

**National Federation of Farm Plantation Fishery Agro
Industry Trade Union (NFFPFATU)**

*Action research report on Workers' conditions and industrial
relations
in the Ethiopia horticulture sectors*

CONDUCTED BY

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ABBREVIATIONS

NFA	National Flower Alliance
EHSC	Ethio-Horti-share Company
EDB	Development Bank of Ethiopia
EIA	Ethiopia Investment Authority
CBA	Collective Bargaining Agreements
CETU	Confederation of Ethiopia Trade Union
EHDA	Ethiopia Horticulture Development Agency
EHPEA	Ethiopian Horticulture Producers and Exporters Association
EWLA	Ethiopian Women Lawyers Association
FFP	Fair Flower Plant
WWC	Women worker committee
ICC	International Code of Conduct
ILO	International Labour Organization
MoARD	Ministry of Agriculture and Rural Development
MoLSA	Ministry of Agriculture and Rural Development
MoTI	Ministry of Trade and Industry
NBE	National Bank of Ethiopia
NFA	National Flower Alliance
NFFPFATU	National Federation of Farm, Plantation and Fishery and Agro Industry Trade Unions of Ethiopia.
PPE	Personal Protective Equipment
OHS	Occupational Health and Safety
WWW	Women Working Worldwide
UWEA	Uganda Workers Education Association
TPAWU	Tanzania Plantation and Agriculture Workers Union

Introduction

Ethiopia is a land of opportunity for the production of flowers, fruits, vegetables and herbs for the export market. The country is located in the horn of Africa, lying on north of the equator at altitudes between 500-3,000 meters with land suitable agro-climatic zones for various horticultural crops: More than half of the country has a highland climate (1500 meters above sea level).

The horticulture industry is one of the top foreign exchange earners and it has shown an extremely dramatic growth in Ethiopia. Out of the export earnings generated, the country's horticulture potential is believed to be quite substantial. The horticulture export industry has been growing rapidly and forms an important element in the country's efforts to expand and diversify the sector, raise export earnings and generate employment since government is offering decent attention to the industry to promote sustainable large scale horticulture investments.

The amount of flower products exported from Ethiopia is currently at a minimal with respect to the international market demand. However, the competitive edge gained by Ethiopian cut flowers especially roses in European markets has attracted several stakeholders. For that matter the sectors' expansion has gone so rapidly.

The floriculture sub-sector had started growing fast from about 300, 000 USA in 2001 to 104 million in 2006. The annual foreign exchange income in 2009/2010 fiscal year from floriculture alone is around 160 million USD. In the year 2009/2010, flower is one of the top five foreign exchanging commodities.

Recently, the horticulture industry plays an important role in the economic development of the country, therefore, it would be necessary to assess the performance of the industry in light of the benefits it gives and the problems encountered the sector.

In the most horticulture sector has been less concerned with the poor labour conditions over the last few years, especially on the women workers who embrace the majority of the workforce 70-80%.

1.1.Executive Summary

The horticulture industry now plays a major role in Ethiopian economic growth by means of spectacular growth of the export horticulture sector has brought with it increased attention to the industry's social and environmental impacts to facilitate the ongoing sustainable development of the sector.

The Action Research examines working conditions and industrial relations in the Ethiopia horticulture sector. Especially the experiences of women who comprise the majority of the workforce.

The study was commissioned as part of the project 'Developing Strategies for Change for Women in African Horticulture'. The three year project was implemented by National Federation of Farm Plantation Fishery Agro Industry Trade Union (NFFPFATU) in the horticulture sector in Ethiopia in collaboration with Women Working Worldwide (WWW) with sponsorship by Comic Relief for improving women workers lives in the horticulture farms through implementing strategies that will enable them to claim their rights. This project was at the same time implemented by three countries that include National Federation of Farm Plantation Fishery Agro Industry Trade Union (NFFPFATU), Tanzania Plantation and Agriculture Workers Union (TPAWU) and the Uganda Workers Education Association (UWEA). The project activities included - training for workers to build their capacity, research to documenting on work conditions and advocacy campaign to improve work conditions.

The project findings are intended to help women 70-80% who are the majority workforce (70-80%) in the horticulture sector in Ethiopia to improve their lives and to maintain their social security in the workplace. The following summary presents the key findings of the study:

Data relevant to the study were collected from both primary and secondary sources. The primary sources data were collected sample from eight horticulture farmers on 394 workers (female and male). 52 members of staff including managements, supervisors, trade union leaders, administrators, women workers committees and spray workers were selected randomly for the study. A sample from which data was generated and out of 394 workers 71% of workers were females.

SUMMARY OF FINDING

Finding:-

Employment Security: Security of employment was a major concern for all horticulture workers in the sample interviewed for this research, especially for women workers. While many employers in the study have started to issue more permanent contracts, and shift seasonal and casual workers to permanent employment; 86.1% of the sample workforce are permanent workers, 12.5% casual and 1.4% seasonal on the sample farms. This study demonstrates that on the sample farms the majority of the workers were permanent. On the other hand, non-permanent workers often do not have written contracts.

Freedom of Association: Union activity is dispirited in most of farms. However all workers have the right to join the trade union, including non-permanent workers. According to workers reports, several employers indirectly discourage a continuous interaction between union leadership and its memberships through termination and offering good position in order to be motionless their activities.

Workforce Characteristics: In most of farms, female workers comprise the majority of the workforce average 71.5%. The majority of workers in farms were employed on a standard terms contract or temporary for 45 days probation period subsequently changed to permanent. The majority of labour force in the farms was aged 20-25 years. The proportion of non-married or single workers is higher than married.

Also among the total samples workers 4.3% female and 2.8% male are living with HIV positive.

Collective Bargaining Agreement: Collective bargaining is the very important in order to address the plight of workers in the industry. Five out of eight farms (62.5%) have collective bargaining agreement.

Farm Characteristics: Samples farms have an average of 160.3 hectares of horticulture production. The size of actual green house has been expanded in all farms. However, in most of

farm numbers of workforces were not proportional with the farm size or hectare. The farms product were dominated by roses. Most of the farms are foreign owned. All farms exported in to Europe market particular in Holland market by auction and direct market. Some products are also being exported to non-European markets such as Russia, Japan, and Jeddah.

Working Hour & Overtime: According to farm management, working hours comply with applicable law and industry standards which is formal workers working hour is 8 hour per day, 48 hours per a weak. However workers complained that overtime is habitually compulsory and infrequently exceeds the maximum hours set out in national law during public holidays, on some events and when additional order or amend come from customers.

Provision of Facilities: In all sample farms, workers have got access to potable water in their workplaces and these facilities were seen to be adequately clean. However, two out of eight farms had organized transport facility to their workers and two out of eight farms grant money to their workers as a replacement for transport service and the rest four of eight of farms do not provide transport service to their workers but only for their staff. As a result the largest parts of workers travel to and from job walking due to that several pregnant workers have quit their job. In addition, female sanitary facilities are available in six out of eight farms. However, in most farms soap was providing only for chemical workers and sprayer. Moreover, restrooms for pregnant workers were not provided in all farms and also there were no childcare facilities in any of the sample farms.

Wage & Benefits: The wages paid by horticulture industries are varying from farm to farm and among workers it depends on the experience and length of working period. According to workers reported that there was no variation in wages earned between male and female workers for equal work. However, sprayers and cold store workers are earning more than other workers due to an allowance being paid. Majority of workers earned a salary an average 14.5birr (0.9\$US) per day. 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.

Leave: All eight sample farms were offered annual leave with payment for most of their workers (permanent & fixed term workers). However, there are problems with workers having their annual leave delayed. While eight farms offer paid weekly leave for all workers (permanent casual and seasonal) & fixed term workers. Almost all workers enjoy the benefits of paid sick-leave so far as workers should present an officially demonstrable certificate. According to all female respondents had 3 month maternity leave and most of farms offer union leave.

Health and Safety: There have been significant improvements in the health and safety practices of companies. Workers on most farms were provided with PPE within 3 or 6 month interval for the most part sprayer, chemical mixer, chemical storekeeper, harvester and packer. The most common PPE comprise respirators, goggles, spray suit, gloves and dust-coat. Nonetheless, sometimes workers are not getting PPE regularly. According to visited workers, they don't like to wear their PPE due to feel uncomfortable. Six out of eight farms workers had a health and safety officer on their work place as well as workers and management joint health and safety committee. Five out of eight farms had health and safety policy. Majority of farms provided with medical care and first aid for occupational illnesses and injuries. Most of farms are organized awareness rising for their workers particularly, on production, efficiency, health and safety, HIV/AIDS and safe use and handling of chemicals. With regard to medical check-up - blood enzyme test spray workers, chemical store and chemical mixer are sent for the check-up with frequency of the check up from 3 months to 6 months.

Workers Educational: According to respondent 0.4% workers had degree holder, 6.6% diploma, 9.2% grade twelve complete, 29.1% grade ten complete, and below grade ten 50.6% and 4.1% uneducated were workers education level in the sample farms. Majority of workers had attained primary & secondary school education.

Codes of Conducts: Six out of eight farms had adopted EHPEA codes of practice, with the MPS and EHPEA Code of Practice being the overriding in the most farms. In one case a farm

was found adopting fair trade code and two of the farms are on processing to adopt EHPEA code of practice. Company that adopted EHPEA code practice has got training on health.

Maternity Protection: All women workers were entitled to pay maternity leave with lawful 90 working days. Breastfeeding time was only available on two farms for 1 hour. However, restrooms for pregnant women workers not provided in all farms.

Environment Protection: According to management information, most of the farms had environmental policy. They have taken measures on environmental protection through planting, dumping poison containers in the hole and burn, using biological crop protection, compost for rubbish in the company, by using proper drainage systems etc.

Training: According to the workers' interviews, 43.1% of workers obtained training opportunities. However horticulture workers not work for prolonged period in one the farm.

Grievance Handling: Conflict within all farms is expected with the intention that NFFPFATU has been using the effective analysis skills to describe the conflict accurately in order to generate alternative solutions through solving difficult workers and employer related problems. Conflict is handled significantly among trade union leaders and management with trade union leaders and trade union leaders with the federation.

Sexual Harassment: Six out of eight farms had specific policies on the verbal and physical abuse and sexual harassment with the intention of preventing sexual harassment. 86.7% workers revealed that sexual harassment had not occurred in their workplace but irregularly it takes place outside of the companies during workers back to their home from overtime. 13.3% workers mentioned that harassment had taken place in their work place such as unwanted touch, unwelcome comments and banter, scratching etc. Management felt that rates were low because they had taken strong action.

SECTION ONE:

1. OVER ALL STUDY AND METHODOLOGIES

1.2. Research Aim and Methodology

The study aims to assess the working conditions and industrial relations in Ethiopia, the research studies on the overall state of affairs workers with horticulture industrial relation.

The research has aimed to document the working conditions and industrial relations on horticulture industry in Ethiopia, workers rights embodied in both company codes and national law and companies in working in supply chains.

Data relevant to the study was collected from both primary and secondary sources. The primary sources data were collected from a sample of eight horticulture farmers from 394 workers (female and male). 52 members of staff including managements, supervisors, trade union leaders, administrators, women workers committees and spray workers were selected randomly for the study. A sample from which data was generated and out of 394 workers 71% of workers were females.

The secondary sources of information included published and unpublished information about the horticulture industry in Ethiopia and the study areas in general such information was collected from district Holleta, Ziway and Sebeta.

Moreover, the study used both qualitative and quantitative approach to data collection, the most dominant methods included; giving out questionnaires, documentary analyses, observations, focus group discussions, interviews made with women and men workers, trade union leadership, supervisor, managements, administration, women workers committees and stakeholders. For the most part of these methods were useful in terms of generating relevant information required by the study.

The findings of the research were verified by the respondents through a feedback workshop, which was organised for that purpose.

1.3. Research area and sample

The study carried out in eight horticulture farms (7 cut flower and 1 vegetable and rose). These were; *A Flower, Ethio Agri-ceft , AQ Roses, ET Highland Flora, Ethio Dream, Herburg Roses, Lafto Roses and Top Flower.*



A map of Ethiopia showing the area of study.

Objectives of study

- To examine the labour conditions particularly of women workers in the horticulture industry.
- To examine the horticulture production contribution to the national economy
- To examine the horticulture industry condition in Ethiopia.
- To access the existing labour practices in the floriculture sector and identify decent work deficits based on an in depth review of the current practices.

1.4. Limitation of Study

During the study there was encounter the following challenge:

- In particular, no publicized representative study at the national level could be traced.
- It was tricky to gather the data since the respondents (workers) were on duty and also interviews were extensively time demanding for data collectors to access respondents for that matter, there was shortage of time during interview with workers.
- Most respondents did not return the questionnaire on time and misplaced with the questioners.

Scope of the research

The research conducted on the eight farms and the areas were from district Holleta, Ziway and Sebeta .The research was focused on the following issues but not limited to:

- Number, average sizes and ownership of the horticulture farms?
- What are the labour issues and working conditions including maternity provision, employment security, wages, working hours and overtime... etc?
- What are the challenges of the workers in the horticulture industry?
- What sort of code of conduct applied by the horticulture industry?

STRUCTURE OF THE REPORT

The report is separated into four main sections:

Section One: presents over all study and methodologies.

Section Two: background and information.

Section Three: case of the study sample of workers in the horticulture industries.

Section Four: stakeholder roles in the horticulture industries.

Section Five: conclusions and recommendations.

Section 2: Background information and introduction

2. Introduction

This research report is the main activities in the project ‘**Developing Strategies for Change for Women Workers in African Horticulture**’, which is implemented by NFFPFATU in collaboration with Women Working Worldwide funded by Comic Relief. The project was implemented in partnership with Tanzanian Plantation and Agricultural Workers Union (TPAWU) and Uganda Workers Education Association (UWEA). The aim of project is to improve the lives of horticulture workers in general and in particular women workers by implementing the project that will enable them to claim their rights as workers. The project deals with three basic activities - training for workers on labour and women’s rights, research to document workers conditions and an advocacy programme to address workers concerns.

As a result, over the last three years there have been a number of positive changes in working conditions.

2.2. Background of NFFPFATU

National Federation of Farm, Plantation Fishery Agro Industry Trade Union (NFFPFATU) is the principal union representing workers in the different agricultural sector and also one of largest federation from nine federation of the confederation of Ethiopian trade unions. It was re- authenticated by the pertinent government authority, minister of labor and social affairs (MOLSA) in December 25 (1993) in accordance with the labour proclamation No 42/93. Moreover, the NFFPFATU has more than 150 union members from different Agricultural sectors including the horticulture industry.

The objectives of the Federation:

- Organize workers and strengthen the unity of those organized.

- Strive for the establishment of good relationships between employees and employers and their organization.
- To protect members' rights and benefits based on the principles of natural justice and human rights.
- To generate strong and healthy relations among the union.
- To create peace and develop profit and profitability in the industry.
- .Represent members in the labour disputes.
- To create industrial peace and company profitability.

Mission

To enhance the activities of training, conduct research and organise non-organised workers that address workers needs, advocate and network with the government, employers, Non Governmental Organizations (NGOs), and others stakeholders on matters of development.

2.3. Ethiopia Cut Flower industry

The cut flower industry in Ethiopia started in 1995, since it is one income for country the horticulture industry has developing also it located mainly in the highlands and rift valley region.

Ethiopia horticulture industry has grown consistently since early 2002. Currently, Ethiopia has around 132 farms that are operational among vegetable, fruit, flower, cutting and herbs. Ethiopia has favorable climate, vast land abundant water resources and labour. Moreover, the sector is the third largest source of foreign currency, next to coffee and oil seed in providing employment to an estimated 50,000-60,000 workers and indirectly benefiting over 200,000 people.

Land size is also expanding every year, where in May 2010, land used for floriculture is 1,490 hectares where in 2004 it was only 150 hectares.

Furthermore, the largest proportion of Ethiopia horticulture products are exported mainly to Europe, mainly Holland, German and UK but as well to Scandinavia, Russia, Japan and

Middle East countries. As a result, Holland is the leading destination. Most of the farms are owned by foreigners.

Horticulture industries are produced in different part of Ethiopia area which are highland and rift valley in highland area include Holleta, Sebeta, Menagesha and rift valley encompasses Ziway, Koka, Debrezeit), Ethiopia has various varieties of flowers in production and the main production season is October - May. In addition, the horticulture industry requires a small area of land and it provides employment opportunities especially for women as the major operations in horticulture farms are mainly performed by women workers.

IFLOWER SECTOR PERFORMANCE (1997-2002)

Year	Land size developed (ha)	Quantity (in million stems)	Value (in million USD)
1997	150	83.00	12.60
1998	345	186.45	21.97
1999	645	478.04	63.60
2000	922	1,021.52	111.70
2001	1,240	1,294.97	130.71
2002	1,306	1,636.72	170.20

Table 1. Share of Value from all export items in 2002

II- Vegetable, Fruit and Herbs

Year	Land size developed (ha)	Quantity (thousands ton)	Value (million USD)
1997	-	37.65	15.95
1998	-	34.55	12.74
1999	-	42.08	16.95
2000	1,123.5	41.12	18.53
2001	1,665	39.83	17.41
2002	1,841	66.41	31.86

Table 2 Share of Value from all export items in 2002

2.4. Opportunities For Ethiopia Horticulture Industry

Ethiopia has a great opportunity in the horticulture industry mainly because of its geographical and natural advantages. The following major opportunities the sector takes advantage of:

I. Availability of land:

The total land area of Ethiopia is 111.5 million hectares of which 66 % (73.6 million hectares) is suitable for agriculture while only 22% (16.5 million has been utilized for crop production) prerequisites for land acquisition are simple and requires project profile, bank letter, investment certificate (for foreigners or joint ventures).

II. Suitable Agro –ecology

Ethiopia gifted with diversified agro-ecology, offers an opportunity to produce in different ecological zones. It has various climatic zones, having a temperature of 0⁰ in the highlands to 45⁰ in the low lands rainfall distribution of 100mm to 2,800mm and altitudes of 1,500-2.300m above sea level.

III. Availability of labour force

Ethiopia is one of the top three countries in Africa with the greatest population size and large population size can be taken as source of manpower also as a potential high domestic market for the horticulture industry.

IV. Proximity to major Horticulture markets

The geographical location of the country along with its proximity and fair transport cost to the Middle East and Europe give Ethiopia a good marketing opportunity. The products can reach the markets in a relatively shorter period of time, having cheaper transportation costs than most other flower producing African and Latin American countries.

Country	Value in millions of USA							
	2006/07	Percent share	2007/08	Percent share	2008/09	Percent share	2009/10	Percent share
Netherlands	38.27	60.16	85.8	76.13	106.9	81.25	143.27	84.18
Germany	14.5	22.9	12.28	10.99	12.56	9.61	12.94	7.60
USA	2.49	3.91	3.56	3.19	3.39	2.59	1.62	0.95
UK	2.51	3.95	2.42	2.17	0.85	0.65	0.79	0.46
Others	6.29	9.89	8.42	7.53	7.7	5.89	11.57	6.80
Total	63.61	100	111.76	100	130.69	100	170.19	100

Table 3. Ethiopia's horticulture by destination

V. Financial support

Ethiopia's industrial development strategy highly encourages investors engaged in the production and export of agricultural products. The government has allocated a substantial amount of finance for investors intending to export flowers. They can apply for loan up to 70% of their investment. However, to start with minimum initial capital of US\$ 100,000 is required from a foreign investor and US\$ 60,000 for joint projects (that have a local investor as a partner). For further support the special loan is provided through the development Bank of Ethiopia at a favorable interest rate (7.5%) with a maximum repayment period of ten years supplemented by a grace period of three years.

VI. Incentives

The major incentives offered by the government of Ethiopia in support of horticulture industry:

- 100% exception in customs duties on horticulture related imports and transfer of such imports to another investor enjoying similar privileges.

- Duty free imports of inputs with provisional permission to import nationally unregistered inputs.
- Exemption from export tax and all other taxes levied on export products and services.
- Tax free transfer of funds for a foreign investor and an investment guarantee.

VII. Potential domestic market

Although the absence of a strong domestic market can be considered as a barrier, the potential of realizing a good domestic market can be seen as an opportunity, particularly when the domestic horticulture market in Ethiopia is on the rise

2.5. Codes in the Ethiopia Horticulture Industry

The major objective of the code of practice is to provide a mechanism that enables the Ethiopian horticulture sectors to achieve the highest performance standards by continuous improvement in overall performance and competitive position in the market, minimising vulnerability of workers and natural resources, the welfare of employees and protection of the environment. Sustainable development and increasing competitiveness of horticulture products in both internal and external markets in order to develop the exports of horticultural products with the intention of produced under socially and environmentally sustainable conditions were also objectives.

Moreover, a number of schemes to regulate the industry exist in Ethiopia and the schemes are dominated by buyer or sector codes of conduct and labels such as MPS, ICC, FFP and Fair trade.

In 2007 the Ethiopian Horticulture Producer Exporters Association (EHPEA) took responsibility for the development and management of the code of practice for export horticulture sectors.

The code aims to guarantee that flowers have been produced under socially and environmentally sustainable conditions also the code provides a concise statement of minimum labour, human rights and environmental standards for the international horticulture industry.

The company pledges to observe the core ILO standards, the universal human rights standards and basic environmental standards, which are the base for the code.

Moreover, ICC is one of supportive codes to the workers in general and in particular to the women workers as it contribute to realization of their rights;

The Code consists in the following points:

1. Freedom of association and collective bargaining
2. Equality of treatment
3. Living wages
4. Working hours
5. Health and safety
6. Pesticides and chemical
7. Security of employment
8. Child labour is not used
9. No forced labour

Code of practice focuses on three interrelated issues as shown below in the diagram:

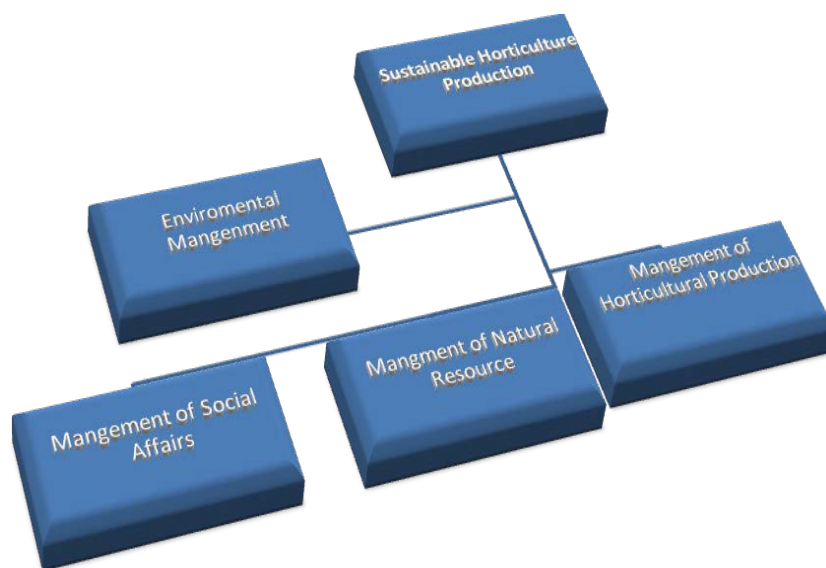


Fig 1: Code of practice structure

Section 3: Case of the study sample of workers in the horticulture industries

This section presents findings from the action research based on the study objectives. The research findings are presented following the structuring of the study including assessment of working conditions on the horticulture industry.

Findings:

3.1. Workforce structure:

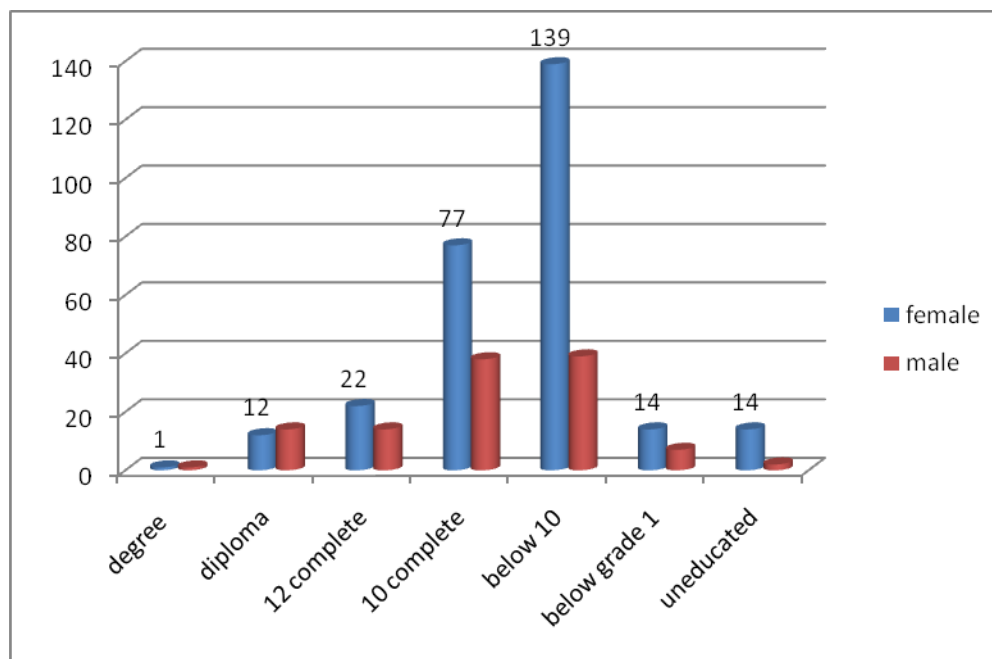
3.1.1. Sex composition

Observation derived from the table below: the majority of the workers are females for all the farms. Women constituted on average 71.5% of the total work force on each farm and males 28.5%. In accordance with workers interviews 4.3% female and 2.8% male workers are living with HIV.

Table 4.sex composition

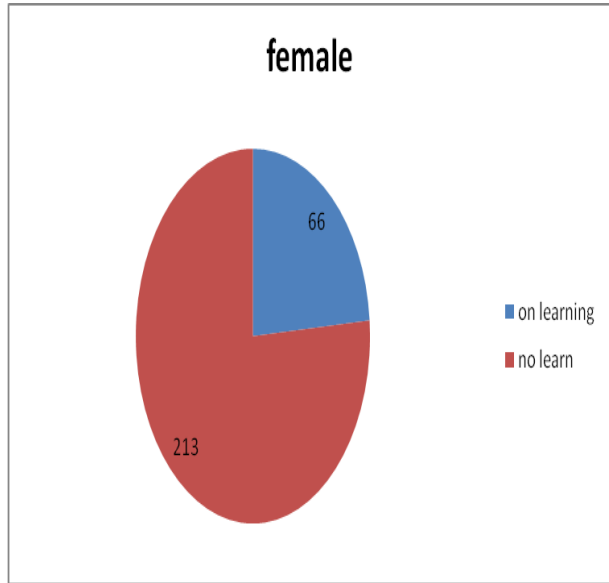
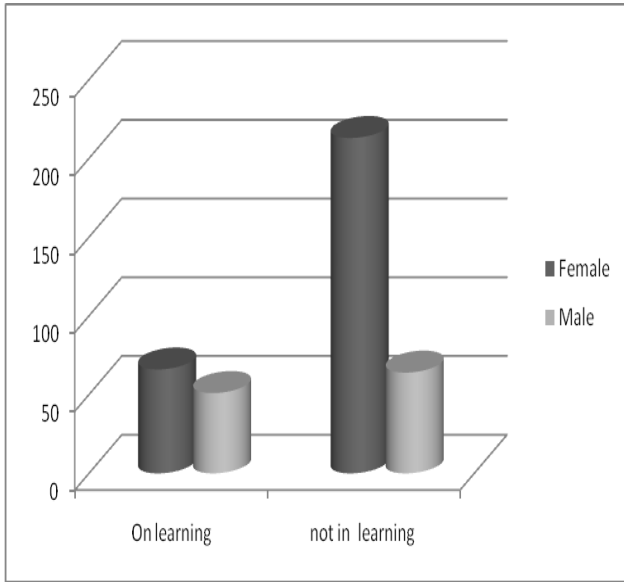
Farm	Total No. of workers	Female	percentage	Male	percentage	Total Percentage
Farm 1	131	114	87.0%	17	13%	100%
Farm 2	257	172	66.9%	85	33.1%	100%
Farm 3	1298	967	74.5%	331	25.5%	100%
Farm 4	384	298	77.6%	86	22.4%	100%
Farm 5	305	174	57.0%	131	43%	100%
Farm 6	1157	788	68.1%	369	31.9%	100%
Farm 7	360	264	73.3%	96	26.7%	100%
Farm 8	80	64	80	16	20%	100%
Total	3972	2841	71.5%	1131	28.5%	100%

3.1.2. Educational level: According to respondent 0.4% workers have a degree, 6.6% diploma, 9.2% grade twelve complete, 29.1% grade ten complete, and below grade ten 50.6% and 4.1% uneducated were workers education level in the sample farms. Majority of workers had attained primary & secondary school education.



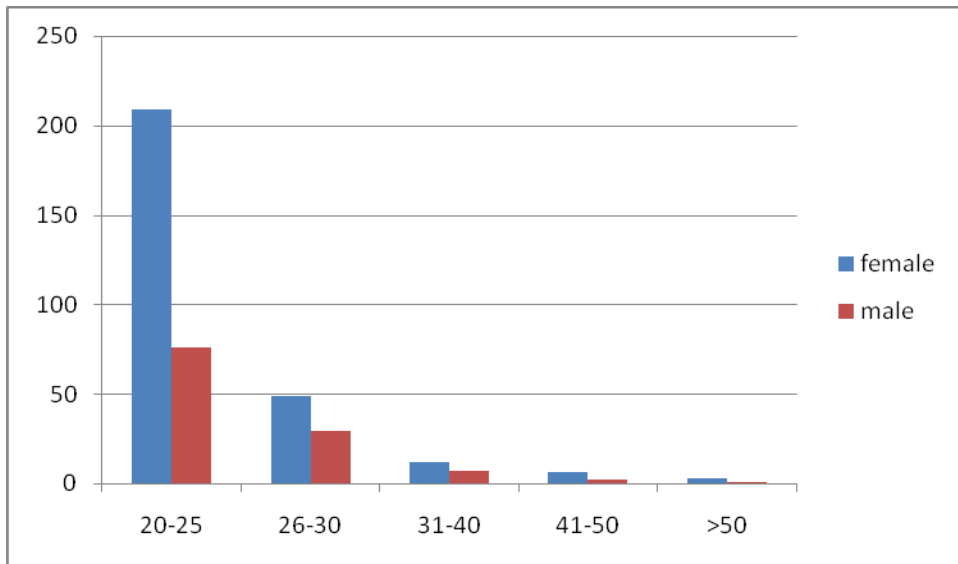
3.1.3. Learning status:

In many of the farms the numbers of workers that were studying are not many as a result of the limited opportunities for learning that exist also depend on the employment status of the workers such as meager salaries for upkeep and being overtime compulsory. In accordance with workers interviews 16.7% of female and 12.9% male were in education of some kind.



3.1.4. Age composition

Age composition varies in the farm. Nevertheless, the age outline of horticulture worker is largely young.



Age status of horticulture workers

3.1.5. Marital status

Marital status of workers varies much across the industry. However, much of the sectors' labour force consists of single women most of whom are household heads and 30.2% of women respondent and 12.2% men have got married.

3.2. The company sample

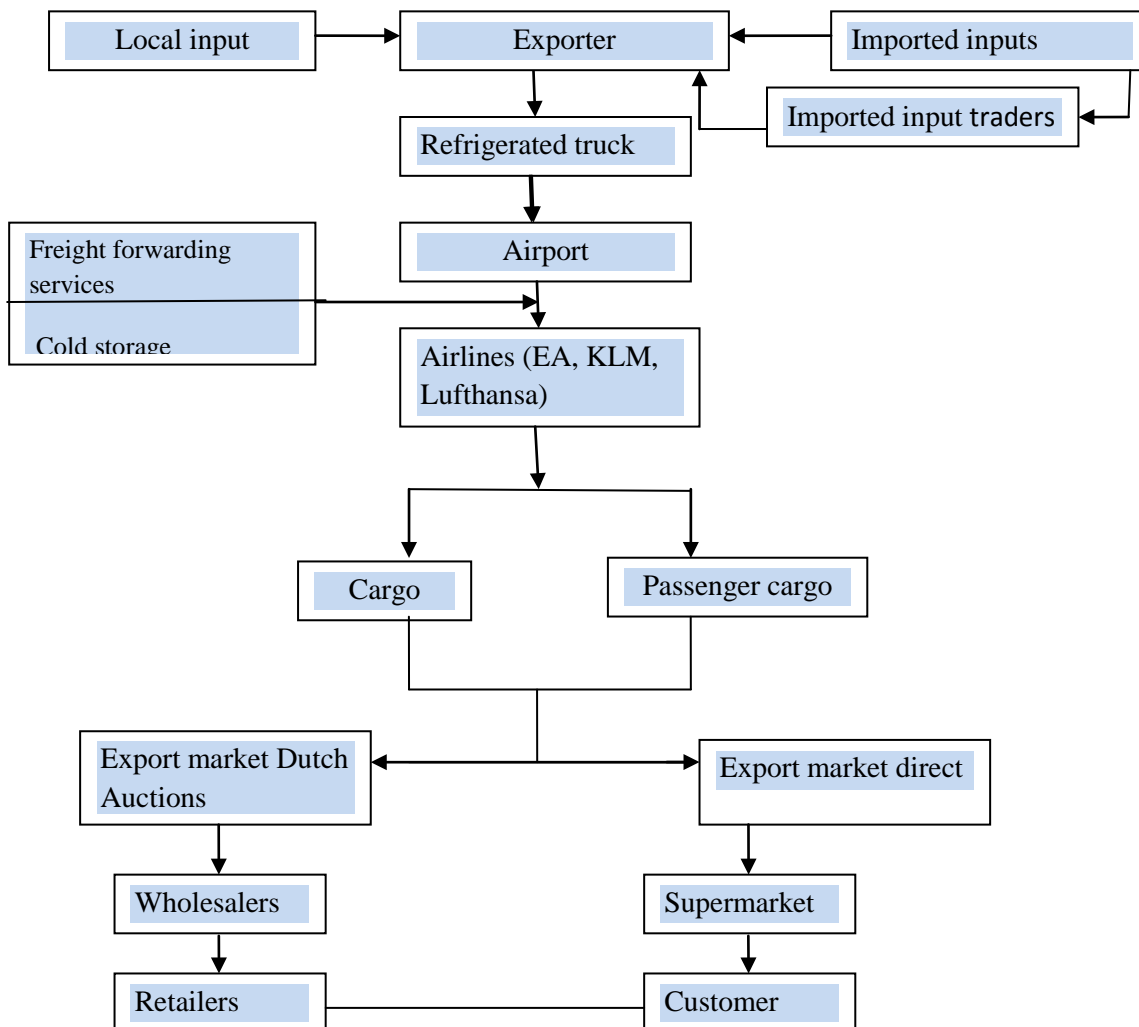
The majority of Ethiopian horticulture farms are owned by foreign farmers. The selected companies have an average of 160.3 hectares of horticulture farm in production. Seven of the farms producing cut flower roses and in the company of 1 of the eight farm also producing vegetable and cut flower roses. Presently cut flower roses are overlooking in horticulture production. The market region for all seven companies is Europe, most of the companies selling almost 100 percent of their product into Holland. Information on ownership, size, and products for export and total workforces is presented below the table:

Farm	Hectare of farm	Ownership	Products	No. Of workers
Farm 1	12.6ha	Joint(foreign and Ethiopia)	Cut flower Roses	384
Farm 2	38 ha	Holland	Cut flower Roses	1298
Farm 3	11.9 ha	Ethiopia	Cut flower Roses	131
Farm 4	11.3 ha	Ethiopia	Cut flower Roses	80
Farm 5	41 ha	Holland	Cut flower Roses	1157
Farm 6	15.3 ha	Saudi Arabia	Cut flower Roses	257
Farm 7	10.7 ha	Saudi Arabia	Vegetable and Cut flower Roses	305
Farm 8	19.5 ha	joint venture	Cut flower Roses	360
Total	160.3ha			3972

Table 5. Company's sample

3.3. Horticulture supply chain in Ethiopia

Most of horticulture farms export their products in to Europe and majority of exports go to Dutch auction houses where they are sold to wholesalers and retailers and the left over volumes are sold to direct market.



Farm	Export products	Percentage of the export
1.	Holland	100%
2.	Holland ,Japan and Russia	99%
3.	Holland, Norway and USA	100%
4.	Holland, Netherlands and Jeddah	90%
5.	Holland ,Jeddah	100%
6.	Holland ,Japan and Jeddah	80%
7.	Holland Abidjan, Yemen and Jordan	100%
8.	Holland	100%

Table 6. Exporting companies

3.4. Company Use of Codes

Effective implementation of codes is able to show the way to improved working and environmental conditions. The ICC was common social code applicable in five farms and six out of eight farms were certified through MPS /SQ/ABC labels.

Furthermore, around 88 farms are working towards implementing the EHPEA code of practice. Most farms do not perform the standard of code when the auditing come to the farm also not paying special attention of the code being implemented by the farm although the farm also never responded to the auditor’s endorsement to improve the working and environmental conditions

No. Farm	Code of practice
Farm 1.	-MPS -EHPEA code of practice
Farm 2.	-MPSABC,SQ,ETE -Fair trade -Africa now -EHPEA code of practice
Farm 3.	On processing
Farm 4.	On processing
Farm 5.	-MPS -EHDA
Farm 6.	-MPS -EHPEA
Farm 7.	-EHPEA code of practice -MPS SQ -MPS ABC
Farm 8.	-MPS,ABC EHPEA

Table 7. Company's codes

3.5. Employment conditions of workers on horticulture industry

3.5.1. Employment Security

According to labour law stipulated that employees shall be permanent after 45 day probation period. However, workers remain on probationary period beyond the legally stipulated probation period. Also the majority of workers in the sample farms were employed on permanent contracts. It is estimated to comprise 86.1% of the total labour force in eight farms and 12.5% causal and 1.4% seasonal that reflected most employers become applied on provided by the proclamation.

Farm	Casual						Permanent (unspecified period)						Specific period					
	F	%	M	%	T	%	F	%	M	%	T	%	F	%	M	%	T	%
Farm1	86	2.2%	15	0.4%	101	2.5%	3	0.07%	14	0.35%	17	0.4%	8	0.2%	5	0.1%	13	0.3%
Farm2	163	4.1%	65	1.6%	228	5.7%	9	0.22%	20	0.5%	29	0.7%	0	0%	0	0%	0	0%
Farm3	21	0.5%	0	0%	21	0.5%	946	23.8%	331	8.3%	127	32.2%	0	0%	0	0%	0	0%
Farm4	37	0.9%	17	0.4%	54	1.35%	241	6.0%	59	1.5%	300	7.6%	2	0.5%	10	0.3%	30	0.8%
Farm5	2	0.05%	7	0.2%	9	0.22%	172	4.3%	124	3.1%	296	7.4%	0	0%	0	0%	0	0%
Farm6	0	0%	0	0%	0	0%	788	19.8%	369	9.3%	115	29.1%	0	0%	0	0%	0	0%
Farm7	18	0.45%	9	0.2%	27	0.7%	246	6.2%	87	2.2%	333	8.4%	0	0%	0	0%	0	0%
Farm8	46	1.2%	11	0.3%	57	1.4%	3	0.07%	9	0.22%	12	0.3%	7	0.2%	4	0.1%	11	0.3%
	373	9.4%	124	3.1%	497	12.5%	2408	60.6%	1013	25.5%	342	86.1%	3	0.9%	19	0.5%	54	1.4%

Table 8. Employment status

3.5.2. Salary levels

Most of codes stipulated that the wages be sufficient to meet basic needs of workers and their families. However, all workers claimed that their wages did not meet basic needs and how difficult to meet basic needs in view of the fact that comprise foods, shelter, clothing, school fees for their children, energy... etc. Additionally, regard as economically every cost of living was inflated and most workers did not have alternative sources of income.

In fact, workers salaries still remained too low in the horticulture industry their daily salary rate for a starting level varies between 11-16.5 Birr (0.7 - 1\$US) per day, with little variation between permanent, seasonal mean wage in horticulture industry is average 14.5 Birr/Day(0.9\$US). Most workers are paid monthly. In most of farms the increment of workers salary is dependent on experience of workers, working year and company profitable moreover the increment is with in between 1-2 years interval with the percent of increment 10-20% .

The way payment in most horticulture industries depends on the production and shipment selling, if there is no export shipment then employers are not going to pay on time. Furthermore, some workers reported that the companies frequently took deductions from their salary as a form of punishment. However, in most of farms the wage information is stated in an understandable and detailed form for their workers.

Wage by Employment Status

Farm	Permanent Birr/day	Seasonal Birr/day	Casual Birr/day
Farm 1	11	11	11
Farm 2	15	11	11
Farm 3	14	11	11
Farm 4	13	11	11
Farm 5	13.7	11	11
Farm 6	12	10	10
Farm 7	18	16	16
Farm 8	19	16.5	16.5
Average	14.5	12.2	12.2

Table 9. Wage of workers

3.5.3. Opportunities for promotion and advancement

As stated by managements interviews in the eight sample farms supervisors are 57.9% female and 42.1% male and 35.9% female and 64.1% male hold managements position. As result in all samples of farms it was found that top managements are dominated by men and supervisors dominated by female workers. Nevertheless, women have equal opportunities in most companies. However, in two farms workers mentioned that promotion is linked to corruption, family member and favoritism.

3.5.4. Unionisation

A well organized trade union movement is quite significant in order to safeguard the right and benefits of workers also trade union leaders served as bridges between employees and employers.

Trade union leaders or workers representatives are normally elected by the workers. According to many codes, workers shall democratically elect a workers committee that represents them and negotiates with management to defend their rights and interests. All of sample farms have joined the union and currently, numbers of unionised farms in the horticulture sector have reached 86.

In trade union leaders; men were to some extent better represented than women. Furthermore, union activity is discouraged in many farms due to the discrimination that s place by trade union leaders by their managements through termination, demoting or promoting to supervisory or higher position in order to be failed the activity unions.

Union recruitment efforts are unlimited to permanent, casual and seasonal workers. Any workers can be joining the union with the exception of management. As a result, according to interviews 300 (214 Female and 86 Male) respondents who were members of union and 94 (68 female and 26male) respondents were not members union.

No	Farm	Total no. Workers	percentage	Female	percentage	Male	percentage
1.	A Flower	131	100	0	0		0
2.	Ethio Agri-ceft	237	100	170	72%	67	28%
3.	AQ Roses	1179	100	878	74%	301	26%
4.	ET Highland Flora	345	100	285	83%	60	17%
5.	Ethio Dream	265	100	161	61%	104	39%
6.	Herburg Roses	800	100	600	75%	200	25%
7.	Lafto Roses	300	100	214	71%	86	29%
8.	Top Flower	80	100	0	0	0	0
Total		3,337	100				

Table 10. Number of trade union members

3.5.5. Freedom association

Freedom of association and the right to collective bargaining are two of the fundamental principles of the ILO core conventions and are part of many codes. Moreover, according to the Ethiopian law all workers have the right to join trade unions, including non permanent workers.

Moreover, management does not undertake any activity which interferes with the right to freedom of association by controlling or obstructing workers organization or supporting one workers organization over another.

Generally, the NFFPFATU has organized 86 farms from the horticulture sectors in order to increase the membership and improve the horticulture workers understanding of their rights concerning their working conditions for them to be able to defend their rights and interests.

3.5.6. Collective bargaining

Collective bargaining is a process of negotiations between workers representatives or trade union leaders and their employers. Different views come together to reach an agreement on condition of employment. 62.5% of sample farms have CBA, the 12.5% are on the processing and 25% have no CBA at all.

Now and again problems take place between two parties during the process of the collective bargaining agreement due to lack of trade union unity, intimidation from employers, lack of effective negotiating skills and employers make every effort to get maximum takings during negotiations.

3.5.7. Working hours and overtime

Working hours and overtime must comply with applicable law. According to the labour law, workers are not required to work in excess of 48 hours per week on a regular basis with a paid day of rest after every six days worked and overtime due to an urgent work shall not exceed 2 hours in a days or 20 hour in a month or 100 hours in a year working hours.

Nevertheless, in all farms overtime is compulsory. However on five out of eight farms workers complained of working long hours for the most part graders and packers are engaged for long hours particularly common at pick season such as during Valentine's Day, Christmas and Mother's Day when pack house workers are under great pressure to pack flowers for shipment. According to management's information several farms overtime payments apply by the following way:-

- In the case of work done between six o'clock (6.a.m) in the morning and ten o'clock (10 pm) in the evening, at the rate of one and quarter (1¼) multiplied by the ordinary hourly rate.
- In the case o night time work between ten o'clock in the evening (10 pm) and six o'clock in the morning (6 am), at the rate of one and one half (1½) multiplied by the ordinary hourly rate.
- In the case of workers done on weekly rest day, at the rate of two(2) multiplied by the ordinary hourly rate.
- In the case of worker done on public holiday, at the rate two and one half (2 ½) multiplied by the ordinary hourly rate.
- Payment for over-time work shall be effected on the day fixed for wage pay day.

According to the respondent a result of during peak season, women workers even not able to perform their domestic responsibility and to care their child because over time was so excessive.

3.5.8. Pregnancy

Most codes covering the sector stipulated that women shall not be discriminated against during ante or post-natal periods in regard to recruitment, selection or termination and they not be engaged on any type of work that is arduous or harmful to their health.

According to most respondent supervisors, pregnant workers were assigned light duties and given special treatment typically on cleaning, fix boxes and removing sucker those duties are not suppose to be to bend them.

Participants from three farms reported that pregnant workers were not treated differently and used to go home very tired and they work without a reduction in workload. According to respondent they also work when they become pregnant since transport services are not provided by the company.

3.5.9. Women committee

In all sampled farms a women's committee had been formed. Generally, women's committees are seen as more effective in addressing worker concerns than the trade unions since the majority of farms 75% of the total workforce consists of women. According to respondents, since WWC formed in their farms, women workers issues were raised in CBA negotiations and the committees are capable of defend those issues during negotiation and also women workers reported that committee is helped to strengthen their solidarity and confidence.

3.5.10. Grievance procedures

According to labour codes formal grievance procedure has stipulated the following:

Workers put forward their grievance direct to their supervisor if workers not satisfied with the decision of the immediate supervisor refer their grievance to the a higher level of administration. Also if workers are not satisfied with the decision of administration should take their grievance to the union and if not settlement can be achieved the union the workers put forward to general manager to give final decision or else workers may refer it to the NFFPFATU.

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 labour code.

In accordance with most of sampled companies they had established a formal grievance procedure at their work place. However, in most farms the majority of respondents said that supervisors do not forward their grievances to the administration as they do not want to be perceived as pro-worker by the administration.

3.5.11. Sexual Harassment

Managers in six sampled farms revealed that they had taken positive actions against sexual harassment including; unwelcome physical, verbal and non verbal conduct, or insulting statements. In all sample farms 86.7% of workers revealed that sexual harassment didn't occur on their workplace but irregularly it takes place outside of the companies and 13.3% workers mention that harassment had presented in their work place. Respondents revealed that most of women workers who are victims of sexual harassment were too frightened to inform but some women workers who are aware of their rights report to relevant authority for action. Furthermore, in one of the sample farms there were cases of sexual harassment that had taken place with some women workers who are working in packhouse, by the company's guard when they departed from their overtime work. They were in fear of HIV/AIDS.

3.5.12. Leaves

According to the respondents all the workers had a day off per week with payment and all employees are entitled to paid annual leave. However, a worker whose contract of employment is terminated under the proclamation is entitled to her pay for the leave she has not taken. Moreover, some respondents complained that mostly they not be able to get their annual leave promptly by reason of their annual leave had postponed for 1 - 2 years by employers or grant their annual leave in two parts mostly on peak seasons. According to labour law, Maternity leave shall not be shorter than 90 days on full pay, not including annual leave. For that matter in all sample farms maternity leave was granted for all women workers a period of 30 consecutive days of leave with pay preceding the presumed date of their confinement and a period of 60 consecutive days of leave after their confinement.

No	Leave type		Farm 1	Farm 2	Farm 3	Farm 4	Farm 5	Farm 6	Farm 7	Farm 8
1.	Week leave	With pay	✓	✓	✓	✓	✓	✓	✓	✓
		With out pay								
2.	Annual leave	With pay	✓	✓	✓	✓	✓	✓	✓	✓
		With out pay								
3.	Sick leave	With pay	✓	✓	✓	✓	✓	✓	✓	✓
		With out pay								
4.	Maternity leave	With pay	✓	✓	✓	✓	✓	✓	✓	✓
		With out pay								
5.	Compassionate leave	With pay		✓				✓	✓	✓
		With out pay	✓		✓	✓	✓			
6.	Exceptional leave	With pay		✓				✓	✓	
		With out pay	✓		✓	✓	✓			✓
7.	Marriage leave	With pay		✓		✓				
		With out pay	✓		✓			✓	✓	✓
8.	Mourning leave	With pay	✓	✓	✓	✓	✓	✓	✓	✓
		With out pay								
9.	Union leave	With pay	✓	✓	✓	✓	✓	✓	✓	✓
		With out pay								

Tables 11: Show that categories of leaves in the sample farms.

3.5.13. Training

Training is one of the systems to build up workers skill on issues directly related to their work place in order to have a guarantee of job security and lead a better life. Moreover, training is assisting trade union leaders to cope successfully in the functions of CBA negotiation, handling grievances, and great efforts for workers right and benefits.

However, interviews with workers indicate that 43.1% of sampled farms workers were trained on the employment right, gender equality, HIV, OHS, CBA and maternity protection. Moreover, those workers can be to defend their rights and abide to their obligations. As a result the majority of workers have not been trained being most of workers are fluctuated.

In most of farms training was provided particularly on the improving productivity, quality, safe handling of chemicals, efficiency, HIV and first aid.

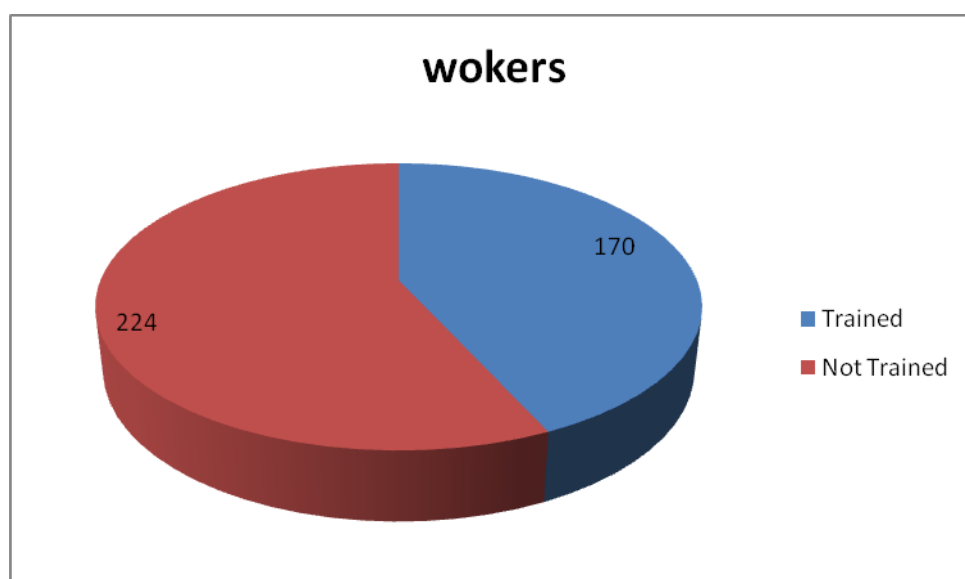


Fig: Workers trained

3.5.14. Health and safety

According to labour code, workers shall be properly instructed and notified concerning the hazards of their respective occupation and companies be required to provide personal protective equipment (PPE) such as gloves, goggles/face shield, protective over all, respirator, dust coat, boots etc.

According to managements, almost all sample farms facilitate training on general health and safety training such as safe use chemicals handling, awareness of HIV/AIDS, first aid etc.

In accordance with average, 93.75% of the respondents indicated that the provision of PPE should be changed at an interval of 3 – 6 months (as stipulated in the Collective Bargaining Agreement). However, most of time the PPE is not replaced regularly. As a result in two farms sprayers complained that their spray suits are worn out exposing them to chemicals since PPE was postponed.

Six out of eight farms have health officers.

According to observation in eight farms, several workers were not wearing of PPE by reason that they found it uncomfortable and lower graders and packers elected not to wear gloves as they can not work as quickly with them on which affects their remuneration through piece rate bonuses. For that matter, workers can be simply affected by chemicals, particularly women workers.

Seven of eight farms workers had cholinesterase testing regularly just for those handling chemical and the chemical store keeper at an interval of 3-6 months. In cases where their results were not regular, they were transferred to another section regardless of the result of the tests. However, the workers did not want to rotate in to other section to work because on the other section there is no allowance similar to sprayers.

3.5.15. Provision of basic facilities

75% of sample farms provide first aid and five of eight farms had funding for medical facilities to their workers but the rest farms are afforded medical service only for related

illness with their work place. In addition, two farms had medical birthing facilities for pregnant workers.

In all farms segregated toilets, sanitary facilities and safe drinking water were accessible for women and men workers.

Moreover, four out of eight farms had a provident fund for permanent workers and in all farms there was allowance for those workers who working in hazard place.

	Name of the Farm	Number of women	Toilets	Number of male	Toilets	Total workers	Total toilets	Safe Drinking water	Female sanitary facilities
1.	A Flower	114	3	17	3	131	6	Provided	-
2.	Ethio Agri-ceft	172	3	85	3	257	6	Provided	Provided
3.	AQ Roses	967	30	331	20	1298	50	Provided	Provided
4.	ET Highland Flora	298	4	86	7	384	11	Provided	Provided
5.	Ethio Dream	174	3	131	3	305	6	Provided	provided
6.	Herburg Roses	788	30	369	20	1157	50	Provided	Provided
7.	Lafto Roses	264	5	96	5	360	10	Provided	provided
8.	Top Flower	64	3	16	3	80	6	Provided	-

Table12: Segregated Toilets, Female Sanitary Facilities and Drinking Facilities on Farms

3.5.16. Culture

Culture is a major problem in horticulture workers particularly in women workers. Traditions and culture hinder women from participation in leadership.

In the majority of farms, women workers are affected by tradition and cultural norms and as a result they are more frightened to speak out due to lack of confidence in women’s abilities by reason rooted in socio-cultural perceptions and norms. Moreover, for the most part managements and mals workmate also provides few prospects for women to move into

leadership positions because of cultural beliefs that workers thought women not good representatives.

As a result women are less active in union activities.

However, since number of women committee's formation has increased, the problem with the intention of aforementioned is improving.

3.6. Challenges

- Most of farms not provide transport access due to that a number of pregnant workers enforced to stop their work.
- Most case of employers are deducting workers salary for the discipline.
- Postponement of PPE for workers.
- Almost all farms had not good maternity protection such as facilitated baby care and breast feeding time since most of employers were not charitable to facilitate.
- In most farms, workers couldn't get their salary on time; it is pending 3-6 days after the salary day.
- Overtime is almost always compulsory
- In some farms trade union leaders are discriminated by management through demoting and termination for the reason that trade union leaders can not allow by any means any unfairness managing by management to the workers.

Section:4

4. Stakeholders roles in the Horticulture Industry

4.1 National Flower Alliance NFA

The national flower alliance NFA is a group of six Ethiopian civil society organizations that are concerned about the possible social and environmental impact of the floriculture industry as experienced in other countries where flower production has come up rapidly.

The NFA aims to contribute towards an Ethiopian horticulture development strategy through promotion of sustainability, corporate social and ecological responsibility and accountability in the floriculture sub-sector in Ethiopia

4.2. Ministry of Agriculture and Rural Development (MARD)

Promotion of agricultural development and issues of plant protection and regulation on the use of agrochemicals are under this ministry. The plant health department has the mandate to deliver phytosanitary services of regulation and control of the import and export of planting material and produce. The psanitary service carries out inspections of seeds, seedlings, and other imported plant materials and pre-shipment sections of fresh produce.

4.3. Ministry of trade and industry (MTI)

This ministry has the mandate on trade development. Promotion of foreign investment and exports has become a priority area of the government, which implies close consultation with the prime minister's office on this. The Ethiopia Export Promotion Agency (EEPA) has become a department under MTI (Export Promotion Department - EPD). The EPD on and Integrated Institutional and Export Development Program (IIEDP).

4.4. Ethiopia Investment Authority (EIA)

The Ethiopia Investment Authority (EIA) is a parastatal company under the responsibility and coordination of the MTI. It serves a one-stop window for investors and has played a role in

facilitating foreign investment in the horticulture sector. Aiming to promote investment, the main services to be provided by the EIA are provision of information, screening and approval of investment plans and issuing of investment permits.

4.5. Development Bank of Ethiopia

EDB manages a public fund (international loan), which is allocated particularly for the development of horticultural exports. The financial package is relatively attractive and the fund is substantial. However, its implementation is weak due to bureaucracy being a typical government institution and due to lack of experience in reviewing horticulture investment proposals. Furthermore, the package favors foreign growers and local investors barely have access to it.

4.6. EHPEA

Ethiopian Horticulture Producer Exporters Association (EHPEA) was established in September 2002 to represent the interests of its members and promote expansion of the emerging horticulture export sector in Ethiopia.

In 2007 the association launched its own code of practice for sustainable flower production. The code includes good agricultural practice, protection of the environment and corporate social responsibility. Standards set in the code provide both guidance for development and a tool to monitor performance. All export flower and cutting farms are required to comply with the code which is being audited by a recognized external audit entity.

Furthermore, it is a non-profit making and non-governmental organization whose members are 88 registered businesses engaged in the production of horticulture (floriculture, cutting, propagation, ornamental plants, fruit, vegetable and herbs).

The activities of the association:

- Represents and promotes the sectors member's interests
- Facilitating investment, market access and market linkage
- Promoting the implementation of socially and environmentally responsible production practices
- Organizing and supporting capacity building activities measures for its members and relevant partners

- Forming partnership and networking among stakeholders in sector promotes expansion of the emerging horticulture export sector in Ethiopia.

4.7. Ethio-Horti-share Company (EHSC)

Mid 2004 the EHSC was established by a number of horticulture producers and exporters with objective to collectively arrange for airfreight and handle administrative issues with the airlines. In its few years of existence, the EHSC has contributed to the launch of chartered regular cargo space/book flights operated of Ethiopian airlines. Moreover, it has ventured into collective purchase of supplies like agro- chemicals and small equipment.

4.8. Confederation of Ethiopia trade union (CETU)

The confederation of Ethiopia trade union (CETU) is a national organisation established as well as an umbrella national union made up of nine industrial federations. With a membership of more than 562 basic unions and total number of more than 350,000 workers members with a wide variety from nine branch of industry federation with the major objective of defend the right and benefits of the Ethiopian workers.

Section 5; Conclusions and recommendations

5.1. Conclusions

Ethiopia has a very reliable potential to develop and to export horticultural products. Developing a successful horticultural exports industry is very often not a fast process even if one may have sufficient resources in terms of investment capital for the construction and establishment of adequate infrastructures and refrigerated transport system. Today the ground work to develop a large scale horticultural exports industry, which will ultimately result in significant contribution to foreign exchange earnings.

The aim of this study was to look at labour conditions and industrial relations in the horticulture industries of Ethiopia. Therefore the study result will be used, among other things, to inform related workers conditions of in the horticulture industries. The study was conducted on a total of eight farms. As a result, over the last three year there have been a number of positive changes have taken place as regards employment practices found in horticulture industries since the project started.

In the past, horticulture workers were representing by the lowly fragment of the social order that lived in poor conditions with high levels of insecurity employment, casualisation, unlimited working hours, and lack awareness on their right. The prevailing aspects of better working conditions in the sampled farms was generally can be credited to factors such as the consistent need or demand of unions for better working conditions.

5.2. Recommendations

- Wage should always be sufficient to meet basic needs of workers and to provide some optional income. The employer shall specify wages for all occupations in addition government should be pronouncing guidelines on the standard wage for horticulture sectors. Since the salary of workers are too low particularly when considering the economic situation were the cost of living was very high and increased on daily basis. Workers earning average is 14.5birr (0.9\$USA) per day that indicate relatively too low

where the cost of living was increasingly higher also most of workers had no alternative source of income.

- Since there are still a number of issues that need to be addressed for women's working conditions in order to progress their living condition. Such as childcare services should be provided in all farms as well as women with young children should be permitted breastfeeding breaks on the remaining of farms that have not provided breastfeeding time.
- There is a need to enlarge the number of trainees and give quality, sustainable and reliable education and trainings for management staff. Women and men workers need training on relevant legislations on women workers rights and protections and also on negative effects of traditions and culture so that workers and management are aware of legal necessities in relation to employment conditions.
- Advocacy actions at national and international level should be taken to ensure producers comply with national legislation, international labor standards and code of conduct.

All stakeholders need to work together to raise the employment standards and ensure that workers rights are not sacrificed in the face of competitive pressures, particularly, company codes of conduct hold promise for improving women condition but these need to be brought to the attention of workers and to be implemented. The trade union can play a critical role in ensuring workers are aware of these codes of conduct as well as play a role in auditing compliance to such standard.

- Employers and trade union leaders should have responsibilities to improve any influence in work condition of workers and to improve their altitude for traditional custom in order to be involving equal participation in work place with out trepidation and also to encourage women in to coordinate efforts against stereotypes on women working in their workplace.
- Governmental and non-governmental organizations (NGOs) should be further strengthened in providing training, awareness creation on matters related to horticulture workers in order to improve workers conditions in horticulture industries.
- Exporters should also have more access to credit in order to facilitate their information and communication network nationally and internationally.
- Government should have facilitated SACCOS to all horticulture workers.

Areas of future research

1. There is need to conduct similar research in other farms in the country for further proportional studies.
2. Why cultural viewpoint and practices have continued impacting negatively on the women workers in Ethiopia.
3. Study on supply chains of horticulture sectors.

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Annexes

I. List of horticulture Farms in Ethiopia

<i>No.</i>	<i>Farms Name</i>	<i>Type of Produce</i>	<i>Nationality</i>	<i>Classer</i>
1.	<i>A- Flowers PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Holeta</i>
2.	<i>Abyssinia Flowers PLC</i>	<i>Summer Flower</i>	<i>Holland</i>	<i>Sendafa</i>
3.	<i>Agri Flora PLC</i>	<i>Rose</i>	<i>Indian</i>	<i>Holeta</i>
4.	<i>Alliance Flowers PLC</i>	<i>Rose</i>	<i>Indian</i>	<i>Holeta</i>
5.	<i>AQ Roses PLC</i>	<i>Rose</i>	<i>Holland</i>	<i>Ziway</i>
6.	<i>Arsi Flowers PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Holeta</i>
7.	<i>ASK Greens and Flowers</i>	<i>Rose</i>	<i>Indian</i>	<i>Debre brhan</i>
8.	<i>Awassa Green wood</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Awasa</i>
9.	<i>Beauty Green</i>	<i>Summer Flower</i>	<i>Joint Venture</i>	<i>Sebeta</i>
10.	<i>Beti Ornamental Plants PLC</i>	<i>Summer Flower</i>	<i>Foreign</i>	
11.	<i>Blen Flowers PLC</i>	<i>Rose</i>	<i>Holland</i>	<i>Koka</i>
12.	<i>Blu Nile Ethiopia</i>			<i>Bahrdar</i>
13.	<i>Bram flower</i>	<i>rose</i>	<i>Holland</i>	<i>Ziway</i>
14.	<i>Bukito Agro Industry PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Debrezit</i>
15.	<i>Chibo Flower</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Ziway</i>
16.	<i>Cuff rose</i>	<i>Rose</i>	<i>Israel</i>	<i>Holeta</i>
17.	<i>Derba Flowers PLC</i>	<i>Summer Flower</i>	<i>Holland</i>	<i>Sululta</i>
18.	<i>Desa Plants PLC</i>	<i>Cuttings</i>	<i>Nezerland</i>	<i>Koka</i>
19.	<i>Dire by colour</i>	<i>Rose</i>	<i>Ethiopia</i>	<i>Sebetaa</i>
20.	<i>Dire Highland PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Holeta</i>
21.	<i>Dorm Agriculture</i>		<i>Israel</i>	
22.	<i>Drem Flower PLC</i>	<i>Rose</i>	<i>Indian</i>	<i>Holeta</i>
23.	<i>Dugda Floriculture Development PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Debrezit</i>
24.	<i>DYR Business Group PLC</i>	<i>Summer Flower</i>	<i>Joint Venture</i>	<i>Tefki</i>
25.	<i>Eden Roses PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Sebeta</i>
26.	<i>Enyi Ethio Rose (Addis)</i>			<i>Sebeta</i>
27.	<i>Enyi Ethio Rose (Awash)</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Awash</i>
28.	<i>ET Highland Flora PLC</i>	<i>Rose</i>	<i>Joint Venture</i>	<i>sebeta</i>
29.	<i>Ethio AgriCeft (addis)</i>			
30.	<i>Ethio AgriCeft PLC</i>	<i>Rose</i>	<i>Saudi Arab</i>	<i>Holeta</i>
31.	<i>Ethio Dream Flowers (bahrdar)</i>	<i>Rose</i>	<i>Arab</i>	<i>Bahrdar</i>
32.	<i>Ethio Medos PLC(Surya Blossmos PLC)</i>	<i>Rose</i>	<i>Indian</i>	<i>Holeta</i>

33.	<i>Ethio passion Agro PLC</i>	<i>Rose</i>	<i>Joint Venture</i>	<i>Sebeta</i>
34.	<i>Ethio Plants PLC</i>		<i>Holland</i>	
35.	<i>Ethio AgriCeft (BahrDar)</i>		<i>Saudi Arab</i>	
36.	<i>Ethio rose</i>		<i>Joint venture</i>	<i>Debrezeit</i>
37.	<i>Ethiopia Cuttings PLC</i>	<i>Cuttings</i>	<i>Germany</i>	<i>Koka</i>
38.	<i>Ethiopian Magical Farm PLC</i>	<i>Summer Flower</i>	<i>Israel & Holland</i>	<i>sendafa</i>
39.	<i>Euro Flora PLC</i>	<i>Rose</i>	<i>Indian</i>	<i>Holeta</i>
40.	<i>EWf Flower PLC</i>	<i>Cutting</i>	<i>holand</i>	<i>Sebeta</i>
41.	<i>Ever green</i>			<i>Debrezeit</i>
42.	<i>Fiyori Ethiopia PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Holeta</i>
43.	<i>Florensis Ethiopia PLC</i>	<i>Cuttings</i>	<i>Joint Venture</i>	<i>Koka</i>
44.	<i>Flower amaPLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Menagesha</i>
45.	<i>Freesia Ethiopia PLC</i>	<i>Summer flower</i>	<i>Joint Venture</i>	<i>Sululta</i>
46.	<i>Friendship Flowers PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Debrezeit</i>
47.	<i>Galica Flowers PLC</i>	<i>Rose</i>	<i>Ferance</i>	<i>Menagesha</i>
48.	<i>GhionFlra</i>		<i>Joint Venture</i>	
49.	<i>Golden Rose Agro-Farm PLC</i>	<i>Rose</i>	<i>England</i>	<i>Sebeta</i>
50.	<i>Groeneveld Flowers Ethiopia PLC</i>	<i>Rose</i>	<i>Ducth</i>	<i>Ziway</i>
51.	<i>Herburg Roses PLC</i>	<i>Rose</i>	<i>Ducth</i>	<i>Ziway</i>
52.	<i>Holeta Roses PLC</i>	<i>Rose</i>	<i>Joint Venture</i>	<i>Holeta</i>
53.	<i>Hussein Al-Sayid Ahmed PLC (Lucy Ethiopian Flowers PLC)</i>	<i>Rose</i>	<i>Foreign</i>	<i>Holeta</i>
54.	<i>Inter continental</i>	<i>Rose</i>	<i>Joint Venture</i>	<i>Holeta</i>
55.	<i>J.J Kothari PLC</i>	<i>Rose</i>	<i>Indian</i>	<i>Sululta</i>
56.	<i>Jaricho Flower PLC</i>	<i>Rose</i>	<i>Israel</i>	
57.	<i>Jitu holeta</i>	<i>Rose & vegetable</i>		<i>Join venture</i>
58.	<i>Joe Flowers PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Holeta</i>
59.	<i>Joshua Flowers PLC</i>	<i>Rose</i>	<i>American</i>	<i>Holeta</i>
60.	<i>Joy Tech PLC</i>	<i>Summer flower</i>	<i>Israel</i>	<i>Debrezeit</i>
61.	<i>kermelos</i>			<i>Holeta</i>
62.	<i>King Ethio Flowers PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Debrezeit</i>
63.	<i>Lafto Roses PLC</i>	<i>Rose</i>	<i>Joint Venture</i>	<i>Sebeta</i>
64.	<i>Langano Lilly</i>	<i>Rose</i>	<i>Holland</i>	<i>Awasa</i>
65.	<i>Linssen Rose Ethiopia PLC</i>	<i>Rose</i>	<i>Holland</i>	<i>Adis alem</i>
66.	<i>Mam Trading PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Sendafa</i>
67.	<i>Maranque Plants PLC</i>	<i>Cuttings</i>	<i>Holand</i>	<i>Awash</i>
68.	<i>Marginpar Ethiopia PLC</i>	<i>Summer Flower</i>	<i>Holland</i>	<i>Holeta</i>
69.	<i>Menagesha Flowers PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Menagesha</i>
70.	<i>Meskel Flowers PLC</i>	<i>Rose</i>	<i>Holand</i>	<i>Ziway</i>
71.	<i>Metrolux Flower PLC</i>	<i>Flower &Vegetable</i>	<i>Ethiopian</i>	<i>Holeta</i>
72.	<i>MinahemTizazo</i>	<i>Rose</i>	<i>Israel</i>	<i>Debrezeit</i>
73.	<i>Minaye Flowers PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Debrezeit</i>
74.	<i>MK Farming</i>		<i>American</i>	

75.	<i>Oli Rose</i>	<i>Rose</i>	<i>Holland</i>	<i>Debrezeit</i>
76.	<i>Omni Blossom Flowers PLC</i>	<i>Summer Flower</i>	<i>Joint Venture</i>	<i>Debrezeit</i>
77.	<i>Oromia Wonders PLC</i>	<i>Rose</i>	<i>Indian</i>	<i>Holeta</i>
78.	<i>Queen Flower PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	
79.	<i>Rainbow Colors PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Debrezeit</i>
80.	<i>Red Fox Ethiopia PLC</i>	<i>Cuttings</i>	<i>Germen</i>	<i>Koka</i>
81.	<i>Rose Ethiopia PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Holeta</i>
82.	<i>Roshanara Roses PLC</i>	<i>Rose</i>	<i>Israel & Indian</i>	<i>Debrezeit</i>
83.	<i>Saron Rose Agro Farm PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Sebeta</i>
84.	<i>Sayat agro</i>	<i>Rose</i>	<i>Ethiopia</i>	<i>Holeta</i>
85.	<i>SchechterYosefMenachem Mini Plant</i>		<i>Israel</i>	<i>Holeta</i>
86.	<i>Selam rose PLC</i>	<i>Rose</i>	<i>Joint Venture</i>	<i>Sebeta</i>
87.	<i>Sheba Flower PLC</i>	<i>Rose</i>	<i>Israel</i>	<i>Sebeta</i>
88.	<i>Sher Ethiopia PLC</i>	<i>Rose</i>	<i>Holland</i>	<i>Ziway</i>
89.	<i>Spirit PLC</i>	<i>Summer Flower</i>	<i>Israel</i>	<i>Debrezeit</i>
90.	<i>Star Business group PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	
91.	<i>Super Arsiti Flower PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Awash</i>
92.	<i>Supra Flower iTech PLC</i>	<i>Rose</i>	<i>Indian</i>	<i>Holeta</i>
93.	<i>Surya Blossom</i>	<i>Rose</i>	<i>Indian</i>	<i>Sebeta</i>
94.	<i>TAL-Flowers PLC</i>	<i>Summer Flower</i>	<i>Joint Venture</i>	<i>Sebeta</i>
95.	<i>Tana flora</i>	<i>rose</i>	<i>Joint Venture</i>	<i>Bahrdar</i>
96.	<i>Tesfa Flower</i>		<i>Ethiopian</i>	
97.	<i>Tinaw Flower</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Welkite</i>
98.	<i>Top Flower PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Holeta</i>
99.	<i>Yalkoneh Flowers PLC</i>	<i>Summer Flower</i>	<i>Joint Venture</i>	
100.	<i>YasinLegesseJonsen Flower PLC</i>	<i>Rose</i>	<i>America</i>	<i>Debrezeit</i>
101.	<i>Zagwe Flora PLC</i>	<i>Rose</i>	<i>USA/Uganda</i>	<i>Sebeta</i>
102.	<i>Zefinowl Flowers</i>	<i>Rose</i>	<i>Joint Venture</i>	<i>Bahrdar</i>
103.	<i>Ziway Roses PLC</i>	<i>Rose</i>	<i>Nizerlands</i>	<i>Ziway</i>
104.	<i>Zk Flowers PLC</i>	<i>Rose</i>	<i>Ethiopian</i>	<i>Debrezeit</i>

Vegetable, Fruit and Herbs

No.	Farms name	Nationality	Classer
1.	<i>Adam horticulture</i>	<i>English</i>	<i>welkite</i>
2.	<i>Almeta Eampeks</i>	<i>Ethiopia</i>	<i>Koka</i>
3.	<i>Almeta wendotika</i>	<i>Ethiopia</i>	<i>Awasa</i>
4.	<i>dandiboru</i>	<i>Ethiopia</i>	<i>Holeta</i>
5.	<i>Elantot</i>	<i>Israel</i>	<i>Koka</i>
6.	<i>Ethico</i>	<i>Ethiopia</i>	<i>Ziway</i>
7.	<i>Ethio Flora</i>	<i>Ethiopia</i>	<i>Ziway</i>
8.	<i>Ethio horn bisness</i>		<i>Bahrdar</i>
9.	<i>Ethio vege fru</i>	<i>joint venture</i>	<i>koka</i>
10.	<i>Gren fox</i>		
11.	<i>Hawas agro</i>	<i>Ethiopia</i>	<i>Holeta</i>
12.	<i>Jitu awsa</i>	<i>joint venture</i>	<i>Awasa</i>
13.	<i>Jitu Debrezeit</i>	<i>Joint venture</i>	<i>Debrezeit</i>
14.	<i>Jitu koka</i>	<i>Joint venture</i>	<i>Koka</i>
15.	<i>Jordan river</i>		<i>Holeta</i>
16.	<i>Jovani alfano</i>	<i>Italian</i>	<i>Bahrdar</i>
17.	<i>Luna fruit</i>	<i>Ethiopia</i>	<i>Koka</i>
18.	<i>Noa Flora PLC</i>	<i>Israel</i>	<i>Tulubolo</i>
19.	<i>Nuredin Hassen</i>		
20.	<i>Omega farm</i>	<i>Ethiopia</i>	<i>Sebeta</i>
21.	<i>Sai farm</i>	<i>India</i>	<i>Welkite</i>
22.	<i>SMR</i>	<i>Flstem</i>	<i>Debrezeit</i>
23.	<i>Tabour herbs</i>	<i>Israel</i>	<i>Awasa</i>
24.	<i>The giving tri</i>	<i>France</i>	<i>Awash</i>
25.	<i>Upper awash</i>	<i>Ethiopia</i>	<i>Awash</i>
26.	<i>Worku tamrat</i>	<i>Ethiopia</i>	<i>Bahrdar</i>
27.	<i>yaya koka</i>	<i>Ethiopia</i>	<i>Koka</i>
28.	<i>Yimam Tesema</i>	<i>Ethiopia</i>	<i>Bahrdar</i>
	<i>Total</i>		