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**College of Development Studies
Center for Gender Studies**

**A Thesis on
Socio-Economic Empowerment of Married Women
Working in Selected Flower Farms in Central Ethiopia.**

**By
Mahlet Merid**

November, 2022

**ADDIS ABABA UNIVERSITY
COLLEGE OF DEVELOPMENT STUDIES
CENTER FOR GENDER STUDIES**

**SOCIO-ECONOMIC EMPOWERMENT OF MARRIED WOMEN
WORKING IN SELECTED FLOWER FARMS IN CENTRAL ETHIOPIA**

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A THESIS SUBMITTED TO:

**COLLEGE OF DEVELOPMENT STUDIES CENTER FOR GENDER
STUDIES**

**PRESENTED IN PARTIAL FULFILMENT OF THE REQUIREMENTS
FOR THE DEGREE OF MASTER OF ARTS IN GENDER STUDIES**

NOVEMBER, 2022

ADDIS ABABA, ETHIOPIA

Declaration

I declare that the thesis on the title of ***Socio-Economic Empowerment of Married Women Working in Selected Flower Farms in Central Ethiopia*** is my original work and has not been presented at any other program or university. All information in this document has been obtained and presented in accordance with Addis Ababa University's academic rules and ethical conduct. I also declare that as required by the rules and conduct, I have fully cited and referenced all materials and results that are original to this work.

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Addis Ababa, Ethiopia
November,2022

ACKNOWLEDGEMENTS

Above all, my innermost gratitude will be to the One Almighty God for all things he has done for me. Next my heartfelt acknowledgment goes to my advisor Dr. Aynalem Megersa for her invaluable criticisms, unreserved support and comments she provided me from the beginning to the completion of this thesis.

I acknowledge the academic support of all the teachers at the Center for Gender Studies, Addis Ababa University.

I express my thanks to all the participants working in the flower farms who are part of the study, and my special thanks going to my organization Ethiopian Horticulture Producer Exporters Association for their continuous support.

My heartfelt thanks go to my families, especially, for my husband Mr. Ephrem Alemayehu for giving me all rounded support in this journey. Giving thanks to my mother and families for their valuable support. Finally, I would also like to extend my gratitude to my brother Dr. Takele Merid for his motivation and follow up all the way through the compilation of my study.

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Abbreviations and Acronyms

CBA	Collective Bargaining Agreement
EHPEA	Ethiopian Horticulture Producer Exporters Association
FAO	Food and Agricultural Organizations
FGD	Focus Group Discussions
FTA	Fairtrade Africa
GAD	Gender in Development
GBV	Gender Based Violence
GDP	Gross Domestic Product
ILO	International Labor Organization
LU	Labor Union
LP	Labor Proclamation
UN	United Nations
USAID	United States Agency for International Development
WEE	Women Economic Empowerment
WHO	World Health Organization
WID	Women in Development

Abstract

The study aimed at investigating Socio-Economic Empowerment of Married Women Working in Selected Flower Farms in Central Ethiopia. Specifically, it is concerned with the institutional setup and practice that the Sher Ethiopia and Minaye Flowers have in the workplace, it was also exploring in which the two flower farms empower their women employees, then it is used to understand the extent to of women employees' decision-making power on their respective households, then the thesis is concerned with examining the major challenges women employees in the flower farms encounter with. To address the objectives of the study both qualitative and quantitative methods were used. To gather quantitative data survey questionnaires were prepared and filled in face-to-face interactions with respondents then descriptive statistics were used to analyze data gathered through the survey. To gather the qualitative data observation, both in-depth and key informant interviews were used, and to cross-check data collected through the survey, focus group discussion (FGD) were used. The study finding shows regarding its institutional setup and practice there are different policies, procedures, and legal frameworks that the flower farms are guided with to empower women employees. Among others the gender equality and sexual harassment policies and labor proclamations are employed, both Flower farms use the labor proclamation strictly however there is a gap in effective implementation of the policies. The study also shows that the two flower farms have the intentions of empowering the women employees, most of the women interviewed indicated that they have benefited from the empowerment benefits on the farm, and this increase the women's decision-making powers in their households and workplaces. The study also shows that there are challenges they face at the workplace and outside their working area among this, sexual harassment, low access to credits, and low wage are some challenges. The study can be concluded that women's employment in the two flower farms had shown better changes in empowering their workers in terms of increasing the decision-making power, education, training access and health service delivery. Therefore, the study recommends that the government to set a national wage considering the flower farms, creating of women empowerment legal frameworks and follow-up, boost women empowerment benefits in flower farms, and look for the implementations.

Keywords: Women Empowerment: Employment: Policy: Labor Law: Horticulture.

CHAPTER ONE

INTRODUCTION

1.1. Background of the Study

Ethiopia has an area of 1.22 million square kilometers with great variety of climatic and soil types which can grow crops for home consumption and foreign markets. Ethiopia's economy is dependent on agriculture, which accounts for 40 percent of the GDP, 80 percent of exports, and an estimated 75 percent of the country's workforce (USAID, Agriculture and Food Security, 2022) . Ethiopia is one of the leading countries in Africa, where exponential growth and expansion of the horticulture sector are observed.

In Ethiopia, relatively the horticulture export sector is new, and it has shown quite an exponential growth in the last ten years. Horticulture is among the most widely spread agri-businesses in contemporary Ethiopia. Historically, Horticulture in Ethiopia is relatively a recent phenomenon. Some put its date of beginning to the early 1980s (Daniel, 2009) while others, for example,(Mulu and Michiko,2010) take it to late 1990s; and still others, for instance, (Aman, 2011) indicates that the cut flower industry in Ethiopia started in 1995. However, Horticulture has been given greater attention by Ethiopian government mainly since late 1990s (Ashenafi, 2009).

In 2003, five farms were engaged in the production and export of flowers. The post-2003 period is described by high entry of companies and remarkable growth in exports. Annual average growth in number of firms and exports in 2003 to 2008 is around 380% and 638% respectively. In 2008, there were 81 flower farms provide work for around 50,000 workers (over 70% women).(Mulu and Michiko,2010). Ethiopia earned 421 million U.S. dollars from flower exports during the first 10 months of the current 2021/2022 Ethiopian Fiscal Year. (Xinhua, 2022).

Meskel Flowers Plc was the first company to engage in export oriented commercial flower farming in Ethiopia. The farm in Meki town, around 160 kms from the south of the capital city Addis Ababa, began operations in 1993. A second private farm, Ethio-Flora, was established in Ziway Batu town soon after. Both farms are Ethiopian owned and produce summer flowers (field produced) such as alliums, and carnations for export to EU markets. (Mulu and Michiko,2010).

In the early experimentation stages, entrepreneurs encountered several difficulties. A critical problem for exporters in this stage was lack of reliable and cheap air cargo. Accessibility of finance was another problem since the flower industry is capital intensive and start-up investment involved considerable fixed assets. Prior to 2003, private investors in the flower sector were mostly forced to obtain land by renting it from small holder farmers. (Geogr., 2020).

To try to address these and other problems, the entrepreneurs confronted government with the potential achievement and profitability of the flower industry and the opportunity it represented for the country. They organized themselves to form an association, the Ethiopia Horticulture Producers and Exporters Association (EHPEA) established in September 2002 with five members. (Woldeyohannes, 2016).

The association has been contributory in the development of the sectors since its establishment and has acted as a 'pathfinder'. One of its early activities was to lobby government for privileges to be granted to the sector. The association has been very successful in raising awareness in government about the chance represented by the sector and for its harmonious operation with government help, the association started to address a wider audience that included buyers, NGOs, and the public. The association has been involved in developing formal and informal systems with donor's, government bodies, communities and organizing various forums such as international fair-trades. As a result, it has created strong and wide provision for the sector in addition to that the association manages certificate and training programs related to the sector Code of Conduct (Woldeyohannes, 2016).

By the end of 2002, government recognized the chance offered by the flower industry to earn large amounts of foreign exchange. Ethiopia was able to enter the top end of the flower market because the quality of its roses flowers compared with the best in the world government decided thus, to actively engage in indorsing the sector in terms of resource mobilization and coordination government came in with multi-faceted support beginning in 2003, concentrating particularly on access to land, access to long-term credit, duty-free import of machinery, infrastructure, and air transport coordination. After the government decision to support the sector, land held by government was made accessible for flower farms near to the airport in Addis Ababa, at cheap prices Government also provided long-term credit on very

generous terms through the Development Bank of Ethiopia with small interest rates. (Gebreeyesus, 2017).

Ethiopia is the second largest producer of flowers in Africa and the fourth in the world. The industry in Ethiopia has provided employment opportunities for several disadvantaged social groups such as women and young unskilled rural peoples. For instance, in the sector 75-85% of the labor force are women, 88% of the employees are within the age range of 18-25 years. Out of the total number of women employees, more than 60% are single and 62% of the workers have primary education level. (EHPEA, 2018).

1.2. Statement of the problem

Ethiopia is predominantly an agricultural country that 85 percent of its population depends on agriculture for their livelihood. Its agriculture is also characterized by low productivity, which can be attributed to shortage of skilled human resource, lack of good governance and lack of capital that compounded by inaccessibility of the existing formal financial institutions due to poor factors such as high collateral equipment and high transaction cost for small loans. In the meantime poor people were regarded as credit worthless, access to credit is very restricted. As a result about half of 85% of the population was living below the poverty line. These people lack the financial capacity to meet the minimum standard of living. They also suffer from different kind of deprivations such as loneliness and powerlessness. Most of these targets were women, children, elders, disabled, small-scale farmers, unskilled workers (Gebrehiwot, 2002).

According to the World Bank's gender statistics database (2014) women have a higher unemployment rate than men in virtually every country. Seventy percent of the world's women are poor ((Roodman and Morduch, 2009). Women have been disadvantaged in access to credit and other financial services and commercial banks often attention on men and neglecting the women who make a large and growing segment of the informal economy (ILO, 2009). As stated by (Deepa, 2002) in most poor countries, men domination was strongest within the household. Access to credit and participation in income-generating activities is assumed to support women's bargaining position within the household thereby allowing them to influence a greater number of strategic decisions. (Rathirane and Semasinghe, 2015).

According to Tegene (2012) Ethiopia is one of the poor countries in the world with poor access to education. Illiteracy affects more women to a higher extent lack of literacy goes to a lowered employment status, poor health, and higher levels of corruption and gender inequality and women are affected far more often than men. However, it is impossible to think of development while ignoring the women labor force, as women represent the major force for rural changes, largely as an un-tapped resource that could improve rural development and lead to higher growth rates and better food production.

The right to control the number and spacing of their children was not enjoyed by the majority of Ethiopian women. Ethiopian women's position was low where they: (a) are generally poor because they earn less; (b) are less educated; (c) are increasingly becoming heads of households, with no resources to support their dependents; (d) do not enjoy due acknowledgment for their labor contribution, particularly in agriculture, and (e) do not have decision making power. Ethiopia is a patriarchal society that keeps women at a subordinate position, using religion and culture as an excuse. These excuses have for many years have been supported by laws and legislation that uphold patriarchy and women's subordination. (Haregewoin and Emebet , 2002).

The majority of the Ethiopian women have not benefited from organized education, neither formal schooling nor non-formal alternatives. The net enrollment ratios of males were greater than females in urban and rural areas of Ethiopia (CSA, 2000). Although a few women with higher education have found professional employment, most hold low-paying jobs. Women are still much more likely than men to be poor, illiterate and unemployed. They are far less likely than men to be politically active and far more likely not to be in groups which will offer them the opportunity to be economically sound and politically active (polpulation, 2005). However over the last two decades, the Ethiopian government was expanded its education system and made important gains for girls at the primary and secondary levels. The net enrolment rate in elementary school became better and increased from 29% in 1989 to 86% in 2017. (Ethiopia, 2020) .

The few research that are conducted on the workers of the flower farms in general and on women workers in particular point out that in all the flower farms women workers are larger in number than men workers. (Diriba and Betelhem, 2007, 2009). This shows that women, who have previously been at home, are being in employment and become salaried, which in turn shows

women's interest and their abilities to contribute to the country's economy and to food security of their families.

The labor force salary rate is relatively much lower than neighboring Kenya. The low wage in the horticulture was illustrated by the fast growth of the sector in Ethiopia. The average wage in Ethiopia is 40%, which is significantly small compared with Kenya (Hivos, 2015). The Ethiopian law does not recommend minimum wages through statute. Usually, wages are fixed by the employer or by collective agreements, or by the employee's contract of employment. Women make big contributions to the agricultural and rural economies in all countries, especially in developing countries.

Women in the horticulture sector are exposed to verbal physical and psychological types of violence and harassments (Workneh, 2007). Women's are also the primary caregivers and caretakers of the household. The combined loads of productive work and care work because many women to experience time poverty which negatively affects their health, economic options, and community engagement. Women working in this sector needs special attentions because most of them are living in rural areas as well as according to EHPEA (2018) there education status is low their age is young and large number of women employees are in the sector. This tells as how the horticulture sector women employees are the most vulnerable group for different GBV problems, sexual harassment, sexual reproductive health problems, and harmful traditional practices and so on. The empowerment of women in every aspect as well the improvement of their economic status and education status is highly important in itself and it is essential for the achievement of sustainable development for the country.

According to (FAO, 2011) a large proportion of women's work remain unpaid, including homework, contributions to family farms or businesses, and additional tasks. Women are also more likely than men to work in the informal sector, which includes urban and rural informal economy. Women make up 83 percent of domestic workers worldwide working in unregulated and precarious conditions. They form 43 percent of labor supply in the agriculture sector worldwide and over 50 percent in East Asia and Sub-Saharan Africa. (Aparajita and John , 2016).

According to Tigest (2007), the research study deals with an assessment of the working conditions of flower farm workers her study is more focused on the socio-economic conditions of flower farm workers. On the other hand, Betelhem (2009) studied about opportunities, challenges, and positions of female flower farm workers. In addition, there are additional research works dealing with women's unemployment, lack of recognition of women's workload, and social values offered to women's responsibilities in the horticulture sector. However, researchers are concerned with the socio-economic empowerment of married women working in selected flower farms including the institutional setup and practice to empower women employees, role of flower farms to empower women employees are rare findings. Particularly there is no comprehensive research work on employment of the sector concerning its empowerment aspect contributions to fill the knowledge gap we have.

1.3. Research Questions

1. What are the institutional setup and practices in flower farms in related with women's socio- economic empowerment?
2. What are the mechanisms that the flower farms use to empower their women employees?
3. To what level women workers are empowered in their decision-making power at household level?
4. What are the challenges of women employees in the flower farms?

1.4. Objective of the Study

1.4.1. General Objective

The General Objective of this Study was Socio-Economic Empowerment of Married Women Working in Selected Flower Farms in Central Ethiopia.

1.4.2. Specific Objectives:

The specific objectives of the study were: -

- To identify institutional setup and practice related to women's Socio-Economic Empowerment.
- To investigate the mechanisms in which the flower farms empower their women employees.

- To explain the extent of women employee's empowerment level in their decision-making power at household level.
- To examine the major women's challenges in flower farms.

1.5. Significance of the study

The significance of this study was to explore the benefit of women employees in flower farms and the institutional mechanism that supports women's empowerment. Investing in women by creating different opportunities will craft skilled and confident women employees in the workplace. In broad-spectrum, investing in women employees have a positive impact on both the company and the workers. On the other hand, empowerment helps women to depend on themselves and claim their legal rights. Supporting women employees by creating paid job opportunities, access to loans, and finances has played a pivotal role in increasing productivity for the sector and giving them high confidence at the household level. The empowerment of women contributes to the development of human capital and human capabilities. On the other hand government, the flower farm owners, and policymakers consider the study pursuing to alleviate the negative effects and encourage the positive ones. Researchers, academicians, and students as well benefit from the study either to learn from the research finding or take the findings to identify gaps and use them as reference.

1.6. Scope of the Study

The proposed research study was the Socio-Economic Empowerment of Married Women Working in Selected Flower Farms in Central Ethiopia. The researcher selects two flower farms found in Batu and Bishoftu. The sites were selected for the following reasons. For one thing, the locations have a high number of concentrations of female flower farm workers, besides that, the willingness of the flower farms and the ownership of the flower farms were another reason. Theoretically, the study was employed to the conceptual outlines for women empowerment associated with socio-economic and demographic factors. The framework allows to study the levels of women empowerment economically, socially, educationally and health aspects.

1.7. Concepts and Definition of Operational Terms

Agriculture: The term Agriculture is derived from two Italic words ager or agri meaning soil and cultura or Cultus meaning cultivation. Agriculture is an applied science which encompasses all aspects of crop production including horticulture, livestock rearing, fisheries, forestry, etc.

Horticulture: the branch of plant agriculture dealing with garden crops, generally fruits, vegetables, and ornamental plants. The word is derived from the Latin hortus, “garden,” and colere, “to cultivate.” As a general term, it covers all forms of garden management, but in ordinary use it refers to intensive commercial production. (Synge, 2021)

Floriculture: is a discipline of horticulture concerned with the cultivation of flowering and ornamental plants for gardens and for floristry, comprising the floral industry. The development, via plant breeding, of new varieties is a major occupation of floriculturists. (Srinubabu, 2021)

Women Empowerment: Women's empowerment is defined as women's sense of self-worth, their right to determine choices; right to have access to opportunities and resources; right to have power to control their own lives within and outside the home; and their ability to influence the direction of social change. (Women, 2002)

Empowerment: Empowerment is a constructive approach for addressing gender inequalities in society and supporting women to achieve desired outcomes, it is essential to realize other factors that may inhibit or hinder this process. Gender inequalities are often exacerbated by additional factors that limit women's power. These factors may include class or caste, ethnicity, wealth, age and cultural values (Mosedale, 2005)

Employment: Employment is an agreement between an employer and an employee that the employee will provide certain services. In return, the employee is paid a salary or hourly wage. Although employees can negotiate certain items in an employment agreement, the terms and conditions are primarily determined by the employer. Both parties may also terminate the agreement. (HEATHFIELD, 2020).

CHAPTER TWO

LITERATURE REVIEW

2.1. Overview of Horticulture and Floriculture Sectors in Ethiopia

There are more than 90 countries which are active in world floriculture (IFTS, 2004). The Global production of floriculture products was continuing to expand, especially in new producing countries in Asia, Africa and Latin America, and the productivity in these countries is expected to go up further. Traditional large producing countries such as the Netherlands, Japan and the US continue to lead global production, these countries working towards higher productivity per worker and per unit area; total area under production will remain stable or drop slightly in these three countries. The trend in production of cut flowers which is very labor intensive, tends to be located in areas with lower labor and other production costs.

Horticulture is among the most widely spread agri-businesses in contemporary Ethiopia. Historically, Horticulture in Ethiopia was relatively a recent phenomenon. Some put its date of beginning to the early 1980s (Diriba and Daniel, 2007,2009), while others, for example, Mulu & Michiko (2010) take it to late 1990s; and still others, for instance, (Hanan, 2011) point out that the cut flower industry in Ethiopia started in 1995. However, Horticulture has been given greater attention by Ethiopian government mainly since late 1990s (Daniel, 2009).

Ethiopia is considered as one of the economically growing countries of the world (FDRE, 2011) However, like many developing countries, women's work force has not been properly recognized and utilized. Despite certain improvements following efforts from the government, the economic opportunities for and participation of Ethiopian women are still low. This is due to male-oriented development projects and the exclusion of women from the formal employment sector (Solomon et.al., 2014), this seems restricted women to unpaid, tiresome household work. Moreover, evidences show that women still do not get professional and on-job trainings suffer from lack of adequate access to trainings, extension and credit services, financial support and utilization of modern technology (Ministry of Agriculture and Rural Development, 2008).

The above challenges would have been leading women to marginalize positions in many ways. For instance, women account for 70% of the world's poor because of unequal economic

opportunities (OECD, 2008). In this regard, appreciating women's work is instrumental to rescuing women from a life of poverty so they might contribute to the country's economic growth.

Women Empowerment and Horticulture Sector

Women also play a significant role in the sustainable development of the economy through their involvement to the household and agricultural activities, often at par with men (Majumdar and Shah, 2017). IFAD (2011) reported that women's empowerment in agriculture is one of the most important dimensions of empowerment for rural women. Women play vital roles as farmers and businesswomen in agricultural production. At the same time they manage household nutrition as mothers (Abebe et al., 2016).

Women's empowerment has a direct impact on agricultural productivity and household. A woman who is empowered to make decisions regarding what to plant and what inputs to apply to her plot was more productive in agriculture. Empowered women were also better able to ensure her children's health and nutrition, in no small part since she is able to take care of her own physical and mental well-being (Smith et al., 2003). Experts say that if the gender gap is reduced in access to productive resources and opportunities and women are provided these basic services then agriculture productivity could grow by 20-25% to meet food security and may decrease hunger (Srivastava and Srivastava, 2017). Since women in rural areas are largely dependent on agriculture for their livelihoods, household's vulnerability to food insecurity is greatly influenced by their levels of empowerment in agriculture (IFAD, 2011).

2.2. Types of women Empowerments

Women's empowerment in particular was addressed through various dimensions: economic, political, social, psychological, educational, cognitive, etc. In this study, the economic and educational dimensions of empowerment were studied broadly.

2.2.1. Economic Empowerment

According to scholars such as (Lopez-Carlos, Augusto and Saadi Zahidi, 2005), **women's economic** empowerment is crucial because it reduces the number of "poor" women through employment so that it serves as source of household income and enhances their capacity in the struggle for food security. According to (Anne.et.al, 2011) women who are economically

empowered gives more to their families because women often invest their extra expenses for their children than that of men. In economic development and material benefit increases the bargaining power of the women, which may lead to structural change and enables them to secure persistent economic gains. For instance, in the floriculture industry, women's formal employment (as salaried personnel) is expected to impact other forms of empowerment, though study results show variations. Moreover, women's economic empowerment, for instance, through employment in the floriculture industry has impacts on the household, community.

The word empowerment is too many people difficult to define, but as (Cheston and Kuhn, 2002) express, "Most of us know empowerment when we see it". The process of empowerment can only be driven by the woman herself, but then again on the other hand it can be facilitated by others through programs such as education, capacity building, political mobilization and the social and legal institutions that marginalize women. The elimination of gender discrimination and promotion of women's human rights are preserved in international agreements, signed by governments and endorsed by development agencies (Mayoux.L, 2010). Hence, gender issues play a very important role within the financial sector and economic development. (Duflo et.al., 2012), states that there is a bidirectional relationship between women empowerment and economic development, such as improvements in health, earning opportunities and political participation. By decreasing poverty and increasing opportunity in a developing economy, gender equality will progress (Duflo et.al., 2012). (Mayoux.L, 2010)) Agrees by saying that gender equality of opportunity and women empowerment are elements which are essential for economic growth and pro-poor development of any strategy. Studies have also shown that improved access to credit and savings has led to increased savings, entrepreneurial activity and protection against income shocks (Brannen and Sheehan, 2016). Increased decision-making power for women, higher self-worth, hope and a sense of belonging, are intangible effects occurring from access to financial services (Brannen and Sheehan, 2016).

Women's access to financial services could also possibly initiate a series of "virtuous spirals" of economic empowerment, lead to increased well-being for women and their families, and wider political, as well as social, empowerment (Mayoux, 2010). Moreover, (Duflo et.al., 2012)states that the unfair treatment in the household, could be caused by the fact that women have less opportunities in the labor market. Policymakers and social scientists have tended to focus on the

direction where development alone can play a major role in driving down inequality between men and women. They argue that gender equality improves when poverty declines. Policymakers therefore tend to focus on the conditions for economic growth and prosperity, but without adopting specific strategies targeted at improving the conditions of women (Duflo et.al.2012).

2.2.2. Educational Empowerment

Education is a milestone for women empowerment because it enables them to respond to opportunities, to challenge their traditional roles and to change their lives. Education is one of the most significant means of empowering women with knowledge, skills and self-confidence requisite to participate fully in the development process. The role of education is not only learning of three R's, ("Reading, Writing, and Arithmetic") but also includes raising awareness and critical analysis of various structures and acquiring knowledge for empowerment at all levels.

Education is a vital part of growing and developing, but there are still places in the world that deny education to girls. This takes away a fundamental skill everyone has the right to: knowledge. Without a proper education for all, women empowerment isn't possible. Education puts everyone on equal footing, and lets young girls have access to what their rights and duties are. In addition to that, obtaining knowledge can boost self-confidence, self-esteem, and make girls self-sufficient. It also gives them access to the development of social, political, intellectual, and religious consciousness, and can discourage the growth of bigotry, narrow-mindedness, superstition, intolerance, and so on.

Women's education is a recognized critical condition for women's empowerment – enabling them to gain greater access and control over material and knowledge resources in order to improve their lives and challenge the ideologies of discrimination and subordination (Khan, 2015).

2.2.3. Political Empowerment

The political dimension of women's empowerment is concerned with equal representation of women in the formal and informal decision-making structures and processes; and considers their voices in the policy formulation that may affect them or the society they live in (Lopez-Carlos et.al., 2005). In other words, according to (USAID, 2007) political empowerment enables women to know and understand their rights and being able to effectively assert and enforce their rights.

Due to their political empowerment, women may be able to organize themselves and have a strong voice in case of challenges they face with. (Christine, 2001) Argues that political empowerment may not be always claiming power and becoming opponents, rather it is about women to claim power so that they can govern themselves. It is directly linked to other dimensions such as economic and educational empowerment. Its major tenet is the need for women to “recognize the injustice of power differences” and try to overcome the challenges.

Political empowerment may be achieved over and done with, for instance, increasing the number of women to participate in decision-making positions, and in giving them ways to bring together themselves, providing them education, and trainings. In relation to the floriculture industry in Ethiopia, studies show that there are claims and resentments on the issues of political empowerment. Particularly in relation to workers’ union and sexual harassment (Daniel and Tigest , 2009, 2007); working positions (Melese, 2009), sexual harassment and amount of payment (Abinet et.al.,2010) and many others.

2.2.4. Social Empowerment

The social dimension of empowerment incorporates education, training and skill development, systematic management of gender relations at workplaces and management of their relationships with their family members and with the society at large. A decent education and acquisition of skills for the women in particular are crucial to facilitate their political and economic benefits. In other words, it is about acquiring the right skills and experiences, which ultimately help the women and empower them so as to carry out the lives they value (Report, 2008).

2.3. Importance of Women’s Socio-Economic Empowerment

Empowerment is one of the most important issues in the world, both in the developed and developing countries. In particular women’s educational, economic and social empowerment is very much crucial to achieve sustainable development goals. . It has been argued that empowerment of women is prerequisite for achieving political, social, economic, educational, cultural and environmental security among people (Beijing platform for Action, 1995).

It is also argued that empowerment of women can bring equal status , chance and freedom to develop their capacity. For instance education can be resulted in women’s self-sufficient in

every aspect, and makes them to depend on themselves and set them in good position by increasing their awareness and knowledge on their profession. In addition to that it allows to take the right decision-as education opens ways to take decision according to their choice related to life style, life partner, job, career, sexuality, reproductive health rights and others.

Women's Economic Empowerment increases women's access to economic resources and opportunities including jobs, financial services, property and other productive assets and skills development.

Invest on women's also important so as to reduce poverty and create inclusive economic growth. Empowering women in the workplace allows them to have more control over their careers and ensure their growth, which is essential to create effective employee for relatively longer period of time. Furthermore when women are empowered they have an ability to manage their family and children properly.

2.4. Challenges of Women empowerment

Women play a vital role in agricultural production, a critical component of food security; however, they are unable to reach their full potential due to discriminatory norms, policies and laws. Women are less likely to own their own property, and custom and patriarchal social norms often favor male relatives. These obstacles threaten women's food security, pushing them to migrate to urban areas searching for other livelihoods. Discriminatory laws and policies which prevent women throughout the life-course from controlling their productive resources, lock them in a cycle of poverty and prevent them from being educated and economically empowered.

2.5. Different Approaches for Women Empowerment

Gender Mainstreaming: - The gender mainstreaming approach developed from the liberal feminist current of thought and the theory of modernization. The liberal feminist current explains the subordination of women through their exclusion from the public sphere due to the division of labor by gender. Liberal feminists seek to promote women's access to various arenas in the working world and to positions where decision-making can have an impact on the status of women (Young, 1993). The feminist current advocate's legal and administrative changes designed to ensure and improve women's integration into the economic system (Dagenais et.al., 1994). This

feminist philosophy demands equality in order to put an end to discrimination against women is the process of evaluating the implications for women and men of any planned action, including legislation, policies or program, in all areas and at all levels.

Gender-Responsive Objectives are program and activities that are nondiscriminatory, equally benefit women and men and aim at improving gender imbalances (UNESCO, 2003). It refers to outcomes that reflect an understanding of gender roles and inequalities and which make an effort to encourage equal participation and equal and fair distribution of benefits.

2.6. Theoretical Framework on Women's Empowerment

Liberal Feminist theory

(Giddens, 2001) Characterizes liberal theory as a “feminist theory that accepts gender inequality is made by lowering access for women and girls to civil rights and allocation of social assets such as education and employment”. It is characterized by an individualistic emphasis on equality (Khattak,2011).

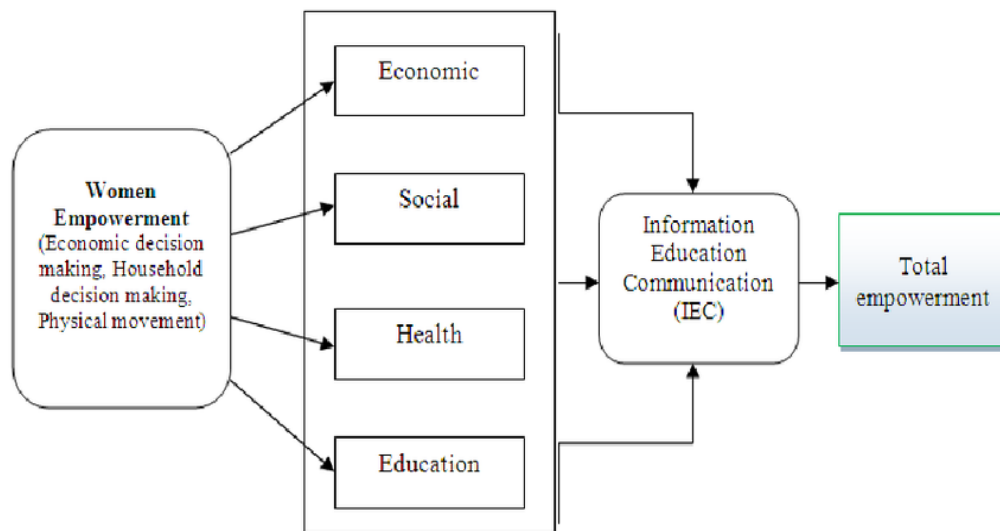
Liberal feminist thoughts and procedures have been implemented in Ethiopia with different laws, approaches, policies programs and projects within the public and private circles. To achieve gender balance in general and avoid women's abuse in particular, Ethiopian Government has been working with particular measures like affirmative activity. Moreover, because it is Ethiopia also adopts policies that require different treatments of women and men under diverse circumstances. To turn away the past injustices based on sex separation by the society and the state, the government of Ethiopia is giving affirmative action for women.

Promoting women empowerment in horticulture sector is critical, as women comprise on average high percent of the agricultural labor force in developing countries. Women's empowerment entails the improvement in their ability to manage their own lives (e.g. improve their access to education, access to formal sector employment and promote to high positions, access to entrepreneurship, access to trainings, access to finance, control over fertility), which may be obtained through increased access to key resources and activities. Equipping women to be economically independent, self-reliant, have a positive self-esteem to enable them to face any challenging situation and they should be able to participate in developmental activities. Create a

gender-sensitive educational system, was increase enrolment and retention rates of girls and improve the quality of education to facilitate life-long learning as well as development of occupation/vocation/technical skills by women.

Providing women empowerment programs which can benefit the all employees this includes life skill trainings, education opportunities (long term and short term), promoting female employees into high positions, general health and reproductive health concern benefits, loan opportunities, participating in decision making activities, as a major empowerment activities for sustainable development of sector and women employees' empowerment.

Figure 1: Conceptual framework for women empowerment associated with socio-economic and demographic factors.



Source: Level of Women Empowerment and It's Determinates 2015

This conceptual framework is an attempt to construct a women empowerment index using multi-dimensional factors in the context of demographic and socio-economic characteristics of women working on flower farms. The framework was used to measure the contribution of each factor toward the level of women's empowerment.

The objective of the study mainly deals with the institutional setup that empowers women employees' socio-economic status and supports the benefits in the flower sectors. This study deals with how flower farms benefit their women employees especially married women workers economically, socially, health aspect and from formal and non-formal education benefit and opportunities.

Empowerment of women is key for the meaningful participation in the decision-making process at every step including the household and the workplace. Therefore, to bring about this change empowering women's socially and economically was the major one. Moreover, it is believed that increasing women's access to finance was increase household income, which will then translate into improved well-being for women's and their family. In economic empowerment, women's access to credit through saving and credit programs as well from the company gives them a greater economic role in decision making through participation in terms of improve their own and the households wellbeing.

Employment is argued to improve women's empowerment for similar reasons, it gives women access to their own earnings or contributions to family income that in turn increases their understanding of money, right to participate in financial decisions, or financial independence (Mason et.al., 2003). (Oliveira, 2000), also stressed that education has an important impact on access to other resources such as extra-domestic work and greater income. Similarly, according to (Chaudhary, 2012) educated women have subordination, to assert their independent right to make choices and to control resources which will help them in challenging and eliminating their own subordination and to make independent decision. In this process, women are aware of all their choices and sufficiently informed themselves to make their own decisions. In this study, the empowerment approach emerged concerning the issues of gender equality in decision-making and leadership, increasing self-esteem and self-confidence for bringing the fundamental changes.

CHAPTER THREE

METHODOLOGY AND THE STUDY DESIGN

3.1. Description of the Study Area

The study was conducted at Batu town which is located in the East Showa zone of the Oromia region. It is 166km far from Addis Ababa. The economy of the town is based on fishing, horticulture, animal rearing and dairy, and small-scale trade is mentioned. Additionally, Batu is also home to the caustic soda factory. The population of Batu Town is estimated to be 59,746 of which 31, 388 are males and 28, 358 are females. (Mekuria et al., 2014).

The demography of the town is highly stratified in terms of age, culture, ethnic background, and religious affiliation. Among the ethnic groups found in the town are, Oromo, Amhara, Gurage, Kembata, Hadiya, Silte, Wolayita, and Tigre are amongst. Afaan Oromo and Amharic are widely spoken languages in the town. In terms of religious affiliation Orthodox Christian, Protestant, Muslim, Catholic, Wakefeta, Adventist, and Jehovah's Witnesses are practiced among the others (Central Statistics Agency, 2000).

Livelihood Strategy

The livelihood strategies of the Batu population is depending on vegetable farming, animal rearing, and dairy, and small-scale trade, self-employ businesses such as hotels and cafeterias and fish production, flower farms, and other government and private sectors were the major livelihood strategy for Batu peoples. Women often engage in small-scale trading in the market and earn informal income from selling drinking items such as --- some individuals are employed in the factories established on the outskirts of the town, for example, wine industries and flower farms employed thousands of young men and women in the locality.

Recreational places

The town of Batu is rich in natural resources especially beginning from the Lake Ziway/there are several fish species in the lake, the ceremony of epiphany every year celebrated by crossing the lake, the mild weather of the town, in the wet rainy season and the dry season is partly cloudy and feels warm throughout the year.

Furthermore Lake Ziway/ is a home to different species of birds, fish, and other aquatic mammals such as the hippopotamus. The lake has 20km in width and 31km in length and the surface area of the water is 4402km. Lake Ziway has a maximum average depth of 9 meters and the minimum depth is 4 meters.(Abyssinia ballooning, 2017).

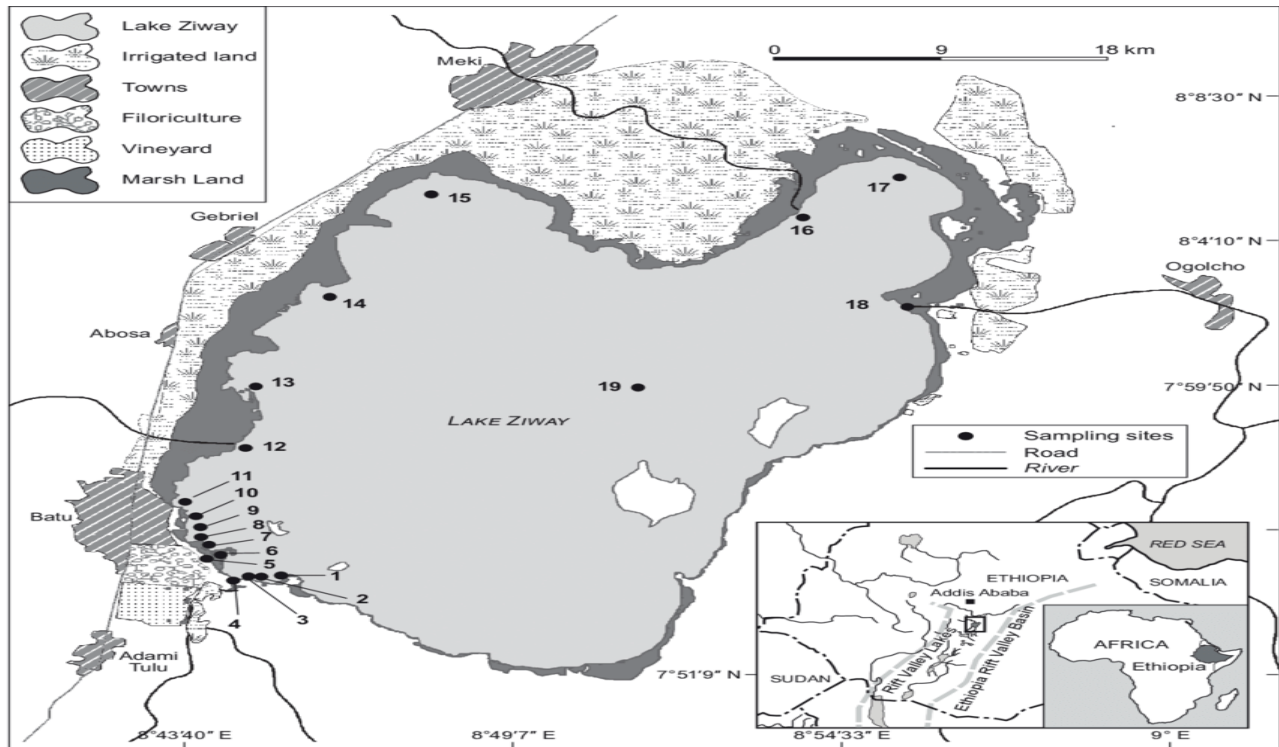
Sher Ethiopia Flower Farm

According to the information received from the company, Sher-Ethiopia flower farm entered the Ethiopian flower industry in 2005, and it has become one of the largest companies exporting flowers. It is owned by a Dutch investor and has acquired an area of 650hectars. The company managers are explained that the farm is the largest in the country in terms of the size of farm workers and the volume of flowers produced. In addition to that, it has two sister companies called Adami Tul and Blen Sher in the vicinity of the study area the focus of the study is Sher Ethiopia flower farm which currently has 7410 employees of whom 3529 of them are female employees and 2645 were men it has also 41 management staff from those half of them are women's staff management including human resource managers, compliance managers, supervisors, and health professionals.

As the documents obtained from the company show, it can be observed that Female employees in the sector are mostly assigned to work in the greenhouse, pack house, supervisors, cashier, and office administration positions. On the other hand, the farm has 26 greenhouses and 14 pack houses. The company had its own higher hospital which gives medical services to all employees. In addition, the Company mainly produces a variety of roses and exports its flowers to Holland, from where they are distributed to the rest of Europe.

The Sher flower farm was selected for this study because considering a large number of female staff, looking for the establishment year and it is one of the oldest flower farms, as well there are no more research studies done so far and the willingness of the company owners made the research to focus on Sher Ethiopia flower farm.

Figure 1 : Location of Sher Ethiopia Flower Farm at Ziway



Source: Map of lake Ziway and Ziway City(Teklu et al.,2018).

Bishoftu/Debrziet Town

Bishoftu was found in the East Shewa Zone of the Oromia Regional State. It is 40 km away from Addis Ababa. The historical name of the town is linked with the fact, that post the Italian aggression the monarchy had given the name Debre Zeit the town by changing its original name. Regarding its growth from 1935 to 1982 E.C, the town had become the administrative center of Adea Liban District. From, 1983-to 1994 E.C it was the political center of the Adea District. Bishoftu, as a definite entity, did not come into existence until after the Second World War. Accounts of earlier travelers call the region "Adda", although one Swedish memoir from 1935 mentions a village named "Bishoftu" (SFD Report Bishoftu Ethiopia, 2016).

Socio-Demographic Status of the town

According to the Socio-economic summary of the Bishoftu city administration office, the population of the city is rapidly mounting from year to year at an average growth rate of more than 2.9 % per annum. Population dynamics of a given settlement area are the result of fertility, mortality, and migration. In the urban environment, migration (rural to urban) / urban to urban/ has a predominant role in changing the population characteristics and reflects the urbanization rate. To the data obtained from the population projection made by the Bishoftu Plan and Economic Development Office, the city has a total population of 205,858 by the year 2016/17. From the total population, 48% are males and 52% are females including the rural Kebeles currently incorporated under the administration of the city (Bishoftu City Administration, 2018).

The three largest ethnic groups reported for this town were the Amhara (43%), the Oromo (40%), and the Gurage (8%); all other ethnic groups made up 9.44% of the population. Amharic is spoken as a first language by 71.95%, and 20.12% spoke Oromiffa; the remaining 7.93% spoke all other primary languages reported. According to the present document from the town administration majority of the residents are Christians and Muslims. (Gonfa, 2018).

The market is a major feeder market for Addis Ababa. The town has many training and research centers, with the Air Force, the Ethiopian Management Institute Conference Centre, National Veterinary Institute, Faculty of Veterinary Medicine of Addis Ababa University, and the Alemaya University of Agriculture all represented. Modern agricultural enterprises, particularly for chicken and egg production, are there and the city has seven lakes in the town which is a place for tourist attraction. The city is home to the National Veterinary Institute of Ethiopia, established in 1963, the leading veterinary vaccine research and production center currently producing more than 20 livestock vaccines. Next door to the national veterinary institute is the school of veterinary medicine of Addis Ababa University. The Gafat Armament Engineering Complex is located here. (SFD Report Bishoftu Ethiopia, 2016).

Recreational places

A Resort Town Bishoftu is a resort town that is known for having seven crater lakes that are enclosed by a steep escarpment which gives the lakes panoramic views: Lake Bishoftu, Lake Hora

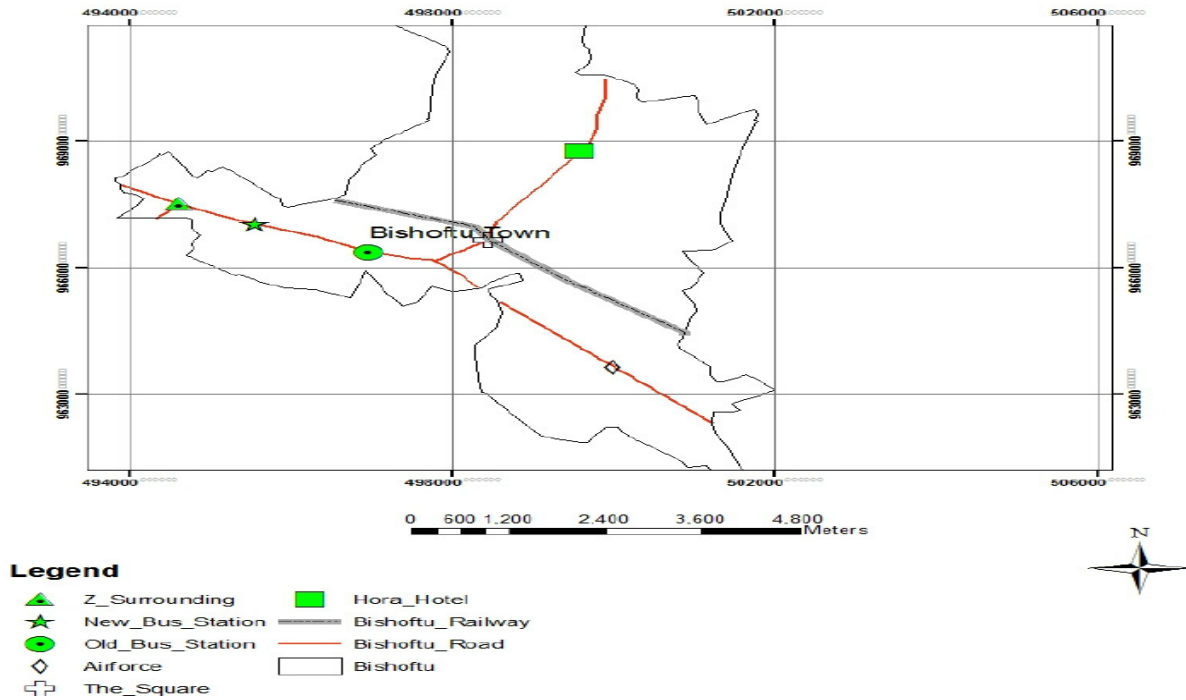
Arsedi (the largest lake in the town), Lake Bishoftu Guda, Lake Kuriftu, Lake Babogaya (located in the outskirts of the town and convenient for many sporting activities), Lake Kilole (also called Green Lake “Arenguade Haike” because of the presence of Green algae) and Lake Chelelaka. Lake Balbala is an artificial or manmade lake situated in the town. These lakes are places where the majority of resort hotels are located and different recreational activities are taking place. (Gonfa, 2018).

Minaye Flower Farm

In the town, there are 11 flower producers and the one is the Minaye flower farm which is family owned and operated grower, exporter, and distributor of a premium quality range of fresh-cut flowers (Roses). Minaye has been growing roses since 2004. The company acquires more than 30 hectares for production. The farm had owned by a local investor. The farm had a total number of 430 employees from that women employees account for 262 and males are 168 in addition to this there is near 22 management staff from those 15 are male and 7 female management. The women are mostly working in the greenhouse and pack house department. There are 168 greenhouses and 88 pack houses in Minaye as well there is a primary-level hospital with two female health professionals found in the company. The company mainly exports its flowers to different European and African countries. It has also one additional sister company at Awash Melkasa but The study focuses on the one which is found at Bishoftu. (Own source, 2022).

Minaye flower was selected for this study because of looking for the establishment year and it is one of the oldest flower farms, in addition to that the proximity of the flower farm and the willingness of the owner are also the criteria and to include the local owned farm to see the status of the flower farms.

Figure 2 : Location of Minaye Flower Farm PLC



Source: Map of Bishoftu Town (Chandravanshi,2014)

3.2. Data Collection Procedure and Tools

The data collection has been started after receiving the letter of approval for the research. The letter of informed consent was included in each of the survey questionnaires and the key-informant guide after getting to the study area, the researcher had recruited enumerators. The enumerator in data collection were degree holders in the field of social science, fluent in the local languages (both Amharic and Afan Oromo). The data collectors were given 2-day training on the study objectives, the method of data collection, and the tools for data collection, in relation to that the enumerator was female and she has been selected by the criteria of educational level, experience, and fluent on local languages. Whereas, for the qualitative data key-informant interview was held with participants. Each of the interviews was conducted by the researcher at different times based on the schedule prepared based on the consent and schedule of the participants.

3.3.Data Collection Methods

This study employed both a mix of qualitative and quantitative data sources. As indicated by (Creswell, 2012) a "procedure for the collection, analysis and "mixing" in one single study or a series of studies to understand the research issue" through both quantitative and qualitative methods.

Employing the combination of qualitative and quantitative research approaches makes this thesis rich as it is important to address the research problem and elaborate on several issues. At a time mixed method can add words, pictures, and narrations of informants and numbers to describe data. Moreover, mixed methods can address both the 'what' (quantitative and qualitative) questions and 'how' or 'why' (qualitative) questions. This enables the researchers to understand the different interpretations of a certain phenomenon. In this study, the type of data collection in embedded design is to augment or support the primary form of data. The embedded design seeks to sequentially collect quantitative and qualitative data, but one approach is given a priority that drives the other to supplement the former. The embedded design allows making either the qualitative or quantitative data complimentary. (Creswell, 2012).In this study, the qualitative is used as a support to that the quantitative data.

3.3.1 Survey Methods

Quantitative data were generated by administering a structured survey questionnaire. The questionnaire is designed to collect first-hand information regarding women working on the flower farm's empowerment issues. Both cloth and open-ended questions were included in the questionnaire to generate farm work level and individual-level data. Open-ended questions were included in the structured questionnaire to give the respondents greater freedom of expression in their responses.

There are various ways to collect survey data. One of them, which was also used for this study, is a face-to-face personal interview in which an enumerator or an interviewer asks a series of questions from the already designed questionnaire and records them (Bernard, 2006). The implementation of face-to-face surveys gives good outputs that mainly help our study, using local language to communicate with the respondents makes the conversation easier.

Questionnaire

In this study, both open-ended and close-ended questions were employed to collect a wide range of information about the institutional setup and practice, women's empowerment benefits on-farm, the decision-making power at the household level, and their challenges at the workplace is the major questionnaire parts. The questionnaire was prepared in English but is translated into Amharic. Questionnaires for this survey included mostly closed-ended items characteristics of respondents & information on the farm working conditions.

The ones who assist the researcher in data collection were degree holders fluent in the local language and the data collectors were given 2-day training on the study objectives, the method of data collection, and the tools for data collection.

In this study total of 188 women, married employees have been selected for the administration of the survey questionnaire based on the criteria all are participating in the interview from both flower farms. The structured questionnaire is intended to provide numerical information about, empowerment benefits on the flower farms, women's promotion to better positions, medical coverage, and women employees' challenges in data gathering.

3.3.2. Qualitative Method of Data Collection

Farm women married employees were part of the in-depth interview on the other hand worker unions, and Managements are the key informants for this study.

Qualitative data helps the researcher to explain and understand the experiences, the empowerment opportunities, and benefits at the workplace. For the qualitative, purposively select key informant and the data were obtained through key informant interviews, focus group discussions (FGD), and site observation. Key informants from management and labor unions were approached for in-depth interviewing.

Observation: This is one of the study techniques that was applied during the fieldwork in order to understand the overall situation the farm specially the working condition of women employees in the sector the working environment and other related information's were gathered. In this way, observation without participation has advantages over the other methods in that it enables the researcher to gather relevant information without spending much time and energy as other methods do. However, it is not

helpful to “learn about the viewpoints [and] deliberations” that study subjects want to address (Dorothy, 2005).

As Bernard,(2006) explains while conducting systematic observation, it is advantageous to be alert and if possible to use more senses such as listening, touching, smelling, in addition to watching, which makes possible to have a better understanding about the meanings of the activities study subjects intended to do and say. Therefore, as much as possible, while observing I will take care of things are happening and researcher observe respondents to know about their interaction and to have full or accurate information.

In the observation time the researcher is observing the working conditions of female workers, visiting of different departments, observing of pregnant women’s working situations, different attractive pictures and staff photos more than 4 times on different days. In addition the management staff was willing to show the work place the compliance teams and HR team were assisting of the researcher to observe the workplace because of that those teams had responsible to assist such kind of activities.

Focus Group Discussion (FGD): This is a form of group interview or organized discussion in which a selected group of individuals provided information in the form of common views about their life experiences related to the study issues (Bloor and Fiona , 2006). Therefore, one of the intensions of FGD is to gather many views and perspectives through discussion by participants. (Gibbs, 1997).Also says, the purpose of focus group discussion is to gather information about an issue that “would not be feasible using other methods” in terms of attitudes, feelings, beliefs, experiences and reactions of group participants. Farm women married employees, farm men employees and mixing of other men and women groups were participated.

Having the discussion gives as brief insights on the empowerment benefits male collages have also positive attitude towards on women empowerment and mention that it was very necessary to advantage all employees in the sector as well women play great role the growth of the country economy due to this is the companies support women’s in education., training and different opportunities they become influential in all places. The researcher conduct five FGD session three for Sher Ethiopia and two rounds for Minaye Flowers. The FGD were held with total of 30 participants with equal participation of both male and female employees and it takes 30-40 minutes in every session.

Key Informant Interview:

Key informant interview was an important technique to gather firsthand information (Jo, 2011) and it was started with informal conversations with individuals that may help to create rapport. Key informants can serve as “initial source of information” and have the potential to “identify major sources of data” and lead the researcher to slowly get into the detail subject matter. (Scupin et.al.,2005).

Interviewee involving the presentation of spoken and motion (Kothari, 2004). In this face-to-face key-informant interviews have been employed. This strategy was utilized in arrange to gather qualitative and in-depth subjective information from the participants.

Thus, in the Key informant interview, informants were selected purposively and very carefully based on some criteria that their work position, their experience, and relation with the employees were some criteria's. The key informants include management staff including Human resource managers, compliances mangers, Admin and general managers and labor unions on the flower farms were part of the key informant interview.

The key informant interview were conducted with total of 5 management staffs 3 female and 2 men who are willing for the interview.

In-depth Interview: In-depth interview is a qualitative research method which was useful to obtain detailed and new information about issues under study. As (Pawlach, (2005)) state, in-depth interview is a “face-to-face, lengthy and free flowing conversation with participants” crucial to explore participants' point of views, experiences, feelings, and perspectives through open-ended types of questions.

In-depth interview as data gathering technique allowed the researcher to explore women's employment practices and empowerment aspects in the sector, how the sector empower and support women employees, to what extent the empowerment opportunities can benefit women employees in terms of their decision-making power and others at household level, challenges in the sectors as well ways of their problem solving mechanism should be included that could address study objectives.

The ways workers are affected depends to a degree on the employment contract, with permanent workers experiencing significantly more security, opportunity and fringe benefits compared to seasonal and especially casual workers who are mainly women (Chikaura, 2016).

The data collector was gathering the data from the selected respondents. Thus 25 Farm women married employees were part of the in-depth interview from both flower farm, and all are selected purposely, and open-ended questions were used. For the qualitative data, the researcher employed thematic analysis. In addition, this is to identify their level of decision making at household in related with employment, income, household assets and expenditure, fertility, sexuality, and freedom of movement and marital discussion, and other decisions at household level.

3.3.3. Secondary Data

To gather secondary data both published and unpublished materials were useful before and after conducting the fieldwork (Bernard, 2006) Accordingly, attempts were made to gather relevant published and unpublished written materials from various sources such as the company documents, policies, books, magazines journals, reports and other relevant researches were reviewed.

Sample Size and Sampling Technique

For the flower farms, this study used probability sampling to select from the target population focus on the two flower farms. The probably sampling was using stratified sampling to obtain a sample population that represents the entire population being studied. The total population of the study was 7410 From Sher Ethiopia and 430 total population for Minaye flower farm. Total of 7840 population from both farms. The respondents set in different groups from those married women employees in different positions who stay more than 4 years on the farm had the major respondent groups for the study. On the other hand, the Key informants are management staff including Human resource managers, compliance managers, and Admin and general managers on the flower farms are selected purposively and very carefully based on some criteria that their work position, their experience, and relation to the employees were some criteria's.

$$\text{Sample size of the strata} = \frac{\text{size of entire sample}}{\text{Total population}} * \text{layer size}$$

Total population

$$\text{Sample size the flower farms} = \frac{4143}{7840} * 355 = 187.5 \sim 188$$

7840

Total Sample Size = 188

N.B-

4143= Number of total female employees from both flower farms

78840= Total population of both flower farms

355= Number of married female employees with experience of > 4 years

Table 1 : Total Population and Sample Size

Research Areas	Total Number of employees in the sector	Number of total female employees	Number of married permanent female employees	Number of married female employees with experience of > 4 years	Number of managements in a different position with experience	Number of female managements staff	Number of labor unions at the work place
Minaye Flower Farm	430	262	135	55	22	7	5
Sher Ethiopia	7410	3881	828	300	45	19	10

(Source: Survey Data, Aug2-30/2021).

3.4. Method of Data Analysis

In this process, it is systematically applying statistical and/or logical techniques to describe, demonstrate, recap, and evaluate data. Data were entered into SPSS version 25 for further analysis. The frequency distribution of all the variables was examined to check for data entry errors. Each study was described using descriptive statistics.

Additionally, the research results are presented through the use of frequency and percentage distribution, data were presented using statistical tools, tables, and others. It is a systematic examination of relationships among various issues: empowerment access for women employees, gender roles, decision-making powers, and policy and practice intervention impacts.

In this stage of the research, the information collected through qualitative strategies is analyzed thematically. The information picked up from the key informant interview, which was tape-recorded data, was transcribed and interpreted into a content arrangement. The field notes were organized in a way to complement with the transcribed information.

3.5. Inclusion Criteria of Respondents

- Married women working more than 4 years in the sector.
- Labor union chairperson and Representatives.
- Managements with more experience in the flower farm include General Manager and human resource managers, compliance managers and labor unions.

3.6. Methods of Data Documentation

Data documentation is a critical task of the study process. Taking notes, fieldwork diaries (to take unexpected pieces of information relevant to the study) and audio recording such as tape and visual recording technologies such as camera and video were ways to document data. Of course, note taking is a daily activity and was carried out in each data source and it is coupled with audio-visual materials. To substantiate with evidences, in addition to video films, photographs were important documentation technique.

3.7. Ethical Consideration

During the actual period of the data, collection research participants were informed about the advantages and disadvantages of the research data, while asked for their consent. The letter of the informed consent form was provided for each participant respectively.

One of the very critical issues in research is going to be conducted is ethics. Especially regarding ethics and confidentiality. Therefore, the researcher started by getting the proper approval from the administration and the respondents. The researcher agreed to respect the respondents'

confidentiality and only collect information that was relevant to the research study. The rights of participants were mentioned in the informed consent form including the right to be informed about the research purpose, the right to ask questions, the right to know the benefit of the research, the right to know the duration or extent of time it would take and the right of withdrawal at any time in the process of writing up and developing the issue of proper citation and reference is considered.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1. Demographic Characteristics of the Respondent

For both quantitative and qualitative data the total number of female employees who participated in this study was 188.

Data collected on the age of the respondent shows that the minimum age for the respondent is 22 years and the maximum age is 58. In terms of education, the majority of the respondents 40.4% were in the primary level of education followed by the secondary education level at 29.8% and the highest education status of the respondent is a tertiary level which counts 25% and some respondents are non-literate and unable to read and write counts for 4.8%.

Table 2 shows that all the respondents in this study were married. For the analysis, I used only those who worked more than four years in the flower farms this is because during observation I understood that most of the employees working in the flower farms are employed on a contractual base and so they are seasonal workers. However, there were educational opportunities and access to high-up positions given to those employees who had worked more than 4 years. In these situations, they are often forced to stay long years on the farm because the experience of an average year for the respondent is four years and the highest is sixteen years. Thus, from Table 2 we can understand that the majority of the respondents fell in the experience of four to ten years.

In the flower farms, there are different sections in which women take part to work. This includes pack house, greenhouse, store, quality control, bencher, harvest, scout, janitor, supervisory role, clinics, and offices.

Compared with other sections, relatively there are a larger number of women in the greenhouse 32.45%, on the other hand, the pack house employees were 23.4 % in number as the job type needs more human capacity more number of respondents are from those both sections. Supervisors count 12.24 %, quality control workers are 10.64 %, and scouts were 9.57% following that the store department respondents count 7.98% as well the janitors contain 2.66% and lastly welding department respondents are 1.06%. The duties of greenhouse workers are planting, preparing, raising, taking care of plants, cleaning, and bending the flowers.

The pack house employees have the duties of cutting flowers, measuring the stem, removing the unwanted part of the flowers, and packing and carrying it to the cold room. The supervisors have the role of assigning employees to different sections, following up on the work progress, and reporting to the Human resource department, supervisors also have the task of managing the variety of the flowers. The store department is responsible for taking care of store materials, coordinating the spray team, and follow-up and reporting the chemicals used each day. The quality management of the flower farm is responsible for, identifying the problems with the flower and managing the quality of the flowers, and reporting the findings. In the flower farm, there are also departments called code writers, responsible for writing codes on the packed flowers and make ready for the export. The janitors were responsible for cleaning the farm compound, canteens, bathroom, and toilets.

According to table 2, from the respondents' answers, 144 female employees in the interview have children living with them in different age groups and 44 respondents replied that they don't have children due to different reasons some of them mention that they can be married before a year and had the plan to have a child after a year. Others had the plan to stay more without children and want to spend some years with their husbands from the study participant. Most of the respondents 30.85% have 2 children and 29.79%% respondents mention that they have 1 child. From the respondents, 12.24% of them have 3 children's and 2.66% of married women's had 4 children's a maximum range of their children is having 5 children and 1.06% of respondents mentioned it. Regarding the education place for their children, 18.1% of respondents mention that their children learned at a governmental school and 27.65% mentioned that they learned at a private school called Sher Ethiopia School. The respondents mention that Sher flower farm gives prior opportunity from primary education to secondary school level for flower employees' children with school materials and most of the employees, there were sending their children to Sher Ethiopia and satisfied with their education.

Furthermore, from table 2, the Majority of the employees 55.85% working on both farms had a salary range between 2000- 3500. Whereas there are 35.64% of employees earn in the range of 3600-7000 based on their experience and job category. On the other hand, there are few numbers (7.45%) of employees who earn greater or equal to 7100 Ethiopian Birr. According to the respondents, the well-experienced women who stayed more years and have good performance

were relatively paid a better salary. The women responded that though they appreciate the job opportunities, however, this amount of salary cannot sustain for long unless their salary was increased.

The background characteristics of the study participants concerning different categories are described below in table 2.

Table 2: Demographic Information of Study Participants

Age Group of respondents (SD)=5.1 Mean=29.7 Median=29	Frequency	Percent
18-30	126	67.02
31-45	61	32.45
>45	1	0.53
Total	188	100%
Education level		
Primary (1-8)	76	40.4
Secondary (9-12)	56	29.8
Tertiary	47	25
Unable to read and write	9	4.8
Total	188	100%
Experience: SD=0.697 Mean=1.53 Median=1.00 Mode=1		
4-7	111	59.0
8-11	55	29.3
12-16	22	11.7
Total	188	100%

Position on farm		
Greenhouse	61	32.45
Janitor	5	2.66
Store	15	7.98
Packing	44	23.4
Quality	20	10.64
Scout	18	9.57
Supervisor	23	12.24
Welding	2	1.06
Total	188	100%
Having Children or Not	Frequency	Percent
Yes	144	76.6
No	44	23.4
Total	188	100%
Number of Children they have		
SD=0.89674		
Mean=1.88		
Median=2.0000		
Mode=2.00		
Missing	44	23.4
1.00	56	29.79
2.00	58	30.85
3.00	23	12.24
4.00	5	2.66
5.00	2	1.06
Total	188	100%

Children’s Learning School			
Missing		102	54.25
Government		34	18.1
Private		52	27.65
Total		188	100%
Salary Scale		Frequency	Percent
Missing		2	1.06
SD=0.634 Mean=2.51 Median=2.00 Mode=2	2000-3500	105	55.85
	3600-7000	67	35.64
	>7100	14	7.45
	Total	188	100
Total		188	100%

Source: Survey Data, 2022

4.2. Institutional Setup and Practice

The selected flower farms have their own existed policies rules and regulations that promote women’s empowerment and protect the right of individuals. The human resource manual/procedures having all policy contents and national labor law, gender equality policy, environment Protection policy, occupational safety and health policy, and anti-sexual harassment policy, are available on the selected farms. However, the study have been focusing on policies that are more related to women's empowerment.

4.2.1. Legal Frame Works

Labor Proclamation

The main guidance for the flower farms was the Labor proclamation due to this the flower farms have used the labor law as prescribed by the government. The flower farms had their collective bargaining agreement which shall state containing adjusted better provisions. The CBA was prepared by the agreement of the employees, management, and labor unions and renewed every three years.

The revised Labor Proclamation No.1156, issued in 2019 defines the conditions of employment and provides the legal framework for Occupational Health and Safety and it recommends equal pay for equal work in the private sector. The revised law has introduced a new rule to regulate workplace sexual harassment and sexual violence. Sexual harassment includes any act that is made to persuade or convince another through utterances, signs, or any other manner, to submit for sexual favor without his/her consent. Sexual violence includes any sexual harassment accompanied by force or any attempt thereof.

Accordingly, employees that have suffered sexual harassment or sexual violence will be entitled to terminate their contracts without notice and will also be eligible for severance payment and compensation. The law provides a higher amount of compensation payment for employees who are forced to terminate their contract, without notice, for reasons of sexual harassment and sexual violence. Forced termination of contracts by employees for reasons that are unlawful acts of the employer will entitle the employee to a one-month compensation payment whereas sexual harassment and sexual violence victims will be granted three months of compensation payment.

The newly revised bill also referred to as Labor Proclamation No. 1156/2019, has granted female workers an extended period of maternal leave. This revised bill accords female employees at least 120 days for maternal leave, including a one-month pre-natal leave and a three-month post-natal leave as well it states the pregnant women working conditions it also recommend that women shall not be discriminated against in all respects on the basis of their sex, Without prejudice priority shall be given to women if they get equal result with men when competing for employment, promotion or any other benefit. It is also prohibited to assign women on works that may be listed by the Ministry to be particularly dangerous to women or hazardous to their health.

Collective Bargaining Agreement /CBA/

Collective bargaining is the term used to describe the process of negotiation between workers and employers and their representatives concerning any issue related to terms and conditions of employment or any other matter of mutual interest to the workers and employer. The CBA has been prepared by trade unions, women's committees/departments, and union officials/federations.

Wages and benefits, leaves, hours of work, health issues, environment, and women's support (breastfeeding hours, sanitary pads) are part of the CBA.

Employees may join a union for a variety of reasons. The motivation is frequently nothing more than a desire to increase their pay for the labor that they perceive is undervalued. Employee unrest and interest in unionization are sometimes caused by a lack of job security, bias, discrimination, and a lack of promotion opportunities.

Any employee who is willing to pay 10% of her/his salary and who respect the rule and regulations of the company and uses the form application form for membership will become a member of the labor union. The employees benefited from the labor union through conflict management and solving as well counseling, giving credits, solving sexual harassment and related issues and helping poor people to recover from their problems, and including different benefits packages in the CBA to ensure its sustainability.

Based on the labor law flower farms include additional benefits in the collective bargaining agreement, for instance, flower farms after maternity leave give additional breastfeeding hours for 6-9 months to encourage their work participation and give value to their reproductive role.

According to the labor union representatives at Minaye Flower farm have five labor union representatives and more than 124 members are in the union moreover, the majority of them are women. On the other hand, Sher Ethiopia had 2800 members of labor unions and 10 representatives.

4.2.2. Policy Frameworks

Gender Equality and Inclusion Policy

The flower farms had their gender policy which is developed by the management staff. As the policy indicates it is used as an instrument to create enabling working environment and address the issue of gender inequality, gender-based discrimination, and promotes the culture of respect for other human rights; gender policy plays a significant role.

The policy contains and writes as a goal the policy is established to avoid gender disparity through ensuring the equal contribution of both women and men employees in the workplace, in addition to that it mentions the policy helps the sector by address in problems that hinder women and men workers from participating to leadership positions.

To build a diverse workforce and ensure that employees do not receive less favorable treatment at work on the grounds of age, gender, marital or civil partnership status, pregnancy, maternity, family Responsibilities, political beliefs, race, ethnicity, religion, disability, sexual orientation or gender identity.

As the respondents mention that having gender equality policy on the two flower farms has benefited the employees by decreasing the discrimination against women in the workplace. Women now have equal opportunities to access services in the workplace, have better work positions, and be competitive with men's colleges, more women had participated in different pieces of training and education opportunities.

Anti-Sexual Harassment Policy

As the policy indicates that the flower farms are committed to providing a safe environment for all employees free from discrimination on any ground and from harassment at work including sexual harassment. The policy operates a zero-tolerance policy for any form of sexual harassment in the workplace, treats all incidents seriously, and promptly investigates all allegations of sexual harassment. Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment.

Sexual harassment policies should mostly include: a policy statement stating zero tolerance for harassment and abuse, clear definitions based on unwelcomed behaviors that cover, verbal, non-verbal, and physical interaction, prevention measures including accountability of leaders and engagement/training on gender equality, harassment, and violence, external and internal legal mechanisms that are available in the country.

4.2.3. Implementation Practice

Policy implementation of the above laws, policies, and guidelines involves translating the goals and objectives of a policy into action. On the flower farms, the policy is established by different departments and management staff involved who are responsible for the implementation. The policy is established by respecting national and international legal frameworks as the management mention that the policy is brief for the workers, especially at the time of induction or when the employees were recruited.

The majority of the interviewees on FGD mentioned their workplace is not fully perfect and suitable but it is better from time to time and the work environment is improved. They mentioned that they can receive different practical pieces of training to increase their capacity how to protect themselves and the environment. As the respondents mention that there is an improved and healthier relationship with management each can respect each other, currently, the flower farms understand that production without the worker is nothing. In the FGD the respondents mention that for the women in the flower farm there are some benefits that they know for instance promoting to high positions based on performance and supportive policies, pregnancy follow-up and delivery treatment, family planning service, trainings, breastfeeding time, and education opportunities. Thus, from the benefits mostly long-staying women and well-experienced, high-performed women are benefited, short time staying workers are mostly not willing to benefit from the opportunity and the farm had like to support women who had good job performance and to work her job with stability. The other one they mention is the cost of living is increasing from time to time due to this the salary issue is still not resolved well and it's not well enough to meet their needs and they are not satisfied with the paid salary.

According to the key informants, there is a good relationship with management, and the employees mostly issues come to the high manager by passing to the supervisor. However, if someone needs to communicate the management it is open for all employees. Based on the legal aspect women do not participate in the hazardous type of work like chemical, spray, store, and heavy jobs this is not recommended on farm. However, the respondents mention that the implementation practice for the legal frame works and the policies are still remains a lot.

Figure 4: Interviewing with the Management



Source: Minaye Flowers, 2022

4.3. Empowerment Benefits and Opportunities of Female Flower Farm Employees

To create equality of conditions for women and men in obtaining opportunities and benefits are very important, in order to play a role and participate in educational activities, economics, politics, socio-culture, and getting equal treatment in enjoying development. The income of women workers has a significant contribution to their family and wellbeing. However, women are still considered as additional breadwinners and family workers. All of these assumptions have an impact on the low participation, low work promotion, access and benefits enjoyed by women in different sectors. Women empowerment can increase their decision-making power at household and workplace level, in addition it contributes growth for countries economy. Thus, it is important that sectors can give opportunities and benefits for women at workplace.

Minimum Wage

A minimum wage is the lowest wage that employers may legally pay to workers. The purpose of minimum wages is to protect workers against unduly low pay and they are essentially labor market interventions used by governments either as instruments of political macroeconomics or as social tools (Elias 2021). In Ethiopia, the new labor proclamation which is Amended and entered in September 2019 for the first time provides the establishment of a minimum wage board that will periodically revise minimum wages based on different factors. In the flower farms, it mentioned

that the flower farms that are found in the same area or cluster had an agreement to pay a similar payment for similar job types and experiences. The cluster agreement had a positive impact on worker's performance and production growth by decreasing turnover of the employees. Additionally, it is implemented in the flower farms that this study was conducted but it is not yet implemented in all regions of flower farms the reason is its voluntary based and not pushed by any government all legal body.

Table 3 : Salary Increment on the Flower Farms

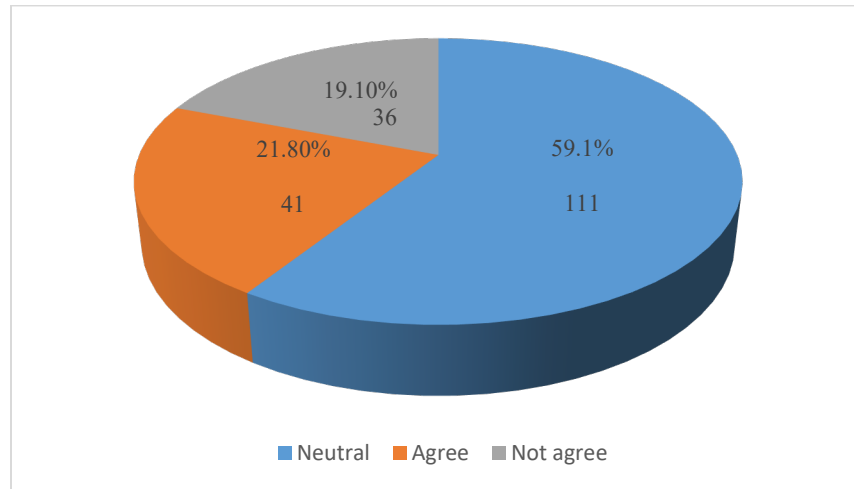
Salary Increment	Frequency	Percent
Missing	2	1.1
Yes	186	98.9
Total	188	100%

Source: Survey Data, 2022

Based on the response of the study participants 98.9% of respondents said that there is an annual salary increment in percentage added to their salary every year. Additionally, informants mentioned that the 2020 and 2021 salary increment is better compared with the past years and the highest percent increase in salary is 22%. This is based on the agreement of similar cluster flower farms. Thus salary increment was made in both flower farms selected for this study.

According to the informant's view, it's mandatory to increase salary every year for employees because it increases the motivation performance of employees as indicated in the collective bargaining agreement of the flower farm.

Figure 5: Respondents' Perception about their Salary



Source: Survey Data, 2022

From figure 5 we can understand that majority of the respondents, constituting 59 (%), of them, perceive their basic salary is at an average level from the farm standard they mention that their salary can meet their needs. They paid for home rental, to buy food and cloth but the salary is not enough to meet all what they want. Whereas, 21.8% of the respondents agreed that their salary is enough to meet their basic needs and had a better lifestyle, this includes able to purchase food, rent a better house which is greater than one bed room, buying cloth and home furniture. On the other hand, 19.1% of the respondents disagree on their salary payment and it is not enough to meet their needs the reason they mention was annual increment is small and the living wage is increasing every time due to that their salary is not enough to meet their needs.

As it is explained by informants the salary paid in the flower sector is not that much better to increase their economic needs because the salary paid in those flower farms is small and the same as other flower farms in addition to that the increments are small and their salary is in the same range, especially for those general workers and newly recruited employees. This seems became salary increment at the managerial level has a significant impact compared with other lower-position workers. However, they mention that it is better than in the past years.

4.3.1. Employment Status

As indicated in the flower farms in the employment status, there are 3 types of recruitment types on the farm. One is those who are employed on a permanent base. Two, are those who are employed on a contract base, and three those who are employed on the bases of daily laborers. Permanent employees refer to regular full-time employment that often includes benefits, such as health insurance, paid time off, and a retirement savings plan. Contract employment involves hiring a person for a specific job under particular terms for a fixed period.

Contract employees are mostly not considered as permanent employees and are not eligible for the benefits and accommodations available to permanent employees through a company's standard policies and procedures. Most of the contract employees had written agreement for fixed period of time or until they finished their job responsibility. Daily laborers are employed on a day-by-day basis, typically without an employment contract. Flower farms can hire daily labor employees during their high production seasons, especially on New Year's, Valentines, and Christmas.

The respondents who participated in this study are all permanent employees who have worked for more than four years in the company, mainly because it is only those employees who worked at least for four or above years who can get empowerment opportunities from the company. As supervisors of the flower farms indicated, this is also because there is a high turnover of the labor force before they reach four years of work experience. This is, therefore, to reduce the risk of losing experienced employees.

Table 4: Benefits and Opportunities of Married Women in Flower Farms

Respondents who get different benefits on farm	Frequency	Percent
Yes	152	80.9
No	36	19.1
Total	188	100.0%

Source: Survey Data, 2022

As it is indicated in Table 4, the largest proportion of respondents 152 (80.9%) has got empowerment opportunities from the flower farms. Most of them are getting different benefits and opportunities in their workplace starting from job access up to different life-changing opportunities that benefit both their family and themselves. According to informants, for example, educational opportunities, credit access, training opportunities, and medical support are among the benefits they often get to improve themselves.

However, as shown in Table 4, 36 (19.1%) of the respondents replied that they did not get significant empowerment benefits and opportunities, despite they have worked for four or more years. This is because, according to Focus Group Discussion participants, there are women who do not want to go to school for several personal and social reasons. Respondents mention that some of the women where directly go home after work to take care of their household matters, while others want to take care of their children at home rather than taking some kind of training at the workplace provided by the flower farms.

4.3.2. Benefits Mentioned by the Respondents

Benefits Delivered by the Flower Farms

According to the flower farm respondents, there are different supporting benefits delivered to the employees. Among others are credit access, lunch money, health care, breast feeding time, sanitary pads and others are mentioned.

Credit Access: It is known that the flower farm salary is not enough to meet all the basic needs, especially for those who had family and children's due to this the farm can avail 2 types of credit access the first one is establishing saving and credit association on-farm and giving credits for those employees 10% of their salary saved and they can benefit and get the credit based on their saving amount from the saving credit members more than 90 % of them are females the second credit access is from the company based on the salary anyone can receive credit and do what he wants due according to his/her salary scale.

“Getting credit is the best opportunity for us look when I was married I don’t have enough money to buy home equipment but by borrowing money from the savings credit association I was managed and bought what I want for my home then it was deducted from my salary and I already finished the payment”.

Lunch subsidy: Farms can provide 390 birr per month for employees without their basic salary considering for lunch purpose. According to the study respondents this benefit more women in the work place because most of them do not come with a lunch for different reasons including time shortage, lack of access due to this it’s a really good initiative to cover lunch support for employees. Also is known that the work environment is labor-intensive due to this food and water is the main one to increase energy and work hard.

Breast feeding time: For birth-giving mothers it has been more than 4years since the farms have allowed 2 hours for breastfeeding for 6 -9 months. Due to the farm's distance from the center of town they can use it let entry into the morning or left the workplace one hour before this is good practice and more benefit the birth-giving mothers and its placed on the CBA of the farm. Having breastfeeding time on a farm can decrease the number of mothers who can leave their workplace to stay with their children saying these some senior staff respondents mention that the farms had the plan to build daycare facilities near working areas that mainly support female employees and productivity by decreasing the turnover.

Sanitary pad delivery: -It is known that the flower farm workforce is more women and most of the study participants mention that they don’t know the exact date of their menstruation and their menstruation date varies from month to month. Before some years when female employees at workplace see there menstruation they back to home, they have fear and afraid of their friends and sometimes using un recommended materials. Due to this the farm can avail those washed and recycled emergency sanitary pads. Having that there is a change in the absenteeism of the female employees due to these issues.

Figure 6: Sanitary Pad Delivered for Female Employees at workplace



Source: Minaye Flowers 2022.

Health care service: Mostly this clinic can serve primary medical services and if there is a higher case it can be referred to the health center. Most women benefit from this health service by getting some reproductive health services like family planning services from pill up to insertion services are provided by the 2-health professional due to this the unwanted pregnancies and abortions were decreased. According to the supervisor's response the other reproductive health services including access to information, counseling, minor treatment and care were given. However, others high services like maternal health follow-ups were through outside the farms with referral linkage of health centers Minimum of 5-10 women farm employees can visit the clinic per day for seeking of different services.

On the other hand, there are some farms like Sher Ethiopia that give high and full medical services for free or without payment for the flower farm employees and their families including Reproductive health like family planning services both short-term and long-term, general checkups for any medical issues, and maternal delivery with follow-up for the pregnant mothers the hospital can serve the community with payment.

On the other hand, the cervical cancer testing for all flower farm women workers who are willing to get the service was provided by the flower farms. The cost includes for the test was 200ETB for each test to protect women employees from cervical cancer and give the treatment to those who

are positive to that early stage of cancer and create referral linkage for those who are greater than stage two.

Training and Education: According to the respondents the flower farm delivered regular training for all employees to increase their awareness level. The training should be delivered by different supporting organizations and partners as well as project-based support were given. Those pieces of training, mentioned by the respondents include, soft skill training the training include workplace prevention of sexual harassment, HIV prevention, sexual reproductive health training, occupational health, and safety, saving mechanisms training, environmental protection, store keeping, safe use of pesticide training can deliver for farm employees maximum of every 3 months. The training was not delivered on high flower production seasons and the staff compliance team, committee's, supervisors can deliver training after receiving training of trainers. The training can access all workers at least three times per year.

On the other hand, the Sher farm had a school from primary up to grade 12 it can give free and non-paid services for the farm workers' children with the supplements of school materials including exercise books, uniforms, pens, free food service can avail for students. The respondents mention due to this benefit and supports it is not difficult for families to send their children to the school.

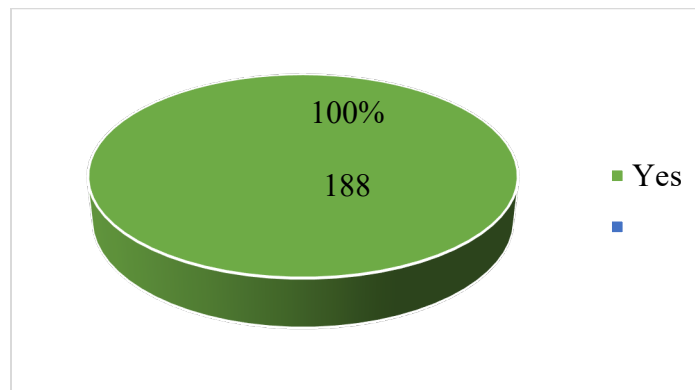
The Sher flower farm can give 70% practical learning opportunities with 30% payment for female employees in the flower farm. The opportunities include hairdressing, driver licensing, cloth sewing, and computer training are mentioned by the respondents. Most respondents mention that after receiving those trainings they put it on practice when they left the company and some of them work it as parttime job by the weekend and evening time. According to the respondent, some of the women on the farm don't want to take this opportunity because they mention that after they married they don't have time to learn this due to household responsibilities and caring for children. However, they mention there are a lot of women's who can use these benefits to change them self and start their income-generating activities.

Promoting women into leadership positions: The respondents mention that flower farms can give better positions for women employees in the sector. This is due to that the number of women employees is large in number and women in the sector had a high performance in the workplace and come to high positions. The respondents' mention that current years are better than past years looking at women in different leadership positions is common nowadays.

Availing of food supplements for employees: According to the study participants with 50% deducted price from the outside market Sher flower farm can avail food supplies due to this most employees are benefited. Regarding this the farm can deliver, spaghettis, macaroni, rice, food oil, powders, hygienic materials and other supplements by the farm. The company can engage in these benefits to create a stable workforce and to support an employee. The farm can work this with Fairtrade for sustainability.

4.3.2. Maternity Leave

Figure 7: Availability of Maternity Leave on Flower Farms



Source: Own survey 2022

According to the respondents, maternity leave is recommended for all pregnant women. Maternity leave and maternity protection regulated in Articles 87 and 88 are relatively implemented in the study farm including (Part Six) in the proclamation about the Working Conditions of pregnant mothers. (Labor Proclamation 1156/2019).

Table 5: Responses Related to Supports and Care During Pregnancy on Flower Farms

Care and Support for pregnant	Frequency	Percent
Missing	3	1.59
Yes	184	97.88
No	1	0.53
Total	188	100%

Source: Survey Data, 2022

The table shows that there are provisions for pregnant mothers that are mostly due to the nature of work that a pregnant employee is not permitted to perform where it could be hazardous to her or the child's health. In addition night work is generally prohibited for pregnant women's and, not shall she be assigned to overtime-work. Moreover, the pregnant women know that they are not given an assignment outside their permanent place of work and be granted time off for medical examinations.

According to the respondent's majority, 98% of the respondents answered that pregnant women get support and care during pregnancy immediately when it is known that they are pregnant. Often they are assigned to a relatively easier workplace such as sleep tag, carton cutter, or related jobs due to the nature of the workplace. Pregnant women's in the flower farms had 30 min rest time when they are exhausted at the workplace. This is mentioned in the collective bargaining of the farms for sustainability.

According to informants, pregnant women are often recommended to take a one-month pre-maternity leave for preparation as a legal right. However, most pregnant women do not need the pre-maternity leave so they sometimes stayed on the farm until the final days to give birth to spend all months with their babies. In addition to such benefits during the pre-maternity period, women are given two hours of feeding time for 9 months at any time they want to give breast for their babies to the extent the companies arrange transport to their homes this is true in both flower farms that this research is concerned.

In Table 5, 1 respondent mentioned that there is no support on the farms because some workers don't tell their supervisors when they became pregnant. Sometimes their belly is not bigger until they pass 7 months due this, they don't get care for their pregnancy at the workplace. On the other hand, 1.6% of respondents don't respond whether there is support and care for pregnant women or not.

4.3.3. Medical Coverage

Employers might benefit from providing insurances like offering health insurance, the flower farms could attract employees who anticipate establishing a long-term employment relationship. health insurance or having medical coverage may enhance workers' effort and productivity. Having good health coverage is necessary to ensure access to medical care and protect economic well-being. Consequently, the simple fact of its offering health insurance may increase satisfaction with a job.

Table 6: Percentage of Respondents having Medical Coverage on Flower Farms

Medical Coverage at Workplace	Frequency	Percent
No	2	1.1
Yes	186	98.9
Total	188	100%

Source: Survey Data, 2022

As it is shown in the Table, most respondents (98.9 %) said that farms often cover the medical costs happening at workplace. If the accident or the case they encounter is beyond the capacity of the farms' clinics, they even have the opportunity to be admitted to the hospital level as far as the medical insurance can cover. This was continue until the employees back to their homes and workplaces to complete their medical treatment. On the other hand, 1.1% respondents have mention that there is no medical coverage in the hospital and not benefited from it the reason they mention is they didn't face any illness at work place and not to have an information about the medical coverage and they only know the clinic found at work place.

4.3.4. Working Hours and Weeks

The maximum number of hours that adult employees can work in an average working week is set by Law. Working time may vary from person to person, often depending on economic conditions, location, profitability and development of the countries. In Ethiopia, there is standard working hours and weeks that should be implemented in private, governmental, and other type of organizations.

Table 7: Percentage of Hours and Weeks for Flower Farm Workers

How many hours do you work per day?	Frequency	Percent
8 hours	186	98.94
< 8 hours	1	0.53
>8 hours	1	0.53
Total	188	100.0%
How many days do you work per day?		
6 days/week	188	100%

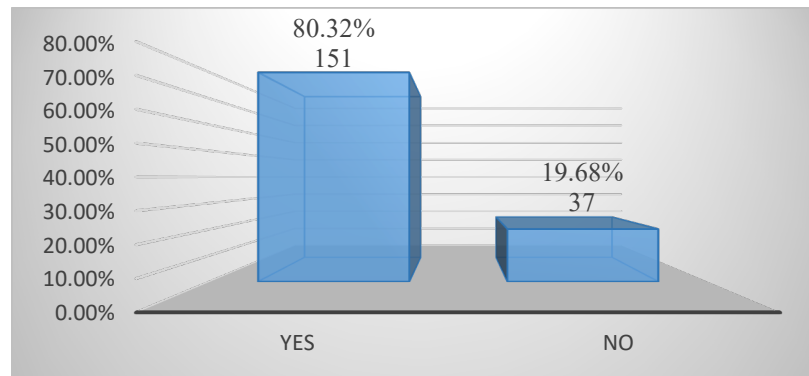
Source: Survey Data, 2022

According to the Ethiopian labor law Article 64 (LP 1156/2019), the working hour for employees are placed as 8 hours per day and not more than 48 hours. Based on the national labor proclamation all employees respond that their working hour is 8 hour per day and 48 hours per week. According to the respondent on more production time especially during the near European Christmas, valentine, and New Year holidays, the production becomes very high. Due to this reason, they may have to work extra hours through every work that exceeds more than 8 hours is became taken as overtime and paid.

Health and Safety Training

If the farm employees are not aware of their health and safety, it may cause injury to their body or may cause diseases and even death. The flower sectors should apply appropriate safety measures while working in the farm. It is important to prevent workers before damages occur and supply safe working conditions to decreasing damages, it is because occupational accidents and diseases cause lot of physical, social, psychological, and economic loss.

Figure 8: Respondents Experience of Training in Health and Safety Procedures



Source: Survey Data, 2022.

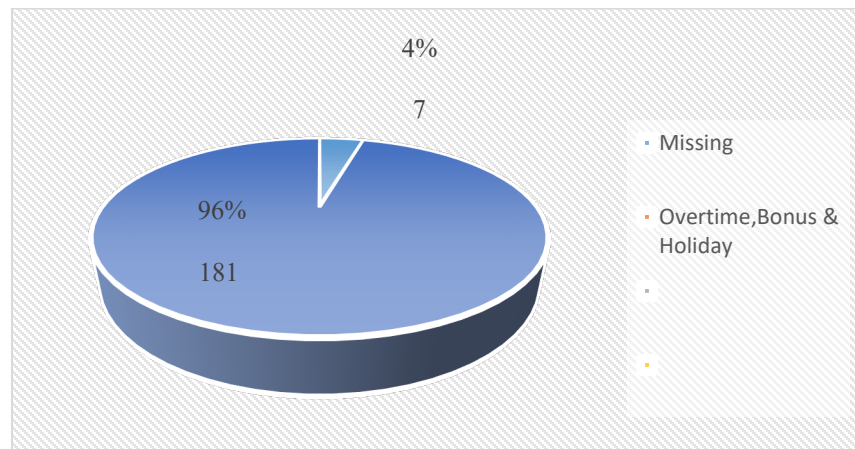
According to the figure, 80.32% respondents can receive training on how to protect themselves from hazardous places and giving workplace orientations, emergency procedures, fire and safety protection, safe use of machinery equipment, and the importance of using personal protective materials can be delivered for the respondents. According to the respondents they mention that the nature of the work on the flower farms by itself is forcing employees to receive training on health and safety issues.

In figure 8, 19.68 respondents have not received training on health and safety the respondents mention that the training can deliver to workers at different times and schedules. Due to this the management and supervisors still does not allow to send them for those training. On FGD the respondents mention that before some years personal protective materials are an issue for the workers but currently departments that need personal protective materials are selected and addressed. There is still a quality issue but the labor law and the market standard was forced to have Personal Protective Equipment's for the workers especially for spray team workers.

4.3.5. Additional payment

Additional Responsibility Payments are made to employees who are taking on additional tasks it is also including any compensation that exceeds the rate in employee receives in exchange for their services some types of additional pay are required by law while others are optional or by the agreement of the flower farms.

Figure 9: Ways How Flower Farm Workers can get Additional Payments

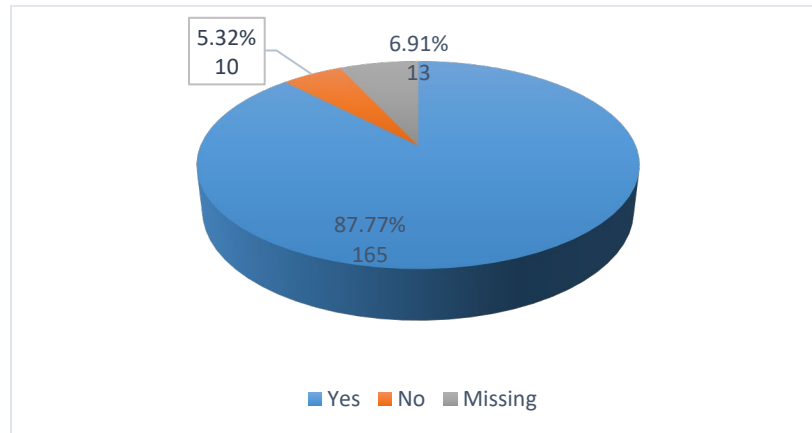


Source: Survey Data, 2022

According to figure 9, from the respondents 181 of them can get additional payments through overtime bonus and holiday. According to the informants overtime means working more than 8 hours per day as recommended by the supervisor and working conditions. Bonus is performance-based and mostly focus on the attendance and sick leaves having a minimum of absent and leave per month count as a bonus. The respondents mention that sometimes if there is no leave and late per month they get additional payment on their salary that counts near 30-50% of their salary this can include all working departments except Management staffs.

As respondents mention that some women are not benefited from those additional payments due to different reasons. The reasons include women working in the sectors sometimes coming late to work due to additional household activities and take caring for their children, issues related to pregnancy, and sick leaves from different medical issues and menstrual discomforts.

Figure 10: Women Respondents who are Happy to their Workplace



Source: Survey Data, 2022

According to figure 10, from the respondents, 165 of them said they are happy to work on the farm because it creates paid job opportunities for more people and most of the employees are women. The farms can give opportunities and benefits better than in past years and 10 of them are not happy to work on this flower farm because they stay long years on farms but still not get better positions due to late and leave concerns, besides 13 of them doesn't want to respond whether they are happy or not.

Figure 11: Women Workers Working in Green House



Source: Picture From Sher Ethiopia, 2022

Labor Unions on the Flower Farms

The unions work for the common interest of its members. They help workers in issues like fairness of pay, creating good working environment, working hours and employees benefits. They also provide a link between the management and workers. Labor unions may also represent their members' interests outside the workplace. For example, lobby the government and other stakeholders for different issues.

Table 8: Percentage of Respondents on Understanding of the Farm Labor Unions

Who knows about establishment the labor union	Frequency	Percent
No	22	11.7
Yes	166	88.3
Total	188	100%
Percentage of respondent who are part of LU and not part of LU		
Yes	100	53.2
No	88	46.8
Total	188	100%

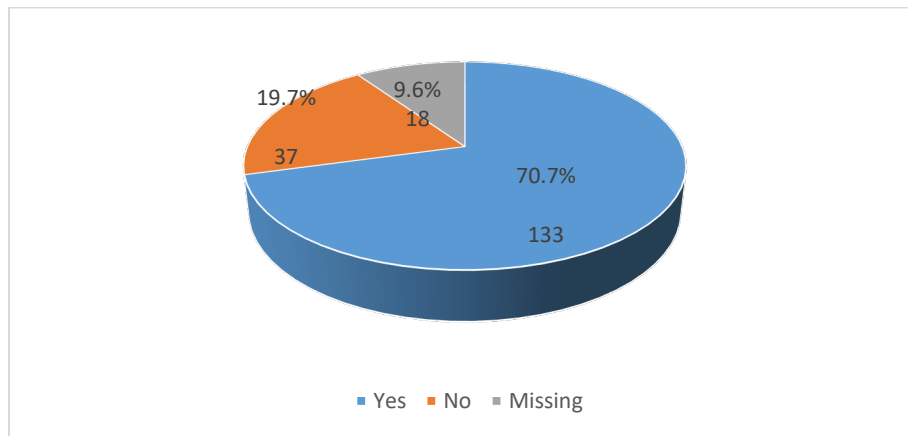
Source: Survey Data, 2022

Based on table 8, the response of the respondents 88.3% of them are aware of the establishment of the Labor union on-farm with their role and responsibilities. They also have information on how they can benefit the employees working in the flower farms . 11.7% of the respondents have no information about the labor union on the farm and their establishment. On this finding from those only 53.2% respondents were part of the labor union and 46.8% of them are not part of labor union because respondents mention they don't have any awareness about what the union has been done and their role due to this they are not part of it. The respondents mention that most of the employees in the flower farm don't have clear information about the workers union on the farm as well as their role and responsibility due to this most of them are not part of it.

4.3.6. Women’s Chance of Getting Promotion to High Positions

As there is large number of women entering in to the workforce in the flower sectors women’s promotion is the critical one. According to Eagly and Karau (2002) observe that the lack of qualified women in leadership positions creates a “pipeline problem” in which the shortage of women is attributed to women’s family responsibilities and the tendency of women to display fewer of the traits commonly associated with success in executive level positions. The current trend in agriculture shows that women are beginning to take on leadership roles within the workplace.

Figure 12: Women’s Chance of Getting Promotion to high Position in Flower Farms



Source: Survey Data, 2022

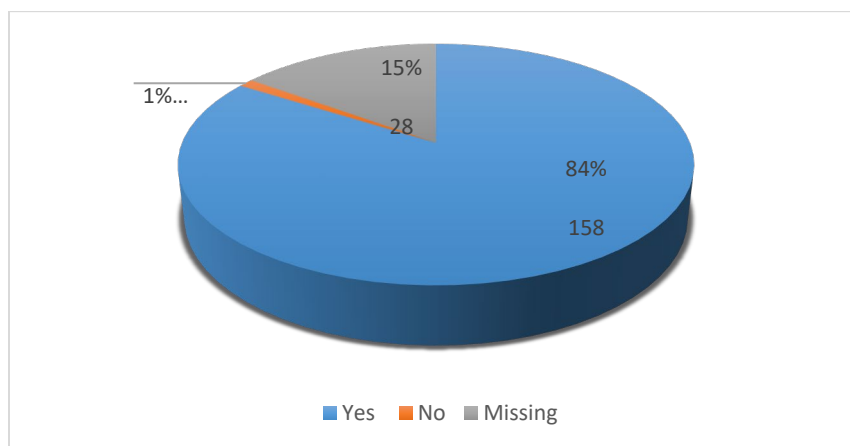
According to the response indicated in figure 12, the participants in this survey 70.7% respondents said women on-farm had a chance to get better positions. As a large number of women employees, women in the sector more women staff were promoted to high positions on different criteria. The criteria include permanent and long-stay workers, work performance evaluations, exams, and an increment of 3 points for women’s at promotion time included in CBA. The respondents said that almost more than 80% of the women in both flower farms are at a senior supervisor level, they mention as an example at Minaye the human resource and compliance manager is a woman the same as Sher Ethiopia the general manager, compliance manger are women. According to the respondents' view, this shows there is a change in the promotion of women workers on flower farms. However, 19.7% of respondents answer that they didn’t get a chance to get better positions due to different reasons they mention that mostly if their supervisors give a small performance

evaluation rate they would not consider for promotions additionally the number of sick leaves and late attendances are the reasons they mention and 9.6% of them are not responded this may indicate they don't have any information on the chance and promotions.

Criteria's to Get Empowerment Benefits and Opportunities on Flower Farms

Women in the flower farms receive different benefits from their workplace, however there are criteria to get benefits in the flower farms.

Figure 13: Criteria to Get Empowerment Benefits and Opportunities on Farm



Source: Survey Data, 2022

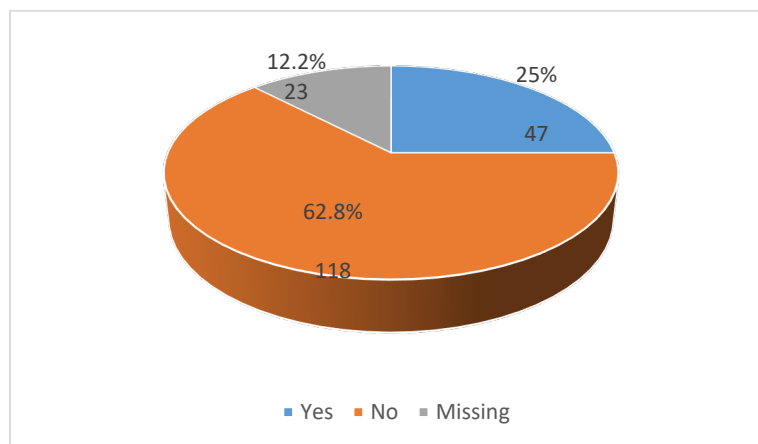
Figure 13 indicates that, 84% of the respondents answer that there are criteria to get different empowerment opportunities on flower farms. According to the informants the first criteria staying for more years on the flower farm and becoming stable, the second one is having good job performance and good communication with management, and the third one is having no more records on late or punctuality on work and an reasonable sick leaves. As well sometimes exams are the criteria's to get opportunities on the flower farms. Additionally, farms can be explained how women can get empowerment benefits on farms during recruitment time called the induction period. However, 15% of the respondent have no information about the criteria the reason is a

lack of communication gap between the management and supervisors regarding the criteria. Only 1% of them said the flower farms have no criteria to access the opportunities and benefits.

4.4. Challenges of Female Flower Farm Workers

According to the respondent's discussion, despite they have benefited from the opportunities provided by the flower farms, they disagree the benefits were much more important. This is because, according to informants they mention that they don't have time to learn and use the education opportunities because of their dual activities and take caring for children at home. In addition they mention some services can deliver with small payment but they don't want to pay this money to get opportunities like skill education, hairdressing, and others rather they find other options like free educations and cheap price foods.

Figure 14: Challenges of Married Women in Flower Farms



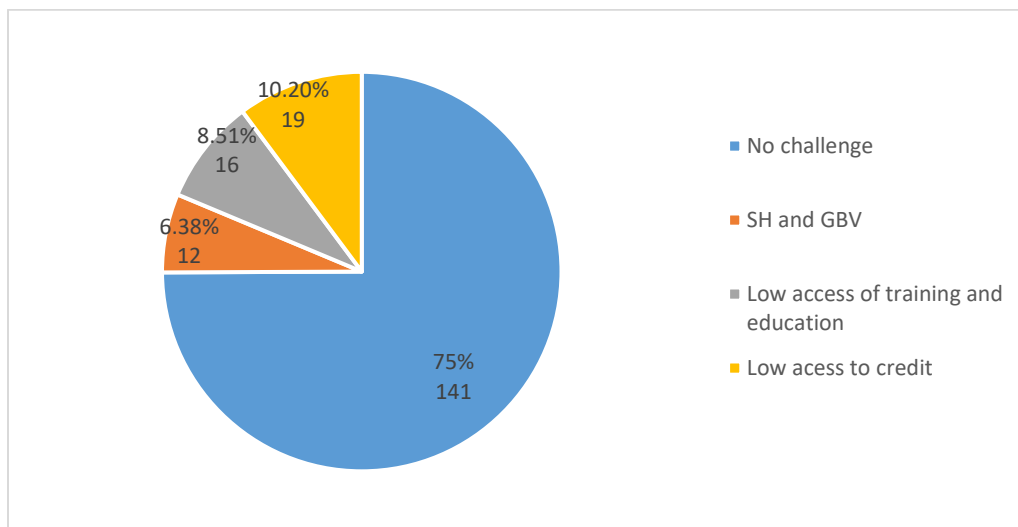
Source: Survey Data,2022

According to the respondents in figure 14, 62.8% mentioned that they didn't face a challenge while working on their workplace. Respondents mention that the sector is very busy as it produces perishable products due to this all employees were always busy, working hard and making ready the flowers for export though challenges are not happening at work time. On the other hand, 25% mentioned that they face different challenges while working in the sector. According to respondents that there are strict laws, regulations, and policies in the company to decrease challenges and problems on the farm. They also mention that there are different committees who are working on different training delivery and solving cases. Challenges are decreased from time

to time and there is a better work environment created. On the other hand, 12.2% of respondents had no answer to this question.

Challenges Mentioned by the Respondents

Figure 15: List of Challenges Mentioned by the Respondents



Source: Survey Data, 2022

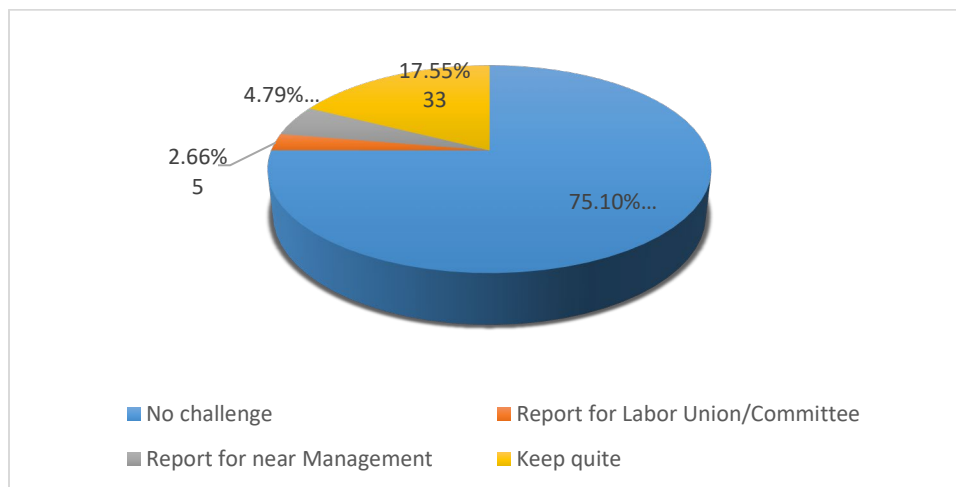
Based on information taken from figure 15, 10.20% of respondents mention they face challenges in accessing and getting credit opportunities on working. The reason they mention the Sher flower farm doesn't have credit opportunities. However, when they request credit access from the company the managements respond that due to a large number of a worker on the farm (Sher Ethiopia) it cannot give credit to a large number of employees. In addition, the respondents' mention that having credit access to companies should increase the satisfaction level of workers and promote them to work better it also helps the employees for emergency purposes. However, Minaye flower farm has a good and practical credit system. The flower farm had supported its employees by establishing saving credit associations and the company itself also has a credit system for those who are not part of the saving credit association. Thus getting credit from the company is one of the benefit packages available for the workers. According to informants, it is necessary to have credit access from the company.

In Figure 15, it is also indicated that 6.38% of respondents said they often encounter with verbal and physical types of sexual harassment. Whereas, 5.8% of them mention that harassment occurs outside the working hours mainly when they go to their home from the workplace.

The respondents also explained that harassment and gender-based violence are much decreased in the past years because of some reasons that farms have got a strong policy and started to take measures against individuals who commit harassment. Additionally, there are gender-oriented committees that work and give regular training on sexual harassment, prevention mechanisms, legal frameworks, and related training were given. As an informant espoused, no one wants to lose his job by committing harassment. Additionally, participants in Focus Group Discussions mentioned that the farms had strict policies and regulations. The new labor proclamation helps decrease sexual harassment cases. Furthermore, additionally, 8.51% of respondents (15 from Minaya and 1 from Sher) mentioned they face challenges in getting additional training and educational access. From this answer, Sher flower farm had a good experience in creating educational opportunities however Minaya farm doesn't have educational opportunities.

4.5. Women's Response to Challenges at Workplace

Figure 16: Women's response to challenges at workplace



Source: Survey Data, 2022

As shown in figure 16, from the respondents, 17.55% of respondents who face challenges do not report to their immediate supervisor. It is understood that they fear their bosses especially if their supervisors are men and if they report to their supervisors about their challenges, they may fear of

losing their job and they assume they may not get any solution for the problem they encounter. Most importantly, they did not respond due to peer influence and cultural influence.

During this research, only 4.79% of respondents reported every challenge to their immediate supervisor or management while only 2.66% of them are reported to labor unions. The fact that socio-cultural influence negatively impacted the women to freely speak about the problem they often face with. The social construction of gender assumes men as supervisors and often considers women as inferior to men, which impedes women from equally speaking with their countermen and hinders women to express their feelings let alone their challenges.

4.6. Women Employee's s Decision-Making Power at Household Level

Many factors affect the ability of women to take part in the decision-making process in the household. Some of these factors relate to the type of decision that is taken and some to the background of the women. More in the past times women are excluded from decision-making by more than just lack of education, cultural influence and lack of access. However now days Employment and education have always empowered women and brought a positive impact on decision making role , by reducing the inequalities among men and women at all level. Enable women to access benefits and opportunities that provided at workplace are also play pivotal role to increase their decision making. In addition to that enhancing their access to and control over economic resources and enabling them to establish and realize their rights are also important means to empower women to be more autonomous in decision making at household, workplace and community.

How Benefits and Opportunities Change their Life

According to respondents, the benefits of the farm can change their life by updating their knowledge and educational status they mention that getting education benefits easily can increase their inspiration and knowledge, and sometimes having better education status can lead them to better positions.

Table 9: Understanding if the Benefits Change their Life in Positive Ways

If the Benefits change their life in positive ways		Frequency	Percent
	Missing	9	4.8
	Agree	159	84.6
	Disagree	20	10.6
	Total	188	100.0

Source: Survey Data,2022.

According to Table 9, it is indicated that most respondents, i.e., 84.6% agree that the benefits they have received from the flower farms were positively changed their lives, particularly they mention that their communications with others, developing a sense of independence, their saving systems, their awareness level on health and related issues increased and they implement it on their life and day to day activities. FGD participants mention that opportunities on the farm have also a positive impact by increasing the decision-making power in the household on an equal discussion about children's and financial concerns, currently most husbands do not decide without the participation of their wives. However, 10.6% respondents mention that the benefit they get from the flower farms doesn't change their life in positive ways or doesn't give them any change as they are married and had dual responsibility (workplace and home) they mostly focus on the household activities and regular activities at workplace. The respondents mention that they are not properly use the benefits and the opportunities from the flower farms.

Table 10: Married women’s Decision-Making Role at Home

In the realization of household responsibilities, the decision-making role at household is taken by the women. Food and nutrition security at the household level is dependent mainly upon the efforts of Women.

Are you participated in decision making roles at home	Frequency	Percentage
Yes	186	98.9
No	2	1.1
Total	188	100

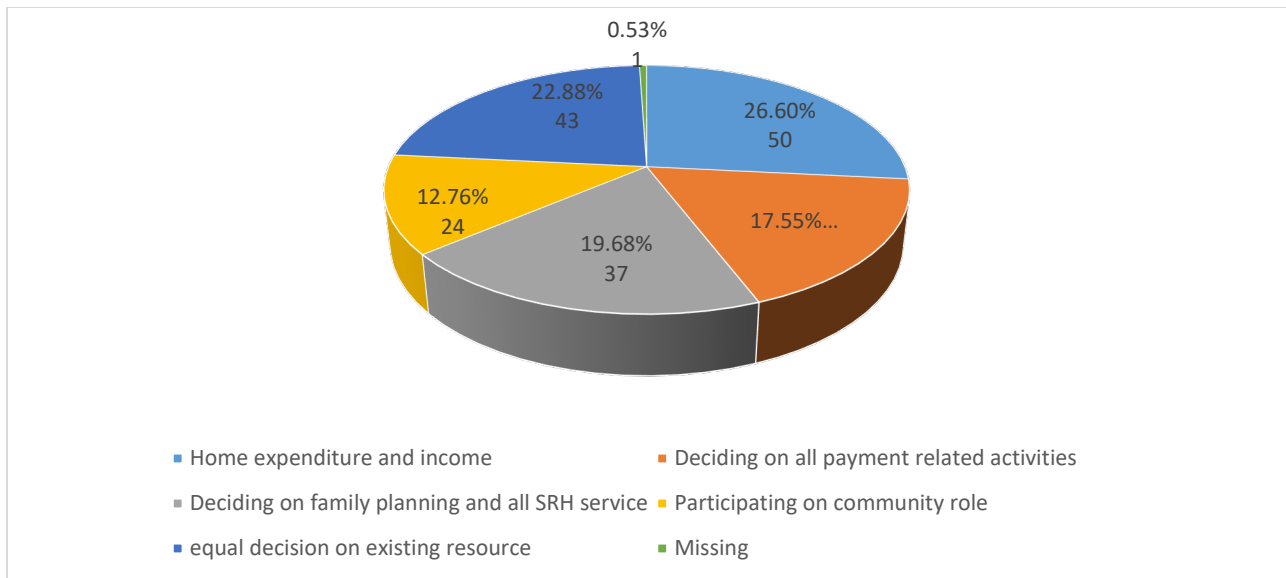
Source: Survey Data, 2022

According to table 10, from the respondent answer, most of them 98.9% are participating in decision-making issues at home. According to one respondent,

“I live with my husband and have 2 children I am confident and strong women who decide on different issues at home and workplace this comes after I start a job and got different support and pieces of training I am really changed and equally decide with my husband”.

Participation Role of Respondents at Home

Figure 17: Participation Role of the Respondents at Household Level



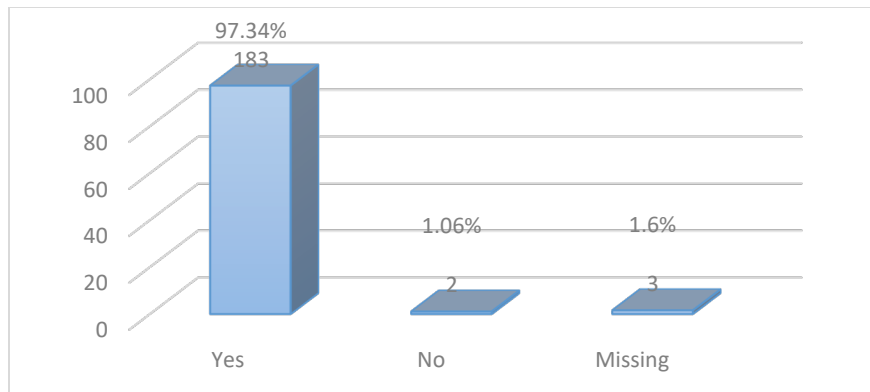
Source: Survey Data, 2022

According to figure 17, from the response of the respondents, 26.6% of them can decide on home expenditures without the involvement or small involvement of their spouses, home expenditures include buying food supplies, paying bills, buying cloth and shoes for the family, and any payment related with the home included as a home expenditure. As well 17.55% of them have to participate in children's care and responsibility deciding on where the children are learning, how they can live, what they wear, controlling their activity, how the children grow, and managing all children-related responsibilities. In addition, 12.76% of respondents mention that they are participating and deciding on who can participate in any community-related activities including Ekub, Eder, and wedding and community celebrations.

On the other hand Figure, 17 indicates, that 19.68% of respondents mentioned that they were deciding on how, when, and what they wanted to use regards contraception by consulting health

professionals to have detailed information. The respondents mostly got such kinds of information and consultancy from the workplace, in addition to that, they discuss with their spouses when to have sex, how many children they have, and when they have a child with the agreement of the women, following this 22.88 % respondent mention that they equally decide on the existing resources including of, assets, lands, houses were used equally.

Figure 18: Percentage of Women Employees Decision-Making Power was increased



Source: Survey Data,2022

According to the figure, 97.3% of the respondents had answered their decision-making power was increased especially after starting of job and getting salaries, mentioning that having an income gives opportunities to decide by themselves without the interference of others as well it will decrease their dependency level on their husbands and increase their decisions making power, in addition to that getting different benefits like credit access, skill training, health care services, work promotions had also role on their decision power skill improvement. On the other hand, 1.1% of respondents mention that their decision-making power was not increased the reason is they didn't get any supportive training to increase their self-confidence and decision-making power in their working place. In addition, 1.6% of the respondent were not responded to this question.

Table 11: Women's Response on Deciding Home Expenditure

Who decides on home expenditure	Frequency	Percent
Wife	17	9.04

Husband	39	20.75
Jointly	132	70.2
Total	188	100%

Source: Survey Data, 2022

In table 11, based on the response of the respondents most of them (70.2%) are jointly decide with their husband and wife on home expenditures include such as home expenses, child-related expenses, transport expenses, clothing, housing (rent), food and other expenses, on the other hand, 20.75 % of them can be said husband will decide on those expenses without the participation of their wife’s, they mention that this decision sometimes causes for conflicts and disagreements on the family. However, 9.04% of respondents are decided by their wives because husbands don’t have the income to manage home and related expenditures.

According to table 11 indicated that the respondents who are living with their husbands had an independent income and some of them had worked on the same flower farm. Most of the respondents said that at the current time both the husband and wife can be equally shared and decide on the existing resource because based on the legal framework and agreement of both the resources or assets that build up together were shared equally. The respondents mention that there is still a gap in the role of men and women in the community still women had a burden and had more roles in the household activity and participating in dual responsibilities (home and Outside). This women’s burden comes with the culture of community that supports men’s superiority. In addition, some respondents can mention that there is a change in different societies concerning gender roles, currently, in the community, men can hand over responsibility and assist their wives.

According to female employees, all of them mention that having a job and getting a salary changes them in different ways because most jobs ask for education and experience however flower farms can give access to every woman by creating paid job opportunities that decrease the dependent women on their families or husbands. Due to this having a job by itself create and increase self-confidence, sense of independency, increase self-esteem, decision-making ability, and creates better lifestyles.

4.7. Discussion

Women's socio-economic empowerment is essential for the sustainable development of developing countries like Ethiopia. Legal framework works and institutional Policies on ensuring women's economic and social empowerment are mandatory for the women's as well as the economic and social development of the country.

According to the finding the flower farms had used the legal frameworks more focusing on the Ethiopian labor proclamation and applying their company policies to support women's empowerment in the workplace. However, there is still a gap in the full implementation of the policies and the legal frameworks due to the lack of follow-up monitoring of the responsible body including the government officials. Ethiopia has enacted and adopted various national and international women's supportive policies and legal frameworks which recognized mechanisms to mitigate women's marginalization and oppression. Ethiopia has also adopted different policies to overcome gender discrimination in different sectors. It is depicted as focusing on individual rights and on the concepts of equality, justice, and equal opportunities, where legal and social policy changes are seen as tools for engineering women's equality with men (Maynard, 1995).

Giddens (2001) defines liberal theory as a “feminist theory that believes gender inequality is created by lowering access for women and girls to civil rights and allocation of social resources such as education and employment”. The study found that 75-85% of the workforce in the sector are women. According to (EHPEA, 2018) creating job opportunities for women by itself plays a big role to empower women. Women's employment is observed as a prominent tool for women's empowerment. (Fa-Rooq, 2015). The liberal feminist works within the structure of mainstream society to integrate women into that structure to achieve gender equality and women empowerment.

According to the finding paid employment opportunities are created for women who are living more in rural areas. However, there is still wage issue on the flower farms but there are also progressive changes from year to year. The finding shows that the women working in the sectors had low education status due to that the flower farms especially the one where the study was conducted can give different formal and non-formal education and training opportunities and benefits for the employees. Thus women are benefiting from formal education, training, and pieces of practical training. Flower sectors can play an important role by providing permanent learning opportunities for workers, especially women, to prepare them for change on the other hand some women are not benefited from education access due to the dual responsibility of their home and shortage of time.

Participation in the labor market is an effective strategy for strengthening the empowerment of women and their bargaining power both within and outside the home (Agarwal, 2002). In addition, Sen (2001), and Agarwal (2002), claim that through employment and income-generating activities economic position of women improves which then leads to good treatment. The results also show that employment helps women to gain participation in decision-making in the household and such as it increases women's earning power by making them a contributor to the family income which can help them have better health and educate their children and family members, due to this the finding indicates that employed women's control of their resources is relatively equal with their spouses.

According to Macchiavello et al. (2015) Promoting women into management roles can improve the efficiency, productivity, and effectiveness of women employees. The study finding shows that there is the promotion of women into better positions thus more women are promoted to supervisory positions in high. However, there is still a gap in promoting women into top positions.

According to (UNECA, 2007). Women's access to credit has shown faster improvement than access to other economic resources. The finding shows that the flower farms had good credit access practices for employees, thus more women benefited from the credit for emergencies and to full fill their gap on time.

According to ILO (2020), Support for breastfeeding workers is important for both the worker and her baby and should at least include permitting breast pumping or feeding in or near the workplace and paid lactation breaks. Other important means of support include educating staff to decrease stigma and discrimination in respect of breastfeeding and providing a lactation space or paid breaks. The study finding shows that the flower farms had breastfeeding hours on that lasts from 6-9 months. Also, the Sher flower farm can provide transport for the mother to move to their home to feed their children.

According to the study finding, women working on the flower farms are facing sexual harassment and gender-based violence specifically outside the workplace when they move to their respective home. The finding shows the violence happening in the workplace was decreased due to the policy and legal frameworks at the workplace. In all sectors, women and men are exposed to physical, psychological, and sexual violence (including harassment, bullying, threats, etc.) That may or may not be motivated by discriminatory attitudes relating to gender. Women particularly are at risk of violence. (WHO,2011).

CHAPTER FIVE

CONCLUSION AND RECOMMENDATION

5.1. Conclusion

The study was investigating socio-economic empowerment of married women working in selected flower farms. Thus 188 flower farm married women employees can be participated in this study and trying to address all the general and specific objectives. The age distribution of the respondents tended to be very young and the 18-30 years were high in number that is 67.02% it was indicating that there were a relatively high proportion of young and energetic age respondents. The education level of respondents was mainly under the primary level of education that is 40.4% of respondents.

In both Sher Ethiopia and Minaye Flower Farm there is Institutional Legal Formwork that is primarily enforced by the government and adopted by the flower farm Companies.

Following these frameworks, there are attempts executed by the flower farms, although irregularities and disparities existed in the two flower farms to implement them. For instance, in terms of benefits provided for women, there is a difference between the companies the reason is the capacity of the flower farms. The same is true in the commitment to handle harassment issues and benefits that the women should set.

The fact that women's employment at the two flower farms somehow increased their decision-making power compared with the time they were not employed. Thus, their employment status that followed by different benefits and opportunities that empowered the women in different ways such as the economy (being a salaried person), knowledge (with education), health facility access including sexual reproductive health services and promotions. However, this does not mean there is no challenge for the women because there are challenges the women still encounter to ease the challenges. It needs commitment, from the women themselves, owners of the companies, and government and local administrations to empower them.

5.2. Recommendation

In order to improve the working and living conditions of flower farm married women and general employees as well to make the sector more competitive, it is suggested that the following points need to be considered. These includes, Setting National wages considering the informal sectors for better economic growth, because of most of the flower sector employees raise issue related with the wage due to this setting average for sectors benefits the workers, the employer as well it creates better economic growth for the country.

Creating follow-up system that focus on the legal framework implementations adopted by the government that promote women's socio-economic empowerment, especially on the labor law and constitutions. Owners, government and horticulture associations had working by planning and finding Project activities that mainly enhance women's economic growth, education as well awareness level.

The government had expected to create women empowerment policies and legal frame works including gender equality policy and sexual harassment policy at national level, updating of women's country policy, including reproductive health program and supports in the policies and legal frameworks of the country had playing pivotal role in increasing women's participation at in the formal and informal sectors.

Most of the workforce in the flower farms are women due to this creating different opportunity to develop themselves in terms of education, economic development, training, and using of contraceptive and reproductive health service access at workplace can create a better work environment and expected from the flower farm employers.in addition to that Working in collaboration with government stakeholders, Associations and Federations to support female employees on SRH and legal issues is expected from the flower sectors.

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Appendix 1: Interview Guide

English Interview checklists

Information Sheet and Consent Form.

Hello!! Good morning/good afternoon? My name is MAHLET MERID. I am from Addis Ababa University institute of gender studies. This research conducted in partial fulfillment of my MSc degree and am here to collect data on **Socio-Economic Empowerment of Married Women Working in Selected Flower Farms in Central Ethiopia**. You are selected to be one of the participants in the study. The study will be conducted through interview. The interview is voluntary; you have the right to participate, or not to participate. No incentives will be given for participating in this study. However, your participation has paramount significance in order to achieve the aim of this study. The information you give us is confidential and will be used only for study purposes. The whole interview may take around 30-40 minutes. If there are things that require clarification please don't hesitate to ask me for clarification.

Are you voluntary to participate in this study?

Yes, I want to participate

No, I don't want to participate

Thank you very much!

Annex 1: Survey Questioner for married women workers who work more than four years on the flower farms.

I. Personal Information

1. Age: _____
2. Educational level:
1.Primary (1-8) 2. Secondary (9-12) 3. Degree and above 4. Unable to read and write
3. Total work experience: _____

II. Work Related Information's

4. Name of farm: _____
5. How long have you worked in this flower farm? _____
6. What is your main duty or position on the flower farm? _____
7. Are you employed as:
 1. Temporary worker
 2. Permanent worker
 3. Daily Laborer

III. Empowerment opportunities/benefits related questions for women employees

8. What is your monthly salary _____?
9. Do you think your salary is enough for you and your family to meet your basic needs?
 1. Agree
 2. Strongly agree
 3. Disagree
 4. Strongly disagree
10. Is there any salary increment in your organization?
 1. Yes
 2. No
11. If yes how often _____
12. Is there any benefits you get from your working area?
 1. Yes
 2. No
15. If there is any benefit in your farm is that changes your life?
 1. Agree
 2. Strongly agree
 3. Disagree
 4. Strongly disagree
16. How the opportunities benefit you and your family?
17. Is there maternity leave for pregnant women?
 1. Yes
 2. No
18. If yes how long?
19. Do women get the necessary support and care during pregnancy?
 1. Yes
 2. No
20. If yes what kind of care and support they get from the farm?
21. How many hours do you work per day?
 1. 8 hour/day
 2. < 8 hours/day
 3. >8hours/day
22. How many days do you work per week?
 1. 5 days /week
 2. 6 days/week
 3. 7 days/week
23. Have you received proper training with regard to health and safety procedures?
 1. Yes
 2. No
24. Is there any additional payment in your working area?

1. Yes 2. No

25. If yes how you get it?

1. Overtime 2. Bonus 3. Holiday 4. All 5. There is not additional payment

26. Are you happy to work in this farm?

1. Yes, I am 2. No, I am not

27. Does the farm has labor union?

1. Yes 2. No

28. If yes are you part of it and what benefit you get after joining the labor union?

29. Is there chance to get promotion to higher position for female employees?

1. Yes 2. No

30. Is there any policy that support the women empowerment and their rights at workplace?

1. Yes 2. No 3. I don't know

IV. Questions regarding challenges

30. Have you faced any challenges when working in this sector?

1. Yes 2. No

31. If yes what challenges do you face?

1. Yes No

1. no challenge

2. Sexual harassment and GBV

3. Unable to access family planning service

4. low access of educational and training opportunities in the farm

5. low access of credit in the working area.

32. How did you react the challenges?

1. Reporting for managements /supervisors 2. Reporting for labor unions/committee 3.
Keep quite

33. Is there any criteria to get empowerment opportunities in the farm?

1. Yes 2. No

34. If yes what criteria's set to get additional benefits in the farm?

35. Does your farm cover any medical issues in related with work areas?

1. Yes 2. No

V. Questions for women employees related with their decision-making power at household level.

36. Do you have children or not?

1. Yes 2. No

37. If yes how many children's do you have?

38. What is the age of your children?

39. is your children's are students? 1 Yes 2. No

40. If yes are they learned at private or government school?

42. If yes do you think that you and your husband have your own independent income?

43. If yes, do you think that husband and wife equally share existing income sources? If yes how?
If not, why not?

44. Are you participating in decision making issues at your home?

- 1 yes 2. No

45. If yes what is your participation role at your home.

1. Home expenditures/income 2. Equal decision on existing resources 3. Deciding on family planning/SRH issues 4. Participating on community role 6. Participating on any payment related activities

46. Who decide on household income or expense? Husband? Wife? Jointly?

47. Is employment changed you? In terms of what?

48. Do you think your decision-making power was increased?

49. If yes when it increases?

1. After starting job and getting salary 2. After getting trainings and education access at workplace 3. After getting different work promotions in my workplace 4. All 5. If others

Qualitative questions For Married Women Employees in the Farm

I. Personal Information

1. Age: _____
2. Education Level:
3. Name of flower farm:
4. Experience:
5. Position:
6. what type of benefit you get from your working area?
7. How the opportunities benefit you and your family in terms of what?
8. Is there any policy that support the women empowerment and their rights at workplace?
9. How is women employees' management position in your farm?
10. What was your decision-making role at home?
11. Do you think your decision-making role is increased?
12. What do you think about women's tasks and/or men's tasks? In your locality? Why is such division occurred?
13. Do you think wives and husbands equally benefit and decide on the assets (land, livestock) they commonly own?
14. What was your recommendation to increase women's socio economic empowerment at workplace?

Key Informant Interview

Annex 2: Questions for labor unions

1. How many member employees are in the union?
2. What is the establishment year of the labor union?
3. What is the main role of the union in the sector?
4. Is there any criteria to be part of the labor union? 1. Yes 2. No
5. If yes what are the criteria's to be part of the union?
6. How are the workers benefited from the union?
7. How are women employees benefited from the union?

Annex 3: Questions for Farm Managements

- a. Name of the farm _____
- b. Sex _____
- c. Position in the farm _____
- d. Work Experience _____
- e. Education Level _____
- f. Do you think the wage that is paid to the workers is enough to fulfill their basic needs? _____
- g. Do you think the work environment is safe for the workers' health? _____
- h. How do you see the relation between the workers and the management? _____
- i. Do you make efforts to enable workers solve their problems by discussing with the management? _____
- j. How the pregnant women in the sector treated? _____
- k. Is there any empowerment programs in your farm what are they?
- l. Is all women are benefited equally or there is criteria's? _____
- m. Is there any incentives in your farm and for what kind of employees you give?

- n. Is there any CSR activities in your organization that benefit the women employees and the community? If yes what are they?
- o. Is there any institutional practice that support women empowerment in your farm?
- p. If yes, what are this institutional practices?
- q. How is the implementation practice of the institutional policies ?

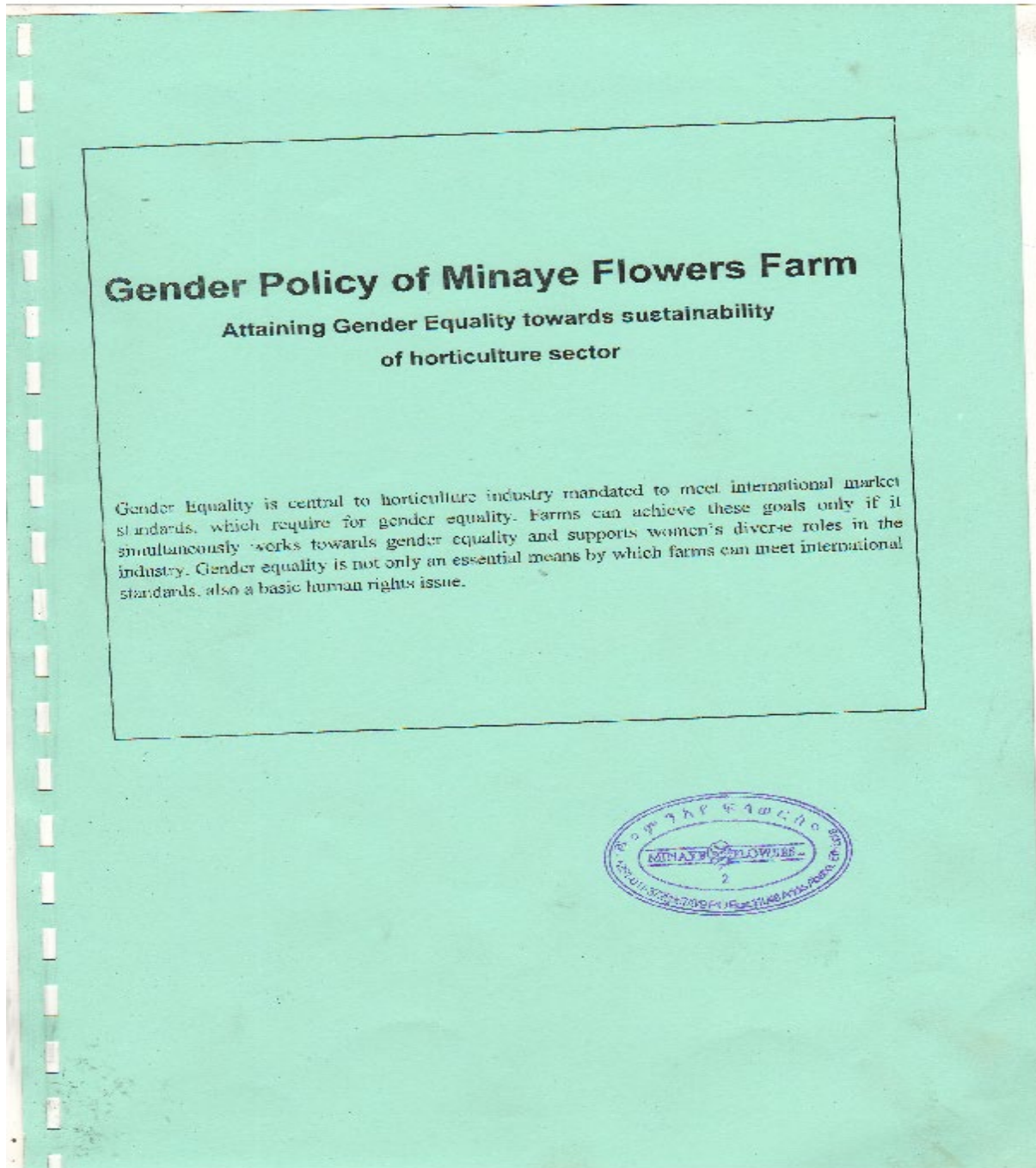
Annex 4: Focus Group Discussion Guideline

1. How do you explain your working area?
2. What do you think about the management and employees relationship?
3. Is there any empowerment opportunities or Affirmative action for women employees?
4. If there is an opportunities, what are they?
5. What kind of women are more benefited?
6. What changes in your life after joining the farm?
7. Are you satisfied with the opportunities the farm provides?

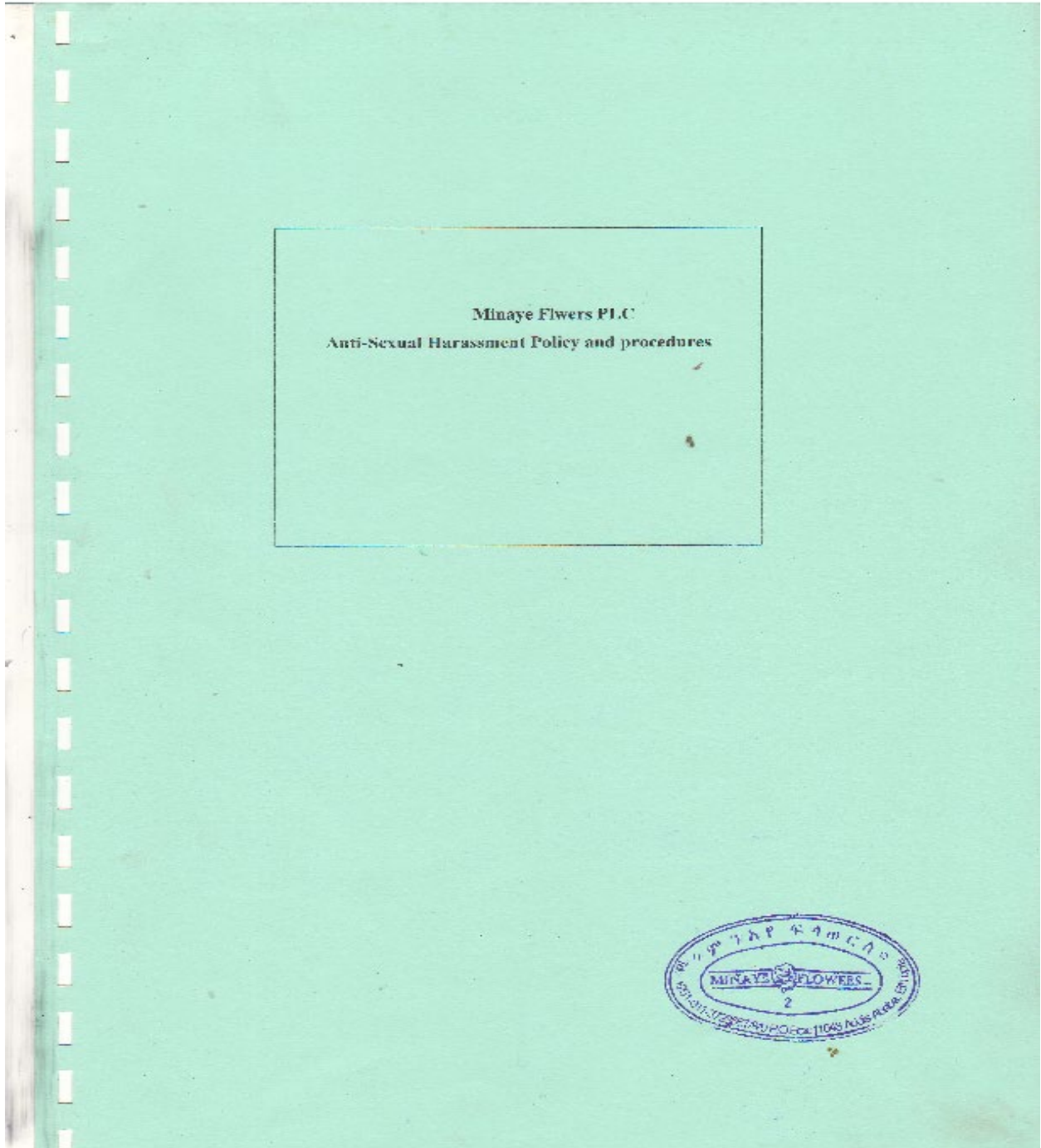
8. What are the challenges regarding accessing the empowerment opportunities?
9. How are the women employees treated in your farm?
10. Is female employees treated equally with men?
11. What is your recommendation for the sector in related with opportunities for female employees?

Thank You.

Annex 5: Sample Policies



Source: Minaye, 2022



Source: Minaye, 2022