree	38	14.1
	Total	269	100.0

Source: Survey, 2024

The item in Table 12 indicated that 141 (52.4%) of the respondents strongly disagreed that they feel that the organization takes timely and appropriate actions to address health and safety issues as they arise.84 (31.2%) disagree, 1.9% were undecided and 14.5% of respondents were agree.

From the total respondents, the majority of employees do not use the necessary personal protective equipment. The results in Table 12 indicate that a total of 142 or 52.8% strongly disagree, 88, or 32.7% disagree, 0.4% undecided and 14.1% of respondents agree.

The majority of the respondents (85.5%) had inadequate provision of personal protective equipment. Most of the workers did not have the necessary personal protective equipment. Information from interviews also revealed that many workers had not given PPE and those who had PPE had not been trained in the use of PPE and its importance in protecting them from dangerous chemicals though having and using PPE properly is a preventive factor.

I have seen spray workers use PPE materials properly this implies their knowledge is better than other workers and the farm is giving proper PPE material to the spray workers the farm does not allow women are work in this class to protect their health and safety. If the employee in the spray class is not wearing the PPE the farm is making a legal decision but if pack house and greenhouse employees do not use PPE properly the farm is not measure legal decision this implies the farm is not concerned about their health and safety issues. Interviews with the farm manager claims that we purchase this material at a high cost and give it to the employee annually the employees are not using proper PPE materials. Despite such efforts, there was found to be a gap of knowledge among flower workers and the farm is not equally focused for all department employees.

4.6 Procedures for Submitting Complaints by Workers

This section presents findings about the procedures for submitting complaints by workers in the Tinaw floriculture farm. I adopted the following key issues: opinions on clarity and accessibility of the procedures; the organization takes complaints from workers seriously and addresses them promptly; feels comfortable submitting a complaint without fear of retaliation; procedures for submitting complaints are fair and unbiased and complaint leads to positive changes.

Table 13 procedures for submitting complaints and takes complaints seriously of respondent.

are you satisfied with the clarity and accessibility of the procedures for submitting complaints			
		Frequency	Percent
Valid	strongly disagree	145	53.9
	Disagree	82	30.5
	Undecided	11	4.1
	Agree	31	11.5
	Total	269	100.0
the organization takes complaints from workers seriously and addresses them promptly			
		Frequency	Percent
Valid	strongly disagree	168	62.5
	Disagree	68	25.3
	Agree	33	12.3
	Total	269	100.0

Source: Survey, 2024

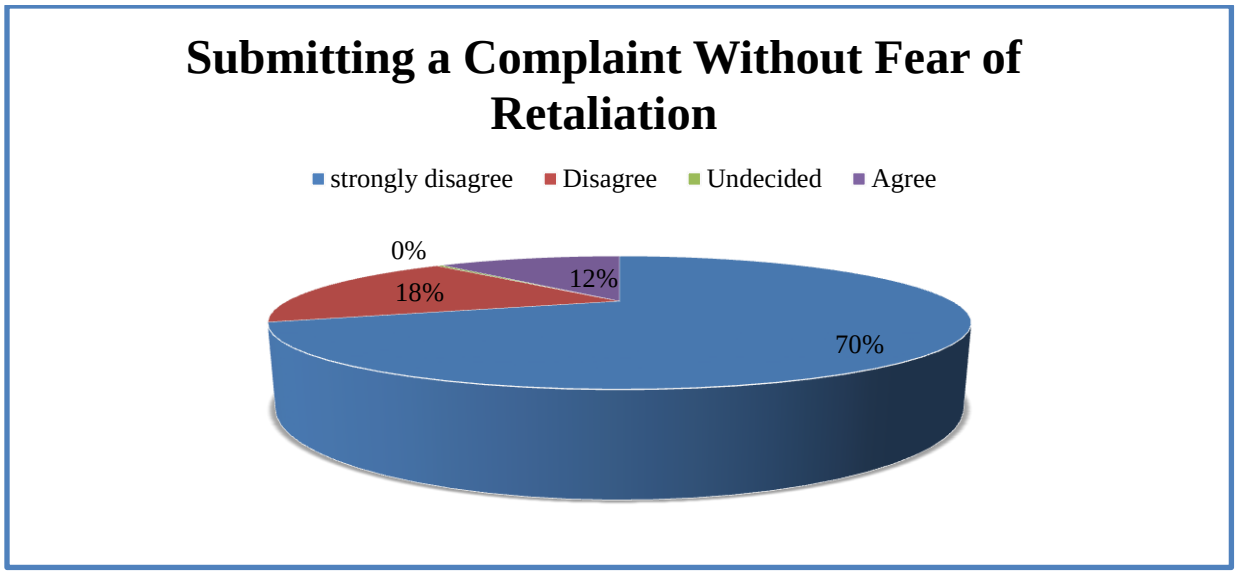
The item in Table 13 indicated that 145 (53.9%) of the respondents strongly disagree that they are satisfied with the clarity and accessibility of the procedures for submitting complaints.82 (30.5%) disagreed, 11 (4.1%) were undecided and 31 (11.5) respondents were agree.

Labor discontentment usually emerges from workers' dissatisfaction with the compensation they are paid for their labor, the conditions in which they are obliged to work, and the violation of their basic rights at workplaces. To address these problems, there needs to be a work relation system whereby the core workers' rights are being respected. As (Beza, 2013) states, labor relations can be managed effectively only when justice is ensured for both the employers and employees in the work relations system.

Tinaw Floriculture Farm established a formal grievance procedure committee at their workplace. However, the majority of employees do not know where are going so they complain. They fear going management of the office without the permission of supervisors. Majority of respondents said that they are not familiar with and supervisors do not forward their grievances to the administration as they do not want to be perceived as pro-workers by the administration.

The finding in Table 13 indicates that a total of 168 or 62.5% strongly disagree, 68, or 25.3% are disagreeing, and 33 or 12.3% respondents were agreed. The majority of respondents think the organization doesn't take complaints from workers seriously and addresses them promptly.

Figure 7 submitting a complaint without fear of retaliation



Source: Survey, 2024

The results in Figure 7 indicate that a total of the majority of respondents 70% strongly disagree, 18% disagree, and 12% agree. Based on the respondent's opinion they don't feel comfortable submitting a complaint. The above empirical result reveals that the workers of the farm lack clear grievance procedures to express their voices regarding matters that are negatively affecting their working lives. Subsequently, this is leaving them with little or no responses to their demands and interests.

According to the interviewer they face many challenges with supervisors they said no one hears their problems some friends are trying to tell the management about their compliance but do not fix their problems some lose their jobs illogically without procedures. The employees are highly feared of using their rights they think the supervisors are just spies for the organization because of this they don't use their rights.

Table 14 procedures for submitting complaints and submitting a complaint leads to positive changes of respondent

I believe that the procedures for submitting complaints are fair and unbiased.			
		Frequency	Percent
Valid	strongly disagree	179	66.5
	Disagree	55	20.4
	Undecided	3	1.1
	Agree	32	11.9
	Total	269	100.0
do you feel that submitting a complaint leads to positive changes or improvements in the workplace			
		Frequency	Percent
Valid	strongly disagree	174	64.7
	Disagree	68	25.3
	Undecided	3	1.1
	Agree	24	8.9
	Total	269	100.0

Source: Survey, 2024

The results in Table 14 indicate that a total of the majority of respondents 179 or 66.5% strongly disagree, 55 or 20.4% disagree, 1.1% is undecided and 11.9% agree. Based on the respondents opinion they believe that the procedures for submitting complaints are not fair and unbiased.

Some of the interviewed workers explained that workers might report to their fellow employees who are higher in their rank, the supervisors, or the production managers, but they never had the chance to forward their grievances to the people at the higher level of factory management.

The employee responds their thinking about submitting a complaint leads to positive changes or improvements in the workplace. Table 15 indicates that the majority of 174 or 64.7% strongly disagree, 68, or 25.3% respondents disagree, 1.1% are undecided and 8.9 agree. This implies that the employee doesn't feel submitting a complaint leads to positive changes or improvements in the workplace. The terrible wages are one of the leading reasons for the poor working conditions of the workers on the farm. Non-paid and forced overtime work is also becoming common practice on the farm.

As one of the interviewed workers puts it, workers pleaded with their production managers demanding an improvement in their wages, but the managers simply ignored their demands and told them to focus on improving their productivity.

As a result of this, the workers' demands are either not heard or simply ignored by their employers as well as the state agency, therefore, are left with two options; they either have to accept the current labor conditions or leave the farm jobs.

CHAPTER: FIVE

CONCLUSION AND RECOMMENDATION

5.1 Conclusion

Ethiopia's horticulture sector, especially the subsector that grows flowers, is expanding quickly. From an economic standpoint, the floriculture sector is essential to the nation's ability to realize its development goals, employing thousands of unemployed people directly and indirectly through the creation of jobs. Additionally, it helps the government raise tax and nontax money, build infrastructure, pay millions of dollars to Ethiopian Air Lines for product transportation, and support other development projects. On the other hand, in this sector employees are work with minimum-level working conditions. The main purpose of this study was to assess the Labour conditions on the Tinaw floriculture farm. This involved assessing the Labour working conditions practice of the farm against internationally and nationally accepted standards.

The research made clear that the Labour working conditions in the Tinaw floriculture farm were generally of poor quality. The finding presented different features that characterize the poor quality of the Labour working conditions of the employees on the farm. Among these were: terrible pay levels that did not match the human dignity of the employees, 89.2% of respondents did not use written employment contracts, still the state had no legal minimum wage to protect employees, and 87.7% of respondents were not satisfied with their salary amount, unfair working-time arrangement and overtime payments that violates the international and local standards, illogical dismissals without due procedures, poor health condition, occupational health and safety of floriculture employees which seems to be taken seriously 85.5% of respondents are not use personal protective equipment properly. The flower business is heavily dependent on chemicals and pesticides. Since floriculture workers are always exposed to these chemicals and pesticides the workers are facing health problems.

The study has also found that the grievance mechanism was almost absent on the farm. The employees are lacking the structure to voice their complaints in the prevailing employment relations within the farm. Due to this, the employees were mostly obliged to deal with their employers on an individual basis, which subsequently left them with little or no responses to their demands and interests. As a result, in Tinaw floriculture farm Labour proclamation implementation is very poor, official working hours and overtime job management procedures are unclear, wage levels are very low, lowly health and safety conditions, procedures for submitting complaints are not clear for the employee. So, immediate action needs to be taken to address these issues.

5.2 Recommendation

Based on results of this study, the following recommendations are forwarded:-

- Provide comprehensive orientation programs for all new employees, including information on the company's code of conduct, Labour Proclamation, and employee rights. Ensure that these programs are accessible and easy to understand, especially for workers with no prior formal employment experience.
- Advocate for the establishment and implementation of a minimum wage level in the country. This can include lobbying government officials, participating in public campaigns, and raising awareness about the importance of a minimum wage for workers' rights and economic stability.
- Review and potentially limit working hours to ensure that workers are not overworked and have time to engage in additional income-generating activities
- Implement rotational shift schedules during peak seasons to distribute the workload more evenly among workers and reduce the need for extended working hours.
- Ensure that workers are paid fair wages that are in line with the cost of living and that provide for basic needs such as food, housing, and healthcare.
- Introduce a fair system for calculating overtime pay based on the actual number of hours worked beyond the standard workday. This can help ensure that workers are compensated fairly for their extra effort.
- Ensure that the policies regarding overtime pay and productivity measurement are clear and transparent to all workers. This can help prevent misunderstandings and ensure that workers know how they are being compensated.
- Conduct regular training sessions to educate employees and management about the importance of employee health and safety. This can help create a culture that values and prioritizes employee health.
- Implement a formal grievance righted system where employees can raise concerns directly to management without fear of reprisal. Ensure that this system is transparent, accessible, and provides timely feedback to employees.

- Create a culture of open communication where employees feel comfortable expressing their concerns and ideas directly to supervisors and management. This can be facilitated through regular meetings, suggestion boxes, or anonymous feedback channels.

Lastly, the above recommendations on the Labour condition of Tinaw floriculture farm employees should be addressed by the farm managers, government, and non-governmental organizations. The implementation of the proposed recommendations will contribute to the empowerment and realization of Tinaw floriculture employees' rights in Ethiopian horticulture industries.

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Appendix 1: Questionnaire for Tinaw Floriculture Farm Employee

WOLKITE UNIVERSITY

SCHOOL OF GRADUATE STUDIES

MA in Development Planning and Management

Questionnaire for Tinaw Floriculture Farm Employee

This questionnaire is designed to gather relevant information for a research entitled 'Assessing the Labor Conditions in the Ethiopian Horticulture Industry: in the Case of Tinaw Floriculture Farm.' as partial fulfillment for the requirements of a master's degree. I kindly requests you to fill-in this questionnaire and provide the information that may be further required. I would also like to note that the information you provided will be confidential and used only for the purpose specified.

I would like to thank you for your cooperation in advance.

Direction: Read the following questions carefully and put a tick mark (√) in the box that best fits your response and provide short answers to the other questions.

Part I: General Information

1. Sex Male ☐ Female ☐

2. Age

A, < 20 ☐

B, 21-25 ☐

C, 26-30 ☐

D, 31-40 ☐

E, 41- 50 ☐

F, > 50 ☐

3. Marital statuses

A) Single ☐ C) Divorced ☐ B) Married ☐ D) Widowed ☐

4. Educational Status

A) Degree and Above ☐

B) Diploma ☐

C) High school ☐

D) Elementary ☐

E) Uneducated ☐

5. Years of Experience

1- 3 ☐ 4 - 6 ☐ 7- 9 ☐ >10 ☐

6. Pattern of employment

Permanent ☐ Temporary ☐

7. If you are working as a permanent employee, how much do you earn as a monthly salary?

_____

8. If you are working as a daily laborer, how much do you get per day?

_____

7. Residence

Urban ☐ Rural ☐

Part II: Labour proclamation of a country and their implementation Related Questionnaires

The scale given below will be applicable as Five-point scales ranging from “Strongly disagree” to “Strongly agree” that are: 1 = Strongly Disagree (SDA), 2 = Disagree (DA), 3 = Undecided (UD), 4 = Agree (A), 5 = Strongly Agree (SA)

Part II: Labour proclamation and implementation in your farm

No	Statement	SDA	DA	UD	A	SA
1	Do you well-informed about the Labour proclamation in our country Labour code					
2	Do you believe that the Labour proclamation in our country is effectively applied in the Tinaw floriculture farm?					
3	The Labour proclamation in our country provides adequate protection for Labour rights and freedoms.					
4	Are you confident in the fairness of the rules and regulation system in your farm?					
5	Based on Labour proclamation I Have signed employment agreement when I was employed?					

Part III: official working hours and overtime job management procedures Related Questionnaires

No	Statement	SDA	DA	UD	A	SA
1	The official working hours are reasonable and suitable for my job responsibilities.					
2	Are you satisfied with the current official working hours?					
3	I have sufficient flexibility in my official working hours to accommodate personal and family needs.					
4	The official working hours can affect on your overall job performance?					
5	If you are working over eight hours, do you receive extra payments for the extra hours					

Part IV: the wage levels and benefits Related Questionnaires.

No	Statement	SDA	DA	UD	A	SA
1	Are you satisfied with the overall compensation package, including salary, bonuses, and benefits?					
2	Do you feel that your salary reflects your skills, responsibilities, and contributions to the organization?					
3	The benefits provided by the company, such as health insurance and retirement plans, meet my needs.					
4	Do you think the company communicates information about employee benefits?					
5	I believe my salary is competitive compared to industry standards					
6	Do you feel that the organization recognizes and rewards high performance through incentive and benefits?					
7	The organization provides an adequate number of annual leave days.					

Part V: the impact of health and safety conditions Related Questionnaires.

No	Statement	SDA	DA	UD	A	SA
1	I feel that the health and safety conditions in our workplace are sufficient to protect employees					
2	Do you believe that your organization prioritizes employee well-being and health?					
3	The farm provides training for employees on basic health and safety procedures and emergency protocols.					
4	I feel that the organization takes timely and appropriate actions to address health and safety issues as they arise.					
5	Do you use the necessary personal protective equipment					

Part VI: procedures for submitting complaints by workers Related Questionnaires.

No	Statement	SDA	DA	UD	A	SA
1	are you satisfied with the clarity and accessibility of the procedures for submitting complaints					
2	the organization takes complaints from workers seriously and addresses them promptly					
3	I feel comfortable submitting a complaint without fear of retaliation					
4	I believe that the procedures for submitting complaints are fair and unbiased.					
5	do you feel that submitting a complaint leads to positive changes or improvements in the workplace					

Appendix 2: Semi-Structured Interview Guide Questions for Tinaw Floriculture Farm Employee

1. Background Information Informant code _____

Sex: ___ Age: ____Education Level: ____Family situation: _____ (Single, Married, Divorced)

	Family Size	Age	Education
M			
F			
Total			

1.1 how long has you worked in this company _____

2. Labour proclamation of a country and their implementation Issues

2.1 Have you heard about the Ethiopian Labour proclamation? If yes how did you know labor rights and duties?

2.2 How does the organization ensure that employees are adequately trained and informed about legal requirements relevant to their roles? Have you participated in any training programs or initiatives in this regard?

2.3 Can you explain your terms of employment and the process that you went through when you signed contract terms (if contract signed)? Do you have a copy of it now?

2.4 Do you have any information about Ethiopian government have prepared and implement minimum wage regulation in our country? Do you want implement minimum wage level in your organization?

3. **Official working hours and overtime job management**

3.1 average hours per week_____

3.2 How did you work affected your household time use?

3.3 What has been your experience with overtime in this organization? Can you share a specific instance where overtime was necessary, and how was it managed in terms of approval and compensation?

3.4 The organization provides adequate rest breaks and meal breaks for employees throughout the workday?

4. Wage levels and benefits

4.1 are you satisfied with your current compensation package, including salary and benefits?

4.2 do you feel the organization is transparent about its compensation policies and practices?

4.3 Have you ever participated in discussions or negotiations about your compensation within the organization?

4.4 From your perspective, how well do the organization support employees in terms of financial wellness, such as retirement plans, healthcare, or other financial benefits?

5. Health and safety conditions

5.1 Do you feel that the workplace is conducive to maintaining a safe and healthy environment in your farm?

5.2 In your opinion, what measures has the organization implemented to ensure the health and safety of employees? Can you provide examples of these measures in action?

5.3 How well do you think the organization communicates information about health and safety procedures and guidelines? Have you participated in any training programs related to workplace safety?

6. Procedures for submitting complaints by workers

6.1 In your experience, have you ever had to submit a complaint or observed a colleague doing so? Can you share the circumstances, and how was the process handled?

6.2 do you feel the organization is transparent about the complaint submission process? Are the procedures clearly communicated, and do employees feel comfortable using them?

Appendix 3: Semi-Structured Interview Guide Questions for Tinaw Floriculture Farm Manager and Key informants

1. How many years have you been in this organization? _____

2. What is your area of responsibilities in this organization? _____

2. Labour proclamation of a country and their implementation Issues

2.1 Does your farm give signed employment contract for workers?

2.2 Are there any government programs or initiatives that support about country Labour code for your organization?

2.3 How do you ensure that your farm operations are work based on with these Labour proclamation?

3. Official working hours and overtime job management

3.1 Can you provide an overview of the standard working hours for employees on your farm? How are regular working hours communicated to the staff?

3.2 How is the approval process structured for overtime work? Who is responsible for authorizing overtime hours?

4. Wage levels and benefits

4.1 Can you provide an overview of the current wage structure for employees on the Tinaw floriculture farm?

4.2 How your organization determined the wage level, and is there different rates for various roles or skill levels?

4.3 What types of benefits are offered to employees on the horticulture farm (e.g., health insurance, retirement plans, etc.)?

4.4 Is there a regular schedule for reviewing and potentially adjusting wage levels on the Tinaw floriculture farm?

5. Health and safety conditions

5.1 How are potential hazards identified and assessed on the farm? Are there regular risk assessments conducted, especially in high-risk areas?

5.2 What training programs are in place to ensure that employees are aware of safety procedures and protocols?

5.3 What types of PPE are provided to employees, and how is their usage enforced?

6. Procedures for submitting complaints by workers

6.1 Can you describe the channels in place for workers to submit complaints or raise concerns on the Tinaw floriculture farm?

6.2 Is there an option for workers to submit complaints anonymously if they feel uncomfortable revealing their identity?

Appendix 4: Semi-Structured Interview Guide Questions for Labour and Social Affairs Office Expert

1. How many years have you been in this office? _____

2. What is your area of responsibilities in this office? _____

2. Labour proclamation of a country and their implementation Issues

2.1 What mechanisms are in place for monitoring horticulture farms to ensure compliance with labor laws?

2.2 How does the government collaborate with industry stakeholders, including Tinaw floriculture farm managers, to enhance compliance with labor laws? Are there regular forums for dialogue and feedback?

2.3 How does the government ensure that Tinaw floriculture farm workers are educated about their rights under labor laws?

3. Official working hours and overtime job management

3.1 How does the government collaborate with Tinaw floriculture farm managers, to ensure adherence to official working hours and overtime regulations? Are there forums for ongoing dialogue and feedback?

3.2 How does the government facilitate mechanisms for horticulture farm workers to submit complaints regarding violations of official working hours or overtime regulations? What steps are taken to protect workers who raise concerns?

4. Wage levels and benefits

4.1 What mechanisms are in place for the government to monitor and enforce compliance with wage and benefit regulations in Tinaw floriculture farms?

4.2 How does the government ensure that Tinaw floriculture farm workers receive fair and timely compensation, including overtime pay and benefits? Are there measures in place to prevent exploitation or unfair labor practices?

5. Health and safety conditions

5.1 What mechanisms are in place for the government to monitor Tinaw floriculture farms to ensure compliance with health and safety laws?

6. Procedures for submitting complaints by workers

6.1 If the Tinaw floriculture farm employee is not satisfying the organization feedback for their complaints and they are coming for your office if you receive their complaints properly? And how can resolve complaints?

Appendix 5: Photo 1: Tinaw Floriculture Farm Worker Prepare the Land to Plant Seeds



Appendix 6: Photo 2: Tinaw Farm Laborer in Floriculture Harvesting Rose Flowers



Appendix 7 Reliability Statistics

Statement	Cronbach's Alpha	No of Items
Labour proclamation and implementation	.906	5
official working hours and overtime job management procedures	.771	5
Wage Levels and Benefits Provided to the Employees	.935	7
Health and Safety Conditions	.903	5
Procedures for Submitting Complaints by Workers	.914	5
Total	.803	27