

**ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATE STUDIES
INSTITUTE OF REGIONAL AND
LOCAL DEVELOPMENT STUDIES**

**AN ASSESSMENT OF THE WORKING CONDITIONS
OF THE FLORICULTURE INDUSTRY: THE CASE OF
FOUR FLOWER FARMS IN WEST SHOWA ZONE,
OROMIYA REGIONAL STATE**

**BY
EZANA HADDIS**



AUGUST, 2007

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CONDITIONS OF THE FLORICULTURE
INDUSTRY: THE CASE OF FOUR FLOWER
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REGIONAL STATE

BY EZANA HADDIS

A THESIS SUBMITTED TO SCHOOL OF
GRADUATE STUDIES, ADDIS ABABA
UNIVERSITY IN PARTIAL FULFILLMENT OF THE
DEGREE OF MASTERS OF ART IN REGIONAL
AND LOCAL DEVELOPMENT STUDIES

August, 2007
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A Thesis submitted to the School of Graduate Studies of Addis Ababa University in Partial Fulfillment for the Requirements of the Degree of Masters of Art in Regional and Local Development Studies

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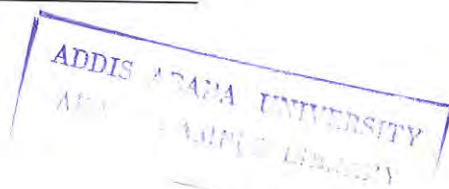
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ACKNOWLEDGEMENT

This thesis is the output of the joint effort of many people other than the researcher. Hence, I am indebted to thank all of them who join their hands to the realization of the thesis. Above all, I would to pass my deepest gratitude to my advisor Abeje Berhanu (PhD) for his priceless advice and constructive comments and valuable guidance from the beginning to the finalization of the study. Next, I would like to appreciate and thank my family for their unreserved financial and moral support while conducting the research.

I am also very much indebted to thank the executive director of Forum for Environment (FfE) Ato Nigussu Aklilu and the whole staff for their material support and valuable guidance. I would like to pass many thanks to Adhanom Negassi (PhD) for his cooperation to conduct the research and valuable suggestions to make the study more genuine and informative. I would like to appreciate and pass my gratitude to Yerasswork Admassie (PhD) for his unreserved advice in undertaking and analyzing the research.

From the bottom of my heart I would like to thank to Amaha's family especially Saba for their emotional and technical support to realize this thesis. Finally yet importantly, I would like to thank all the workers, supervisors and farm managers of Top, Dire, Alliance and Jericho flower farms and to the governmental and non-governmental organizations that cooperate by giving information that is crucial to the study.

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1. Name _____
2. Sex _____
3. How long have you served in the farm?
4. What is your job title?
5. How many workers are you responsible to supervise?
6. How are you instructed to manage/ supervise your workers by the management?
7. What seems like the educational level and consciousness of their labor right?
8. What seems like the wage the workers earn in relation with the effort they put to the task and the current high living expenses?
9. What common problems do your workers face in the farm?
10. List the rules and regulations that one worker has to fulfill and mention the measures taken on the workers who violate these rules?
11. What kinds of pesticides side effects are you observing on your workers?
12. Do you think that the protective clothing that is provided to the workers is enough and timely?
13. Do you seriously supervise whether your workers wears protective clothing or not and what kind of measure do you take on those who do not wear?
14. Do you reduce workload to sick or pregnant workers if the company policy does not give?
15. Do you think that the farm is protecting its workers against the side effects of agro-chemicals and if yes how and do you believe it is enough?
16. Do you instruct your workers to take the necessary precautions not to be exposed to pesticide side effects?
17. Do you believe that the human resource management in the farm is proper?
18. What is your overall assessment of the working condition of the flower farm?
19. What measures do you recommend to be taken so as to improve the working condition in the flower farm?

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Acronyms

ANFQ	Agriculture, Nature and Food Quality
CETU	Confederation of Ethiopian Trade Unions
CSR	Corporate Social Responsibility
EEPA	Ethiopian Export Promotion Agency
EHP	Environmental Health Perspective
EHPEA	Ethiopian Horticulture Producers and Exporters Association
EIA	Ethiopian Investment Agency
ETB	Ethiopian Birr
ETI	Ethical Trading Initiative
FDRE	Federal Democratic Republic of Ethiopia
FIAN	Food First Information and Action Network
FLP	Flower Label Program
ICC	International Code of Conduct
IFC	International Flower Coordination
ILO	International Labor Organization
IUF	International Union of Food Workers
KFC	Kenya Flower Council
MoARD	Ministry of Agriculture and Rural Development
MoLSA	Ministry of Labor and Social Affairs
MoTI	Ministry of Trade and Industry
MoWA	Ministry of Women Affairs
MPS	“Milieu Project Sierteelt” (Floricultural Environmental Project)
NFA	National Flower Alliance
NFFPFATU	National Federation of Farm, Plantation, Fishery and Agro-Industry Trade Unions

NGLS	United Nations Non-government Liaison Office
OHS	Occupational Health and Safety
PANNA	Pesticides Action Network North America
PANUPS	Pesticide Action Network Update Service
PPI	Progressive Policy Institute
SHRM	Society for Human Resource Management
SJWEH	Scandinavian Journal of Work, Environment and Health
UNCTAD	United Nations Conference on Trade and Development
USD	United States Dollar
UWEA	Ugandan Workers' Education Association

ABSTRACT

In the last five years, Ethiopia experienced a floriculture investment boom. The sector is playing a key role in the national economy of the country especially in securing hard currency to the nation and creating job opportunities to urban and rural residents. Nevertheless, the floriculture industry is also known for its poor working condition worldwide. Considering this, the thesis has an objective of assessing the working conditions of workers based on a case study of four flower farms in West Showa zone, Oromiya regional state and assessing stakeholders' views, activities, challenges and planned activities to promote responsible flower production to the workers. In order to address this objective the research has employed sample survey of 90 flower farm workers, depth interview with selected farm workers, supervisors and farm managers, and key informant discussion with relevant stakeholders. The findings were analyzed using qualitative and quantitative methods of analysis.

The findings revealed that in the farms studied most workers are non-permanent which result in job insecurity and prevent them from demanding their rights. The majority of them are paid low wages which are not enough even for subsistence, most of them are also denied of sick leave, annual leave, maternity leave and weekly rest days. There is also discrimination among workers in giving promotion, and also health and safety rules are not properly implemented and respected in the farm. Similarly, there is dire lack of basic facilities in most farms studied. Above all basic constitutional and labor rights to organize into trade unions and to forward their administrative problems of the workers in all farms studied are denied.

The study also revealed that relevant stakeholders covered by the study share the view that the industry is playing pivotal role in reducing unemployment by creating employment opportunities. At the same time, most of the stakeholders also revealed that the industry fails to fulfill basic working conditions and violates basic labor rights. To avert this problem some of the stakeholders have been trying to improve the working conditions in the flower farms using their capacity and mandate. These include close supervision of the farms and recommendation on their shortcomings, monitoring the amount and type of the agrochemicals that is applied in the flower farms, creating awareness on labor rights and minimum working conditions, developing code of conduct, introducing less toxic pest control techniques, supporting the establishment of trade unions in the farms and giving legal aid. However, these stakeholders have been constrained from realizing their planned activities due to political interference from higher hierarchy of the government (especially local labor offices and crop protection department), poor organizational capacity and lack of cooperation from the investors.

Based on the findings the paper concludes that the flower farms understudy are far behind from being responsible farms to their workers. And the stakeholders have done few activities to promote a socially responsible flower production; but they are left with long way to go. Finally, the thesis recommends that farms should adopt production system based on the ICC and other flower labels and the local level labor offices' capacity should be enhanced and should be able to execute their responsibility free from political intervention.

CHAPTER ONE

INTRODUCTION

1.1 Background of the study

1.1.1 Global Scenario

Human beings are attached to one another. Hence, they express their emotions to their loved ones or closely related person by using various means, in addition to verbal expression of their feelings. These include various gifts: chocolate, wine and flowers. In many cultures, fresh cut flowers are deeply symbolic. They represent emotions and feelings and can deliver a message of emotions. The reasons for giving flower may include birthday congratulations, an apology, and a commiseration with someone's grief of death or accident, for Valentine's Day as a sign of affection and more recently, it becomes decorative feature of middle and higher-class households. Flowers have become one part of human relationship particularly in the Northern Countries, especially these days (Sisay, 2001:57).

Over the past quarter of the 20th century international trade in cut flower industry has shown a dynamic growth switching to demand driven marketing (Sisay, 2001:57). ILO (2006a: 55) quoting EEPA's Floriculture Project Study in 2003 indicates that the total size of the world flower market has reached an estimated value of USD 50 billion. Currently, more than 125 flower varieties are grown for commercial purpose worldwide with the most important species being Rose, Carnation, and Chrysanthemums (MoTI, 2006a:4). The major markets for floriculture products are the First World Countries of USA, Europe (Western Europe in particular) and Japan (Sisay, 2001:57).

Only nine countries dominated the world supply of cut flowers having approximately 91% from the total export. During 2003 Netherlands, Colombia, Ecuador and Kenya had respective percentage share of 58, 14, 6 and 4 in terms of value of export of cut flowers (International Trade Center cited in ILO, 2006a:56). The Sub Saharan Africa's cut-flower export has increased from USD 13 million in 1980 to USD 200 million in 1999 (Ronald John et. al cited in Sisay, 2001:51). The total import by country in 2003 was UK,

Germany, USA, Netherlands and France as a whole accounted for approximately 19%, 17%, 16%, 10%, and 10% from the total world import in value terms respectively (International Trade Center cited in ILO, 2006a:56-57). In terms of land, coverage in 1999 it is estimated to be 200,000 hectares (Ronald John et al cited in Sisay, 2001:57).

The growth and broadening of demand for cut flowers has attracted an increasing number of commercial producers and distributors to the market on international scale. There is a changing pattern in global production, supply and demand distribution. Since the 1980s the increased production cost (labor and energy) forced flower producers to move the Third World countries where, there is cheap labor and conducive environment (Sisay 2001: 59). According to FIAN (Food First Information and Action Network) estimate there are about 190,000 people in the developing countries who work in the flower business (FIAN cited in PANNA.org, 2002).

Though the heavy influx of the investment in the flower sector especially from North to the Third World have advantages of boosting export earnings, creating employment opportunity particularly to women (which is greater than traditional farm activity per hectare), weight-value ratio and so on (Sisay, 2001:4), it is not without any cost. It is undeniable fact that the industry has negative impacts on the workers, the society and to the ecology. Due to lack of strong labor and environmental protection policies and implementation capacity in the Third World, the investors exercise unhealthy production practices to the environment and to the workers (Brassel and Rangel, 2001:3).

Even though, there are various flower certification programs such as FLP, MPS and FFP and the International Code Conduct (ICC), a few farms in Africa, Latin America and Asia are registered to the certification programs and apply the International Code Conduct (ICC). Hence, workers of the industry are suffering the most because they are directly exposed to the chemicals and bad working condition (Brassel and Rangel, 2001: 17).

1.1.2 Floriculture in Ethiopia

Introduction of cut flowers production for commercial purpose to Ethiopia dates back to 1980/81 (MoTI, 2005:3). Before the fall of the Derg regime, the industry was stagnant and highly subsidized (Sisay, 2001:8; MoTI, 2005:3). Even after the fall of the Derg up until

1999, the industry was too weak, there were only two private producers and two long-aged state owned enterprises (MoTI, 2006b: 3).

However, after 1999 the industry gains new momentum because of the emphasis given to the sector and favorable investment environment (which includes weather condition, land, water, attractive investment incentives, government support and follow-ups, cheap labor, etc). Many investors both local and international are investing in the industry (MoTI, 2005:3-12). As of June 2006, the total numbers of licensed projects are over 235 with an aggregate capital of ETB 7.5 billion. (ILO, 2006b: 2). A total of 820 hectares of land is currently, covered with flowers and cuttings (EHPEA, 2007:2). A significant proportion of the flower farms are located around Addis Ababa with in the radius of 50 km in the Oromiya Regional State (ILO, 2006b:2).

Regarding export performance, the country has secured USD 106.1 million in the past five years (MoTI, 2007). In terms of employment, it has created job opportunity for about 25,000 workers (ILO, 2006b:2). Though the floriculture industry is booming with prospect of overtaking the place of coffee in export earning and creation of huge employment opportunity, it is still at its nascent stage compared to other flower producing and exporting African and other region countries. Hence, it is entangled with many problems.

1.2 Statement of the problem

The floriculture industry is a potential growth engine particularly for the Third World Countries through generating foreign exchange, creating huge employment opportunity and in stimulating other related industrial sectors like transport, construction and so on. However, the industry is full of side effects in its production system to the workers, the environment and the society. It is undeniable fact that the floriculture industry is a heavy user of pesticides (up to 127 varieties of pesticides) in enclosed space and poisoning the environment and the workers in a number of Latin American and African nations. Pesticides can cause cancer, birth defects, reproductive, and nervous system damage and workers are exposed at numerous stages of plant growth through the skin and inhalation (EHP. org, 2002).

Apart from this, the industry offers no work stability; it would not allow (most of the time) workers to organize themselves, does not give social benefits (maternity leave, sick leave,

etc). And also most of the time the industry doesn't offer adequate training and protective outfits to the workers specifically pesticide sprayers. re-entry period after fumigation is not kept and workers are forced to do more than the specified time limit and are forced to do overtime jobs. Furthermore, sexual harassment cases are also detected and many other violation of labor right is found in the industry (Brassel and Rangel, 2001: 28-32).

Ethiopian case is not exceptional. In an interview with Mr. Gebeyehu Adugna, president of National Federation of Farm, Plantation, Fishery and Agro-industry Trade Unions with the bi-weekly Amharic newspaper Reporter (Vol.12, No.9/673: 2006) the occupational health and safety in the farms are below the national or international standard, the wages and benefits they earns is extremely low. In addition, a research commissioned by ILO in 2006 on Decent Work in Floriculture Ethiopia reveals that there is a deficit in decent work in the floricultural sector with respect to employment condition and remuneration, social protection, fundamental rights of work and social dialogue. In addition, the finding shows the divergence in implementation of national labor law and the decent work agenda of ILO (ILO, 2006b:11). Follow up assessment report of MoLSA also validates the existence of the aforementioned problems (MoLSA, 2003:1-42).

Since the industry is at its nascent stage, there are few studies conducted. Specifically, in the area of labor conditions there is only a few research works conducted. Though these research works (ILO, 2006 and Tigist, 2007) focus on the working conditions they have limitations in their perspective and unit of analysis. The major shortcomings of these researches includes the following: using farm managers rather than workers as study's source of information, not comprehensive enough to cover the overall conditions of work and do not include the relevant stakeholders' challenges, activities and opinions on the working conditions of the flower farms. Apart from these, the studies do not reveal the challenges and prospects in bringing decent work condition to the flower farm workers. Hence, this research project is attempting to fulfill the knowledge gap left by previous studies. This is through assessing the working condition from the workers and the relevant stakeholders' point of view in a comprehensive manner. In addition, the study attempts to indicate the challenges and prospects to implement decent work in flower industry.

1.3 Objective of the Study

This study is designed with the overall objective of assessing the working conditions of the floriculture industry and to assess challenges and prospects of the bringing decent working condition in the floral farms. Moreover, the specific objectives include:

- ❖ To assess the working conditions of the workers of the four flower farms
- ❖ To assess the activities undertaken and limitations in promoting decent work by the relevant federal and regional government offices
- ❖ To assess the relevant stakeholders' activities, views, challenges and prospects in promoting decent work in the flower farms
- ❖ To suggest necessary measures that need to be taken so as to improve the working condition in the farms

1.4 Significance of the Study

The recent progress in the floriculture investment in Ethiopian has come up with different public views pro and against it. Some of the arguments favor the economic advantage the sector brought for the country. The others extreme raises the long-term ecological and economic disasters threatening human and social conditions.

The study has at least the following significance to the academic rhetoric, for policymaking and other practitioners in the area. The first is that it revealed the working condition of the flower farms in as much detailed manner as possible. The second one is it signifies the challenges and prospects to promote decent work conditions in the flower farms. The third is to contribute an insight for further research in the area. Most importantly, the study aims at giving the necessary policy implications to improve the working condition of the flower farms workers and to create a win-win situation in the floriculture industry, in which all relevant stakeholders, specifically investors, government bodies, and farm workers will be satisfied.

1.5 Scope and Delimitation of the Study

The study is delimited in its area of consideration to only Wolmera wereda and Holeta town, West Showa zone of Oromiya regional state that have the highest concentration of flower farms. Also due to time and budget constraint, the study is limited to sample survey of 90 workers and depth interview with flower farm workers, supervisors and farm managers in four flower farms and few key informants discussion with relevant stakeholders. Besides, the study is also confined to cross-sectional methods and/or techniques of data collection using simple univariate data analysis. However, assessment of work condition needs measuring the working condition vis-à-vis the national labor regulation and ILO conventions, the study is limited in its assessment from the perspective of International Code of Conduct and basic principles of corporate social responsibilities to the workers to some extent supplemented by the national labor proclamation when necessary.

1.6 Organization of the Paper

The paper is organized into six major parts. The first chapter tells about background of the study, statement of the problem, objectives of the study, significance of the study, scope and limitation of the study. The second chapter dwells on the theoretical and empirical literature review in the field. The third part dwells with research methodology employed and profile of the studied farms. The fourth chapter presents, analyzes and discusses the major finding of the research. The fifth chapter analyzes the stakeholders' views, activities, challenges and planned activities in promoting of a responsible flower production. The final chapter concludes and throws policy implications based upon the findings of the study.

CHAPTER TWO

LITERATURE REVIEW

2.1 Conceptual Framework

Corporate Social Responsibility

2.1.1 Origins of Corporate Social Responsibility

Being the dominant thinking in the 1970s and 1980s, the neo-liberalism paradigm has given corporations unfettered freedom to seek the increase of “shareholders value” at the expense of all other stakeholders (jussemper.org, 2003). This resulted according to NGLS (2002: 15)

in mistreatment of employees, faulty production leading to customers inconvenience or danger, environmental damage proliferation of bribery, civil unrest and other negative consequences. These and other negative impacts of corporations heightened the sensitivity to and awareness of environmental and ethical issues. This led to the proliferation of code of conduct and an increased emphasis on corporate social responsibility in 1990s.

In addition to this, the Rio conference addressed the need for global sustainable development by identifying a broad range of social and environmental needs and calls the private sector especially the trans-national corporations (TNCs) to be responsible to the environment and human beings (Engle, 2006: 17). This requires establishment of the rules of the game in order to avoid being subject to the law of the jungle (NGLS, 2002: 15).

In the late 1990s, corporate social responsibility (hereinafter CSR) began to gain momentum as pressure from consumers, the media, activists and various public organizations. A number of events in recent years, such as the highly publicized financial scandals of Enron and WorldCom; alleged sweatshop labor by retail clothing and sports shoe manufacturers (shrm.org, 2004) and the unwillingness and inability of government to deal with the problem have fueled the increasing momentum. These results in considering matters of corporate social responsibility for which companies themselves, or trade associations and other organizations, should set the standard (NGLS, 2002:5). Nowadays,

reputation, brand, integrity and trust are increasingly considered important measures of CSR (shrm.org, 2004).

2.1.2 The Concept of Corporate Social Responsibility

Corporate Social Responsibility (CSR) is a relatively recent phenomenon in both social development and much more in corporate business. Free enterprises were supposed to be very private not accountable to the society except to the shareholders. The most distinctive feature of the concept of CSR, is that “every private enterprise has a legitimate diversity of stakeholders, in stark contrast with the traditional private sector position of considering shareholders as their only stakeholders” (jussemper.org, 2003). The Wikipedia encyclopedia defines the concept of CSR as follows (Wikipedia. com, viewed on March 5, 2007)

CSR is a concept that suggests that commercial corporations have a duty of care to all of their stakeholders in all aspects of their business operations. A company's stakeholders are all those who are influenced by or can influence, a business's decisions and actions ...

According to UNCTAD (1999: 7), stakeholders of a given corporation are individuals, groups and other entities that are influenced by the business operations of the corporation. These stakeholders include interest groups, employees, consumers, social justice NGOs, suppliers, community organizations, local neighborhoods, and investors, partners, subsidiaries and affiliates and shareholders (wikipedia.com, viewed on March 5, 2007; jussemper.org, 2003). CSR is concerned with treating stakeholders ethically or in a responsible manner. It deals with the tri-dimensional impacts (economic, social and environmental) of a given corporation. Since stakeholders exist both inside and outside the firm, the wider aim of CSR is to create higher standards of living while preserving the profitability of corporation, for people both within and outside the corporation. CSR therefore means the ethical behavior of business towards its constituencies or stakeholders (ILO.org, 2004)

The main objective of CSR is to have a sustainable social, environmental, political and economical production system. CSR is the inherent obligation of each business entity to

account for impacts (economic, environmental and social) it generates, equitable sustainable benefits and no harm to all stakeholders involved (jussemper.org, 2003)

2.1.3 Basic Principles of CSR

CSR means a commitment to developing policies that integrate responsible business practices, and reporting these practice. In short, CSR follows plan, do, check and improve model. According to a webpage entitled As You Sow. org (2006) the basic principles of CSR are:

- Adoption of internal control
- Commitment to diversity in hiring employees and baring discrimination
- Management team which sees employees as an asset rather than cost
- Integration of the views of line-employees into decision making process
- Adoption of operating policies that exceed compliance with social and environmental standards
- Use of natural resources in a more productive, efficient and profitable fashion (such as recycling), and
- Taking responsibility for conditions under which goods are produced directly or by contract employees

2.1.4 CSR and Corporate Code of Conduct

According to Pendleton (2004 cited in Engle, 2006: 18) CSR is ‘an entirely voluntary, corporate driven initiative to promote self-regulation as a substitute for regulation at either national or international level’. Voluntary self-regulation has become an important feature of the global economy, while meaningful efforts by national governments and international organizations decline. The end of communism in USSR, the decline in trade barrier in developing countries and the opening up of China, Vietnam and Indian market have meant increased for operations of corporations. Foreign investments have grown in this period rapidly. Here comes the growth of commodity or value chains in many industries that enables production over large distances without exercising ownership (NGLS, 2002:16).

At this junction, a key feature of the development of buyer-driven value chains in other words, the buyer controls many aspect of production step to argue that the buyer should also take responsibility for conditions under which corporations operates, in terms of labor

relation and their environmental impact. It is often these types of industries that saw explicit codes of conduct introduced in the 1990s (NGLS, 2002:16).

In addition, combination of increasingly global economy and an ever-more sophisticated and diverse communication channels has recently expanded the reach of small-scale critics (ppi.org, 2000). Kearney(1998) cited in NGLS (2002:16) stated that 'the speed with which information about working condition of a corporation somewhere in Asia can be made available to NGOs and consumers in North America is unprecedented.' Nowadays human right groups can reach a for wider audience with the internet (ppi.org, 2000)

Changing public attitudes and fulfilling corporate responsibility are an important part of the contact in which corporate codes of conduct have been adapted. These corporate codes of conduct cover labor standards, environmental practices and social activities. They regulate a company's activities in line with its social responsibility. Recently more and more codes of conduct are concentrated in certain sectors like garment, mining, etc. (NGLS, 2002, 2-16).

Therefore, this study considers corporate social responsibility as conceptual framework focusing on the responsibility of floriculture industry in Ethiopia towards the workers. Corporate social responsibility to workers according to UNCTAD (1994:332-338) consists the following:

- **Employment-** CSR focuses on the proper treatment of employees and fair industrial relations;
- **Conditions of work-** non-discrimination is a widespread tenet of CSR on employment and also it prohibits the employment of children and forced labor;
- **Wages and fringe benefits-** companies are obliged to provide subsistence wages and maximal responsibilities to grant additional real benefits which includes health care education , housing and so on;
- **Safety-** concern for workers' safety is a core social responsibility to avoid harm, companies should have to adopt standards to minimize risk and assess and improve production processes;

- **Training-** management and worker training programs are crucial for personal and societal advancement, hence corporations should have to share skills and knowledge with local employees:
- **Trade unions-** corporations should pursue maximal societal responsibility goal by supporting employee effort to form union representation where it will serve workers' interests in collective bargaining process as well as promote other societal objectives

This study utilized the abovementioned basic tenets of corporate responsibility to the workers and the international code of conduct (ICC) of flower farms to analyze the working condition of the workers in the four flower farms selected for the study. The ICC is voluntary self-regulation of the industry formulated to maintain the corporate social responsibility of the industry.

2.2 The Floriculture Industry

People buy flowers for a number of reasons as a gift (for birthday or a special day such as Mother's Day, Valentine's Day, Thanksgiving), for weddings and funerals, or for own use to brighten up the home. Among these, gift giving (to congratulate, apologize, commiserate, express love and affection) is the most frequently stated reason for buying flowers in most developed countries (ILO, 2006a:55). For instance, although consumption patterns differ from country to country within Europe, flowers are generally purchased for gifts (45%) and special occasions like birthdays and weddings (25%) and home decoration and others comprises the rest (Brassel and Rangel, 2001:8)

2.2.1 International Cut Flower Market

2.2.1.1 Overview of the Cut Flower Market

Beginning the last quarter of the 20th century the international market for floriculture is getting larger and larger, switching from supply driven to demand driven with increasing specific and fickle consumer preferences. Presently more than 125 varieties of cut flowers are grown commercially worldwide and additional new varieties are entering the market each year. Since floriculture products are sensitive to income and price the major markets are USA, Western Europe and Japan (Sisay, 2001:57)

Over the last few decades, the demand for cut flowers has grown considerably, moving beyond, the use for special occasions, to becoming a more regular decorative feature of middle and upper income households. The growth and broadening of demand has attracted an increasing number of commercial producers and distributors into the market on an international scale. (Sisay, 2001:57). And the total size of the world flower marketing in 2003 is estimated to have reached USD 50 billion from USD 27 billion in 1998 based on sales to end consumers, according to Floriculture Project study by EEPA (EEPA, 2003 cited in ILO, 2006a:55). Roses, carnation and chrysanthemums being the most demanded species (Sisay, 2001:58). The total area allocated to cut flowers production worldwide in 1999 has reached around 200,000 hectares (Ronald et al cited in Sisay, 2001:57).

Generally, global flower market is expanding rapidly in what is now come to be called the “global boom” (ILO, 2006a:55). In floriculture industry there is not only growth in production and marketing but also there is change of pattern in global production supply, demand and distribution. Since the 1980s and 1990s, the increased in production cost (labor and energy) and stringent social and environmental regulations in developed countries forced production to shift to the southern countries (Sisay, 2001; 57-59). Now cultivating cut flowers has become a widespread activity through out the world in 145 countries in which most of them are developing while consumption of cut flowers is concentrated in North America, Europe and Japan (ILO, 2006a:55).

2.2.1.2 Export and Import Status of the International Cut Flower Market

The world estimate for the total export of cut flower for 2003 is USD 4.782 billion. Netherlands is the leading exporter of cut flowers (accounting for 58% of world export value in 2003) and regarded as a center for florist products. Colombia, Ecuador and Kenya follow having a rank of second, third and forth with a respective share of 14%, 6% and 4% of the export value in 2003 (International Trade Center cited in ILO, 2006a:55-56). Only 9 countries dominated the world supply of cut flowers, covering approximately 91% from the total export (ILO, 2006a:56). The sub-Sahara Africa cut flower export have shown a dramatic increase from approximately USD 13 million in 1980 to USD 200 million in 1999 (Ronald et at cited in Sisay, 2001:57); of the sub-Saharan countries Kenya and Zimbabwe are important exporters (ILO, 2006a:56).

Regarding import the total estimated value of world import trade for cut flower buds was USD 4.734 billion in 2003; from this United Kingdom is on the front line with 19% value share in importing floriculture products followed by Germany (17%) and USA (16%). Other important markets include Netherlands and France with 10% share of world export value each. The total value of the floriculture product import was up by 4% in 2003 compared to 1999. The annual growth in value between 2002 and 2003 was 12% (ILO, 2006a:56-58). The export and import statistics for the year 2003 is shown in Table 1.

Table 1: Export and Import value of Cut Flowers in 2003

Export			Import		
Exporters	Value in 2003 in USD '000	Share in world exports, %	Importers	Value in 2003 in USD '000	Share in world exports, %
World Estimation	4,786,145	100	World Estimation	4,734,045	100
Netherlands	2,778,941	58	UK	889,220	19
Colombia	679,403	14	Germany	825,746	17
Ecuador	293,326	6	USA	758,118	16
Kenya	175,446	4	Netherlands	472,506	10
Spain	86,632	2	France	452,270	10

Source: Adapted from International Trade Center cited in ILO, 2006a:56 and 57

2.2.1.3 Supply Pattern and Distribution Channel of Cut Flower Market

The pattern of supply to these leading markets of North America, Europe and Japan vary considerably. The European market is supplied by domestic and regional production (particularly from Netherlands) supplemented by supplies from African countries, Israel and South American countries. The Netherlands was the main supplier of cut flowers and foliage to EU member states accounting for almost 2.3 billion Euro or 72% of total imports in terms of value in 2004. The dominating position of the Netherlands as a supplier to the EU is for a large part the result of re-export of flowers. Besides to Netherlands, other major

cut flower suppliers to EU were Kenya (sending about 60% of its export as of 2003 that is the largest non-EU supplier with 235 million Euro worth cut flower in 2004), Israel, Colombia, Ecuador and Spain (CBI, 2006:42). The Japanese market is also mainly reliant upon domestic production and only 20% is import the bulk of which coming from Netherlands, Thailand, New Zealand and Singapore (Sisay, 2001:51). In contrast, the USA market has been increasingly supplied through imports, particularly from Colombia and Ecuador with over 70% of their exports going to the United States (ILO, 2006a:58).

Regarding type of product and distribution channels, Roses and carnations are the principal traded products having world import share of 25% of the former and 13% respectively. They are followed by chrysanthemums, orchids and others having on aggregate world import share of 50% in 2003. (ILO, 2006a:58). While considering the distribution channels recently there has been a major structural shift in the distribution for cut flowers, especially in Europe. Nowadays, there is a pronounced growing importance of supermarket chains and the weakened market power and market share of traditional florists. The traditional florists continue to offer higher quality flowers, more information and more personalized services (i.e. in arranging bouquets, deliveries, etc) (Sisay, 2001:63).

2.2.2 Working Condition in Floriculture Industry

The floriculture industry is highly labor-intensive industry dominated by women (Brassel and Rangel, 2001: 25). This is because few production processes can be mechanized. (ILO.org, 2000). For instance, in Holland 4 up to 5 workers are needed per hectare, while in Colombia 10 to 12 workers are needed per hectare. Nevertheless, in Africa since the industry is at its nascent stage and not that much technologically developed it requires 20 to 30 workers per hectare depending on the country and the company (Brassel and Rangel, 2001 25-28). In 2000, the industry employs in the Developing Countries about 190,000 people (FIAN cited in PANNA.org, 2002).

The less energy consumption, lesser air transport expense, cheap labor, conducive environment for flower production and this combined with the ever increasing cost of production and environmental conditions imposed in the North and the increasing easy access to cheap communication and transport, diverts flower production from Northern to

Southern Countries (Brassel and Rangel, 2001:7; Sisay, 2001:59). This massive inflow of the industry from North to South is good in job creation, stimulating local economy and earning of hard currency (Sisay, 2001:4). With regard to employment creation, it has a great impact in reducing the overwhelming unemployment rate and contributes to poverty reduction. In addition, since the industry heavily employs women workers which have an impact in raising their family's wellbeing, empowering them by making them wage earners, makes them independent and self confident (Oxfam International, 2004:5).

The floriculture industry like any other industry has its own characteristics of working conditions. Most of the time the floriculture industry working condition is characterized by a combination of high labor and capital intensive, lack of stability of employment, high chemical input with effects on health and environment, anti-trade union policy and union constraints, and predominance of women workers (Brassel and Rangel, 2001: 25-32). Let us see the basic features of the working condition in the floriculture industry in developing countries taking the abovementioned attributes one by one.

2.2.2.1 Flexible Labor Relations

The industry offers no work stability, with mainly temporary contracts of one, three, six and eight months, according to a country, often made through a third party like a contractor and payment based on piece work. The size of permanent contracts in the industry is as low as 35% or less (Brassel and Rangel, 20001:28). In Uganda, for instance more than two thirds of the workers are casual laborers who do not have employment contract (UWEA, 2006:43). Also in Colombia, there are women who have worked for up to 10 years continually, however on a rotation basis from one farm to the other. In 1998 pilot project on code of conduct in Zimbabwe all women had worked for many years as casual workers without any kind of contract (Brassel and Rangel, 2001: 29).

Lack of employment security, work against the possibility of flower farm workers to organize themselves or to engage in collective bargaining. It also reduces the amount of social benefits like social security, family medical care, insurance, maternity leave, sick leave, transport allowance, housing accommodation and so on. In addition to these, flexibilization of labor relations blocks claims of workers to protect their rights fearing dismissal from the job. Worker can be sacked without a previous notice. Individual

supervisions can also determine whether one has to be retained as a worker or not. The workers hence are working under conditions of perpetual uncertainty (Brassel and Rangel, 2001:28 -29).

2.2.2.2 High chemical Input with effects or Health

The flower industry is a massive user of agro-chemicals that are dangerous to human health and the environment. This is because all flowers which enter the developed world are closely inspected for pests and diseases, hence growers apply to their farm many chemicals not to fail this inspection without giving due attention to its environmental or workers' health (AlterNet. org, 2007). EHP.org (2002) quoting SJWEH (Scandinavian Journal of Work, Environment and health) (1990) states that up to 127 chemical were used in Colombian greenhouses including internationally banned pesticides which are carcinogenic and mutagenic. One fifth of the chemicals used in greenhouses of the Savanna are carcinogenic or toxic that has been banned in US for health reason. This statistic has been echoed repeatedly in subsequent research reports in the industry. This increases risk of exposure of workers through the skin and by inhalation. This exposure of workers to various pesticides can cause cancer, birth defects, blurred vision, respiratory problems, dermatitis, other reproductive illnesses and neuralgic diseases in humans (EHP.org, 2002).

A research report by Claudette Mo (2000) cited in EHP.org (2002) on Costa Rican floriculture industry showed that 50% of the respondents who work in flower farms reported at least one of the symptoms of pesticide exposure headache, dizziness, nausea, diarrhea, skin eruption, fainting and so on. The 1990 Restrepo research report of the Colombian cut-flower industry cited in EHP.org (2002) indicates a moderate increase in the prevalence of abortion, premature birth, and congenital malformations. In addition, a research conducted in Colombian flower farms by SJWEH (2000) cited in EHP.org (2002) concluded that female workers in flower greenhouses might have reduced fecund ability in which exposure to pesticides may be part of the causal chain. The same research also found out that the median sperm concentration was 40% lower among men with more than 10 years of green house experience than among men with less than 5 years experience. There is also accidental poisoning of flower farm workers due to lack of proper storage of

pesticide. For instance, on November 25, 2003, approximately 200 Colombian flower workers were poisoned at Flores Aposentos North of Bogotá (PANUPS. org, 2003).

The main causes for the aforementioned workers exposure and poisoning is failure to give enough training for fumigators, inadequate protective clothing is given to the workers, the required lapse of time for re-entry after fumigation is not respected or is insufficient. Furthermore, in many farms fumigation takes place while workers are in the greenhouse, workers sometimes spray pesticides which are categorized by WHO as carcinogenic or highly toxic without protective clothing with only handkerchiefs to cover their mouth and so on (Brassel and Rangel, 2001 : 29 -30).

In addition, due to the different body position adopted and much physical effort needed that is repetitive, long hours standing, kneeling, bending down, as well as the solar radiation they are exposed to inside the green house, the different temperatures that they are exposed to and the flower odor causes them health problems. The health problems include respiratory system, lung disease, skin disease, varicose veins and peptic acid illness (Brassel and Rangel, 2001: 27-30). Sick leave is also denied to most workers, if a worker did not show up because of health problem, his/her daily wage will be deducted.

2.2.2.3 Women Working Condition in the Industry

Worldwide the proportion of women workers in industry is between 65% and 70% of the total work force. They are responsible for all kinds of tasks relating to growth of the plants like sowing, wedding, packaging, cutting and irrigation, selecting and cold room, except eradication of crops, fumigation or maintenance (Brassel and Rangel, 2001: 27). Women workers enjoy this type of jobs and even feel attached to the flowers they look after. In addition, this opportunity gives women to supplement their family income, to build their self-confidence and independence, and to be the breadwinners of their family (Oxfam International, 2004:5)

Women employed in the industry face different mistreatments and violations of their human and labor rights. One of the most eminent problems women face is sexual harassment at work. In a study conducted by Mena and Pranaño in 2005 in Northern Sierra

of Ecuador reveals that 55.45% of the women workers have experienced one or more types of sexual harassment in the work place. Moreover, most of these sexual harassments are done by their supervisors and other superior workers using their authority and by promising to improve their job, out of these 9.9% have been sexually attacked.

The other problem faced by the women workers is denial of maternity leave while they are pregnant, discrimination in employing pregnant women, giving heavy tasks that risk the health of pregnant women, most companies sacks women who become pregnant or give them unpaid maternity leave or else ordered them to replace other worker until they get back (AlterNet. org, 2007). There are cases in Colombia in which two workers who are pregnant forced to perform heavy duties, one of whom had a miscarriage allegedly because of that. Moreover, another two workers were dismissed for the only reason that they are pregnant (Sepúlveda, 2004:8).

2.2.2.4 Anti-Trade Union Policy and Union Constraint

Trade unions are crucial to promote the workers rights in an industrial relation. Unfortunately, with the exception of Zimbabwe, trade unions are almost non-existent in flower industry of the South (Brassel and Rangel, 2001:32). Reis, Sierra and Rangel (1995) cited in ILO. Org (2000) revealed that 31% in 1995 and 40% in 1996 of the flower enterprises signed collective labor agreement with their workers, which is a strategy to avoid the presence of trade unions. In Kenya in 1999, the Kenya's plantation and Agricultural Workers Union (KPAWU) only gathered 3,400 members out of the total 40,000 workers of the industry. Moreover, it is only 4% of the total floriculture industry workforce that is member of federation of trade unions in Colombia (Brassel and Rangel, 2001: 15-32).

Most flower companies retaliate strongly against unionization attempts, this includes bringing in a company backed union, firing union leaders, challenging the union's legal registration, by recruiting informers who propagate fear among workers and refusing to reinstate union leaders who have been dismissed despite court orders (laborrights.org, 2007). In Colombia for example, if a worker tries to establish a trade union then s/he will be fired and his/her name will be put in 'black list' so that the worker finds no job in

another company (Brassel and Rangel, 2001:32-33). This and other factors make union formation hard and retards promotion of labor rights. According to a study conducted by UWEA (2006:21) in one farm, the workers have never heard of a trade union nor were they aware of what trade unions are and their purpose. A study conducted by ILO in 2000 showed that there is no any registered trade union in Uganda in floriculture sector (ILO.org, 2000).

Generally, the working condition in most flower farms of the South are not worker friendly and care little for the workers health and safety. As the above discussion revealed flower farm workers are heavily exploited and work in an environment that is risky for their health. Most flower workers of the South are denied of their rights. In addition, most farms are operating in an irresponsible manner to the worker, which have its own impact on the farms' reputation and workers' health. It is based on these thinking that the flower industry is starting to adapt a voluntary code of practice to reverse the negative feedback from the consumer in the North (Brassel and Rangel, 2001: 35-54). This is briefly discussed in the next section.

2.2.3 Flower Certification and the International Code of Conduct

2.2.3.1 International Code of Conduct

Voluntary self-regulation of corporations (code of conduct) has become an important feature of the global economy, while meaningful efforts by national governments and international organizations to control their activities have been declining (NGLS, 2002: 12). Over the last decade, different actors have published many codes of conduct. Multinational corporations to counter public criticism or to preempt such criticism have used the majority of the codes. In the same manner the International Code of Conduct for floriculture industry (hereinafter ICC) originates from a long struggle and North-South-Campaign for sustainable flower production by the International Flower Coordination (hereinafter IFC) in 1998 (Brassel and Rangel, 2001: 39)

The ICC was developed based on the universal declaration of Human Rights (UDHR), Human Rights Covenants, ILO conventions and the Rio Declaration on Environment and Development. It is not a fair trade approach but human rights based approach. The ICC has

an objective to improve labor social, health and safety standards, use of chemicals and pesticides, and environmental protection standard, to bring a socially and environmentally sustainable flower production in the countries of the North and South (IFC, 2004: 1).

The International Code of Conduct defines the universal standards in which companies should pledge to require their suppliers, contractors and subcontractors to observe. According to IFC (2004: 15-16) these standards include the following:

- Freedom of Association
- Equality of Treatment
- Living wages
- Working Hours
- Health and Safety
- Pesticides and chemicals
- Security of Employment
- Protection of Environment
- Child Labor is not used
- No forced Labor

To all these standards specific guidelines are provided to give more detailed information on the specific objectives and requirements for implementation to improve working condition in flower, fern, plant and foliage farms. One thing to remember is the ICC is not meant to replace national law but to supplement, but where both address the same issue, the most stringent provision applies (IFC, 2004:1). Moreover, the code establishes only minimum standards that must not be used as a ceiling or to discourage collective bargaining (Brassel and Rangel, 2001: 63).

2.2.3.2 Flower Certification Programs

The different publicity campaigns by NGOs and unions, especially in Europe made known to a larger public the negative effects of the floriculture industry in the South (and in the North). Since the mid 1990s, the importers and producers started to react to this criticism. In the meantime, nearly all importers and trade associations of the sector have developed various flower certification programs with some environmental and to a lesser social

orientation for the workers (Brassel and Rangel, 2001:40). Some of the most important flower certification programs are the following:-

Flower Label program (FLP): founded in 1996 by two major associations representing the flower trade in Germany i.e. BGI the German flower Wholesaler and Import Organization and FDF – Professional Association of German Florists together with human rights organization and trade unions. FLP's initiative is to set human rights and environmental protection standards for flower farms all over the world to follow. FLP functions based on ICC. The 10 paragraphs and their detailed guidelines of ICC serve as preparatory document for newly interested farms and as inspection tool for certification agencies which approve quality control at least once a year without prior notice. Currently there are 60 farms, which are FLP certified worldwide (FIAN. org, 2007).

MPS (Floricultural Environmental Project): in 1995, the Dutch floriculture sector created the MPS (“Milieu Project Sierteelt”) foundation in response to consumers concern of how flowers produced; to raise the awareness of participants and to encourage them to produce in a more environmentally friendly way; and to improve the sectors poor image. MPS is a certification program that assesses environmental performance of its 4,000 participants (ILO.Org, 2000). Recently MPS has adapted a social chapter that focuses on health, safety and working condition of its participants (MPS.com, viewed on March 12, 2007). Inspection is conducted four times a year (Endgame.Org, 2006).

Apart from the above mentored flower certification programs there are different flower certification programs like ETI (Ethical Trading Initiative) of the UK, FFP (Fair Flowers Fair Plants) of some European countries and Fair-trade which is world wide (Endgame.Org, 2006). In addition, there are national code of practice or flower certification programs like KFC (Kenya Flower council) of Kenya and Flor Verde (Green Flowers) of Colombia (Brassel and Rangel, 2001: 41-42).

2.2.4 Floriculture Industry in Ethiopia

Of all the economic contribution of various sectors, agriculture remains the principal sector providing employment for majority of economically active population and more than half

of the GDP is coming from agriculture. This sector also covers about 90% from the total commodity export earning. Being endowed with diversified agro-climatic natural conditions suitable for growing varieties of crops, horticultural products which are temperate; sub-tropical and tropical types can be produced in Ethiopia (ILO, 2006 a:54)

Despite its favorable natural and other conditions, little had been achieved in horticultural production and export, specifically in floriculture. Private investment in floriculture is now at its nascent stage. Nevertheless, in most recent time specifically since the past three years, the floriculture sector is growing at an alarming rate (ILO, 2006a: 54-55). On this section, the historical evolution, trends in the growth of the industry, working conditions and prospects in bringing decent work in the industry will be discussed in the following section.

2.2.4.1 Historical Evolution of Floriculture Industry in Ethiopia

Introduction of cut flowers in to Ethiopia for commercial purposes dates back to 1980/81. The military government had established Horticulture Development Corporation as government parastatal responsible for both regulation and production even for marketing of horticultural products including flowers. During the first trial and adaptation, period 20 species were introduced out of which few persist in production line due to poor financial viability of the species and difficulties faced in production and marketing (Sisay, 2001:7).

At that time production and export of cut flowers was not planned with main objective of profit seeking but foreign exchange earnings. As the result, the industry was highly subsidized sub-sector during Derg era. In addition, the command based economic policy prohibits the existence of the private sector in production and export that led to flaws and failures faced by the industry in the past. In addition, the country entered the world floriculture market without the introduction of the necessary and educated work force and technology hence could not play a significant role in the country's foreign exchange earning (Sisay, 2001: 7-8).

Concerning developments since 1992, no basic upturn has been circumvented until recently despite changes and policy reforms. Before 1999, there were only two private producers and two long-established states owned enterprises operating in the floriculture industry.

The production was dominated by open field flowers with very small plots under greenhouse at Meskel Flower Plc. However, most recently increased number of flower projects is emerging particularly in highland rose production and export activities (Sisay, 2001:8).

2.2.4.2 Current Status of Floriculture Industry

Since the past five years there is a huge influx of investment to the sector (ILO, 2006a: 5). This is due to the emphasis given to the sector by the government that includes investment incentives like tax-holiday, exemption from duty for importing capital goods, exemption from export duty and government determination, support and follow-ups; (Sisay, 2001: 5-6). Currently the flower industry is the booming industry with many investors entering the sector. As of June 2007, the total numbers of licensed projects are over 235 with an aggregated capital of ETB 7.5 billion out of which 171 project with an aggregate capital of ETB 5.3 billion are owned by foreign investors and 64 projects with an aggregated capital of ETB 2 billion are owned by local investors. (ILO, 2006a: 5; ILO, 2006b:2).

With regard to land coverage, currently 150 hectares covered with open field flowers, 600 hectares covered with greenhouses and 70 hectares by cuttings is covered in operational farms. Moreover, currently 66 flower farms export their products (EHPEA, 2007: 2). A significant proportion of the new flower farms are located around Addis Ababa within the radius of 50 kilometers in Oromiya Regional State (ILO, 2006a:8, ILO, 2006b:2).

While considering the export performance of cut flowers in Ethiopia, it is showing a significant growth with prospect of overtaking the place of coffee in export earning. MoTI (2007: 33) states that the country has secured from flower export USD 105.6 million in the past five years. The export volume has increased significantly from 1.6 million stems in 1999/2000 to 688.9 million stem in 2006/07. In value terms, the increase was from USD 382,346 in 1999/2000 to USD 63.6 million in 2006/07. The following table shows the trend from 2002/03 to 2006/07.

Table 2: Trends of Cut Flower Export in Value and Volume from to 2006/07

Year	Volume in million Stem	Value in Million USD	Growth rate of Value in	Growth rate of Stem in %
2002/03	16	2.9	-	-
2003/04	32	5.05	73.90	100
2004/05	83	12.65	159.38	150.5
2005/06	186	21.9	120.5	73.91
2006/07	688.9	63.6	190.4	270.4

Source: Adopted from MoTI (2007)

EU being the major market outlet for Ethiopian cut flowers the Middle East and Djibouti are also market destinations for Ethiopian cut flowers. Ethiopia by 2005 surpassed in export volumes of its earlier competitors, such as Egypt, India, Morocco and Zambia. Ethiopian floriculture exports are now entering the robust competition from countries such as Uganda, South Africa, and Zimbabwe, and perhaps later will compete directly with heavyweights Israel and Kenya (Global Development Solutions, 2006:9)

2.2.4.3 Working Condition in Ethiopian Floriculture Industry

Apart from its key role in maximizing hard currency earnings to the country, the floriculture industry plays a significant role in promoting the overall economic growth. Specifically, since the industry is labor intensive it creates huge job opportunity. The industry to date has created job opportunity for 25,000 workers in the country that have a huge contribution to the eradication of poverty, unemployment and other social evils (ILO, 2006b: 2).

Though the industry creates job opportunity for many rural and urban poor, it is not without any cost. The industry, even though it is at its nascent stage, is known for its poor working condition, according to some researches done, the follow up report of MoLSA and from close scrutiny of the civil society and the media. A study commissioned by ILO in 2005 (ILO, 2006b:11) revealed that in the floriculture industry:

there exists decent work deficits with respect to employment conditions and remuneration, social protection, occupational safety and health, fundamental rights of work, and social dialogue, besides the farms show signs of being at differing level in the implementation of the national labor proclamation, and the decent work agenda of the ILO.

An assessment report of MoLSA (2003: 40-42) on three farms on occupational health and safety and other working conditions revealed that:

there is no a written employment contract with the workers; majority of the workers are daily laborers while their work needs to be done by permanent worker; there is no paid weekly day off for daily laborers; there is no paid maternity leave, sick leave and annual leave particularly for daily laborers; there is employment insecurity and workers do their job in unsafe environment for their health.

A study conducted by Tigist in 2006 on four flower farms also indicates that the working condition in the flower farms is poor, unsafe, insecure, low wage paid and most of the workers are casual and temporary. In addition, there is a discrimination against women regarding well paying jobs (Tigist, 2007: 67).

Apart from the above mentioned problems the flower farm workers are also devoid of their right to form a trade union and enter into collective bargaining with the employers (ILO, 2006a:21; ILO 2006b :8-9, Tigist, 2007: 47-49; MoLSA, 2003: 40-41). President of the National Federation of Farm, Plantation, Fishery and Agro industry, Trade Unions president Mr. Gebeyehu Adugha in an exclusive interview with the bi-weekly Amharic newspaper 'Reporter' (vol. 12, No. 9/673:2006) said that leaders of trade union of Golden Rose flower farm were fired and the trade union was demolished and in other farms also a person who tries to unionize the workers will be fired (researcher's own translation). This is also confirmed in the Assessment Report on Occupational Health and Safety and other Working Condition of the MoLSA (2003: 9-40). Overall the limited evidence seems to indicate that working conditions of the flower farms poor and violates basic labor rights and unsafe for the workers.

2.2.4.4 National Code of Conduct for the Floriculture Industry in Ethiopia

As stated earlier Northern countries consumers and other stakeholders are becoming more and more concerned about the environmental and social impacts that the flower farms have. This has encouraged the development of code of conduct for the floriculture industry. Ethiopian floriculture sector is not an exception. In order to bring sustainable floriculture development and to make the industry competitive in the world market, the EHPEA has developed code of practice that ensures:

- Long term economic viability of the sector;
- Sustainable and safe development and skill enhancement of labor force;
- Continuous and responsible management of the environment;
- Active contribution to the community in which farms operate; and
- Enhancement of consumers' health and safety.

The code of practice dwells on internationally accepted labor condition and environmental issues regarding among others pesticide use, water consumption and waste management. The code of practice will have three levels of excellence (Bronze, Silver and Gold) based on each farms statuses towards developing more sustainable management practice. All flower farms are required to fulfill the minimum Bronze level (EHPEA, 2007: 4).

CHAPTER THREE

RESEARCH METHODOLOGY

This chapter briefly discusses the research methodology employed in the research and the profile of the flower farms whereby the research is undertaken. The chapter tries to explain the research design, method of data collection, sources of data, sampling technique, method of data analysis and ethical issues considered and company profile of the farms under study namely Top, Dire, Alliance and Jericho flower farms.

3.1 Study Design

The working condition in any industry specifically in floriculture industry is always changing. Since the industry is new to Ethiopia, the working condition is changing from time to time. Hence, the working condition can be best studied having a panel of a longitudinal study design. Longitudinal study design, however, is costly and time taking, making it difficult to employ for such kind of study. Thus, the study employed a cross-sectional study design.

3.2 Data sources

The study applied both primary and secondary data sources. Primary data is collected through using structured questionnaire interview to a sample of 90 flower farm workers, depth interview with 12 workers, 8 supervisors, 4 farm managers and 11 key informant discussions with stakeholders. The secondary data source includes official documents, research reports and other publications on the issue.

3.3 Methods of Data Collection

The data for the study was collected from both primary and secondary sources. The study employed triangulation method of research that employs more than one type of research methods to generate more detailed, representative and valid information. Therefore, the study employed the following research methods:

3.2.1 Sample Survey

Interview with 89 farm workers from Top, Dire, Alliance and Jericho flower farms was conducted using structured questionnaires. Enumerators who are high school graduates conducted the interview under close supervision and guidance of the researcher. The

structured questionnaire comprises questions regarding the overall working conditions. The researcher employed this tool to generate quantitative data, to make extensive assessment on the issue under study and to keep the representation of the study's population.

3.2.2 Depth Interview

A depth interview with three workers (greenhouse, pack house and spray workers) and two supervisors (greenhouse and spray supervisors) from each farm was held using a checklist for the interview by the researcher himself. A total of 12 workers, 8 supervisors and 4 farm managers one from each farm were interviewed. The workers and supervisors were selected because of their long years of experience, their activity in protecting their rights and workers and who are believed to be resource persons by fellow workers. This research tool helps to generate much more detailed information on the working condition, and to cross check and validate the information gathered from the sample survey.

3.2.3 Key Informant Interview with the Relevant Stakeholders

Key informant discussions were held with the relevant stakeholders using discussion guideline by the researcher himself. The stakeholders includes federal, regional, zonal city administration and wereda labor officers; president of National Federation of Farm, Plantation, Fishery and Agro-industry Trade Unions; Ethiopia Horticulture Producers and Exporters Association (EHPEA) executive director; National Flower Alliance chairperson; medical director of the Holeta town health center; Ethiopian Investment Agency (EIA) investment promotion and public relation department head and pesticides inspection acting team leader of Crop protection department, MoARD. This research method was employed to generate ample information on the views, activities, challenges and prospects in implementing decent work condition in flower farms.

3.2.4 Personal Observation

The researcher was personally observing the working condition with scrutiny to the chemical application and the necessary precaution to be taken, chemical storing, greenhouse and packhouse working environment and so on. This helped to give a much more valid, lively and real picture of the working condition in the farm.

3.4 Sampling Techniques

The area of study, Welmera Wereda and Holeta City Administration, is selected purposively because there is high concentration of flower farms. There are 20 operational farms employing about 4000 workers in Wolmera Wereda and Holeta town (database of Oromiya Investment Commission). The research used a multi-stage stratified cluster sampling for the sample survey.

In Holeta City, there are 10 farms with total employment capacity more than 2000 workers. And there are 10 operational farms in Welmera wereda with total employment capacity of over 2000 employees. Then the researcher selected randomly two farms from the Holeta city administration and two flower farms from Welmera wereda using the investment bureau's list of the operational farms as a sampling frame.

In the second stage of sampling, the researcher samples total of 90 workers from the selected farms proportionally 12% from each farm. Accordingly, 30 workers from Alliance flower farms that have total workforce of 256, 29 workers from Top flowers which have 232 total work forces, 21 workers from Dire flowers which have 170 total work forces and 10 workers from Jericho flowers which have 80 total work forces. At the final stage of sampling, the researcher selected sample workers from each selected farms proportional to the size of each job section using the payroll of the farms as sampling frame and by employing systematic random sampling. However, there was non-response of one questionnaire; thereby the researcher was forced to analyze the research findings with the 89 sample size.

3.5 Methods of Data Analysis

The study utilized both statistical tools and qualitative description. The data collected through sample survey were coded and entered into SPSS program. And analyzed using SPSS, in the form of descriptive statistics like percentages, ratios, mean values, frequencies, etc. In addition, the data generated through depth interview, key informant discussion and personal observation were first translated and transcribed into English and then condensed and analyzed in a qualitative description. The presentation and organizational framework of both qualitative and quantitative data followed the sequence of specific objectives of the study. The data secured from different sources were

synthesized and triangulated. The data collected from the four flower farms was analyzed using the framework of corporate social responsibility to the workers and the ICC. With regard to the stakeholders' views analysis the study employed simple descriptive analysis.

3.6 Ethical Consideration

Obeying ethical rules is vital in conducting research. The researcher received a letter of introduction from the Institute of Regional and Local Development Studies of Addis Ababa University. Letter of permission has been secured from local officials that enabled the researcher to carry out the research and approach the informants. Participants of the study were informed about the objectives of the study emphasizing that the data will be used only for the intended academic purpose. The data were collected by employing various techniques with the consent of the participants of the study. Careful attention was regarding respecting the rights, needs, and values of the study subjects, and maintaining confidentiality of the data and acknowledging sources of information.

3.7 Profile of the Farms Understudy

3.7.1 Dire Highland Flower Farm

Dire highland flowers private limited company is located in Holeta town, West Showa zone of Oromiya Regional State. It was established in 2003 with a working capital of ETB 30 million. The company is owned 100% by a local investor. Dire Highland Flowers covers a total area of 33 hectares of land out of which 5 hectares are covered with greenhouse. The farm produces fresh cut flowers (roses) for export to Dutch auction market. The farm employs 170 temporary and permanent workers.

3.7.2 Jericho Flowers

Jericho Flowers Private Limited Company is located in Menagesha town, 35 kilometers West of Addis Ababa, West Showa zone of Oromiya Regional State. The company started operation in 2004 by producing various kinds of flowers for export all year round. Currently the company is exporting different kinds of cut flowers to 14 countries directly to the clients. An Israeli investor exclusively owns the company. The company currently employs 80 permanent workers.

3.7.3 Alliance Flower

Alliance flowers private limited company is located in Menagesha town, 35 kilometers West of Addis Ababa, West Showa zone of Oromiya Regional State. The company 100% owned by Indian investors with private limited liability. The company was established in November 2005 with a working capital of ETB 30 million and start production in May 2006 and starts export in December 2006. The farm covers 20 hectares of land out of which 7 hectares are covered by greenhouse and produces a variety of flowers like ashram, kiwi, royal circus, prima balarine and utopia. The company currently employs 56 administrative, production permanent workers, and 200 temporary workers. The company exports around 300,000 stem of cut flowers with a total value of around 24,000 Euro to the Holland Auction market, Japan direct market and other European countries.

3.7.4 Top Flower

Top flower is one of sister companies of Mekiya enterprises, which is engaged in agriculture and agro-processing production. The flower farm is 100% owned by an Ethiopian investor. Top flower was established in 2003. The flower farm is found in Holeta town, 42 kilometers West of Addis Ababa, West Shoa zone of Oromiya regional state. The flower farm produces highland roses for export to major destination markets of Germany, UK, Netherlands and Japan. It has total area of 22 hectares in which 10 hectares is covered under greenhouse. The farm has 232 permanent and temporary workers in the flower farm.

CHAPTER FOUR

PRESENTATION, ANALYSIS AND DISCUSSION OF RESEARCH FINDINGS ON WORKING CONDITION

This chapter presents results of a survey conducted among a sample of 89 workers from four flower farms namely Top, Dire, Alliance and Jericho flower farms. In addition, findings of a depth interview of 12 workers, 8 supervisors, and farm managers of each farm. The chapter thoroughly discusses the overall working conditions of the workers in the four flower farms.

The chapter is organized into two sections. The first one dwells on the presentation of the socio-demographic background of the respondents. The next section attempts to present, analyze and discuss the findings of the research under specific themes of employment condition, living wages and fringe benefits, working hours, equality of treatment, health and safety, pesticides and labor rights and finally the chapter ends by giving a short summary of the discussion. This section tries to analyze the findings based on the principle of corporate social responsibility specifically responsibility to employees listed in UNCTAD (1994:332-338) and with the ICC for flower farms supplemented by the national labor proclamation no. 377/2003.

4.1 Socio-Demographic Background of the Respondents

As indicated in table 3 the majority of the respondents are females, comprising about 63.0% of the respondents, the rest are male workers. The lowest female proportion is found, according to table 3, in Top flowers where 50.0% of the respondents in the farm are females and the highest proportion is in Alliance and Jericho flowers where it is 70.0% each. This shows that the floriculture industry is highly dominated by female workers. This is due to the tiresome and repetitive nature of the work and the patience it requires, in addition women are believed to be emotionally attached with flowers.

Table 3: Distributions of the Respondents by Their Sex and Age with Respect to Their Farm

Sex and Age of the respondents		Top	Dire	Alliance	Jericho	Total
		Frequency	Frequency	Frequency	Frequency	Frequency
Sex	Male	14 (50.0%)	7 (33.3%)	9 (30.0%)	3 (30.0%)	33 (37.1%)
	Female	14 (50.0%)	14 (67.7%)	21 (70.0%)	7 (70.0%)	56 (62.9%)
Age	16-19	7 (25.0%)	7 (33.3%)	10 (33.3%)	-	24 (27.0%)
	20-24	12 (42.9%)	9 (42.9%)	15 (50.0)	5 (50.0%)	41 (46.1%)
	25-29	6 (21.4%)	4 (19.0%)	2 (6.7%)	4 (40.0%)	16 (18.0%)
	Above 30	3 (10.8%)	1 (4.8%)	3 (10.0%)	1 (10.0%)	8 (9.0%)

As it is indicated in table 3 more than 73.1% of the total sample, size is below the age 25. This is because the industry employs predominantly young segment of the population, since the job requires too much physical effort and too long hours of work especially in post harvest section.

Table 4: Distributions of Religion and Marital Status of the Respondents with Respect to Their Farm

Religion and marital status respondents		Top	Dire	Alliance	Jericho	Total
		Frequency	Frequency	Frequency	Frequency	Frequency
Religion	Orthodox	24 (85.7%)	18 (85.7%)	27 (90.0%)	9 (90.0%)	78 (87.6%)
	Muslim	2 (7.1%)	2 (9.5%)	1 (3.3%)	1 (10.0%)	6 (6.7%)
	Protestant	1 (3.6%)	1 (4.8%)	1 (3.3%)	-	3 (3.4%)
	Others	1 (3.6%)	-	1 (3.3%)	-	2 (2.2%)
Marital status	Single	20 (71.4%)	15 (71.4%)	19 (63.3%)	5 (50.0%)	59 (66.3%)
	Married	8 (28.6%)	4 (19.0%)	10 (33.3%)	4 (40.0%)	26 (29.2%)
	Widowed	-	2 (9.5%)	-	-	2 (2.2%)
	Divorced	-	-	1 (3.3%)	1 (10.0%)	2 (2.2%)

Table 4 also reveals that the majority of the flower farm workers are Orthodox Christians covering 87.6% of the total respondents; Muslim, Protestant and 'Wakefeta' covers the rest.

The predominance of the Orthodox Christian is because the majority of the respondents 63.0% are born and grown up in Holeta town and its surrounding where Orthodox Christianity is followed predominantly. As also indicated in table 4 the majority of the respondents (66.3%) are single, this is because most of the respondents are very young.

Table 5: Distribution of the Respondents by Their educational Status with Respect to Their Farm

Educational level	Top	Dire	Alliance	Jericho	Total
	Frequency	Frequency	Frequency	Frequency	Frequency
Illiterate	5 (17.9%)	7(33.3%)	5 (16.7%)	1 (10.0%)	18 (20.2%)
Primary	11 (39.3%)	4 (19.0%)	9 (30.0%)	4 (40.0%)	28 (31.5%)
Junior	5 (17.9%)	3 (14.3%)	6 (20.0%)	4 (40.0%)	18 (20.2%)
Secondary	6 (21.4%)	2 (9.5%)	5 (16.7%)	1 (10.0%)	14 (15.7%)
Above 12	1 (3.6%)	5 (23.9%)	5 (16.7%)	-	11 (12.4%)

As table 5 indicates, about 71.9% of the respondents are below grade 8, out of which about 20.0% are illiterate. This is due to the industry employs mainly unskilled labor force since most of the works are not that much complicated.

The majority of the respondents i.e. 62.9% are born in Holeta town or its surrounding rural and urban areas, the rest of the respondents came from other town or rural area, about 74.4% of the migrants came to Holeta town in search of job. Most of the respondents were students before they were employed in the flower farms. The following figure summarizes the distribution of respondents' prior employment status before they joined the flower farms.

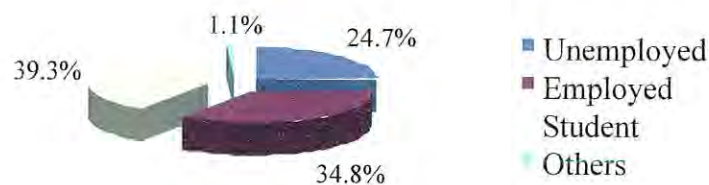


Figure 1: Percentage distribution of the respondents' prior employment status

As can be seen in figure 1 the significant proportion of the respondents (39.3%) were students before they joined the farm, who were forced to drop their education due to their poor living condition. Moreover, about 35.0% of the respondents were employed in various jobs and join the flower farm to get better income and freedom. The rest 24.7% of the respondents were unemployed and 1.0% of the respondents were in critical health problem. Table 6 shows distribution of respondents by their responsibilities in the farm.

Table 6: Distribution of Respondents' by their Responsibilities in their Respective Farms

Responsibility in the farm	Frequency	Percent
Greenhouse worker	28	31.5
Post-harvest	10	11.2
Fertigation	4	4.5
Flower protector(sprayer)	10	11.2
Supervisor	10	11.2
Technical worker	2	2.2
Guard	2	2.2
General service	16	18.0
Administration and finance	1	1.1
Store	3	3.4
Others	3	3.4
Total	89	100.0

As table 6 indicates, the significant proportions (31.5%) of the total respondents are greenhouse workers. According to table 6 next to greenhouse workers general service (which includes janitors, transporters and support staffs) follows with 18.0% of the total respondents. Post-harvest (pack house) workers, sprayers and supervisors stand third with a total proportion of the 11.2% of the respondents each. The rest 16.8% of the respondents are fertigation workers, technical workers, guards, administrative and finance, storekeepers and others.

4.2. Working Conditions of the Respondents

This section discusses findings of the survey conducted in the four farms in Holeta town and Wemera wereda focusing on working condition. The section also tries to present the research findings relating with the corporate social responsibility to the workers and voluntary self-regulation of the industry's code of conduct.

4.2.1. Employment Condition

An employee, in order to develop a sense of job security should be a permanent worker and have to have employment contract. Nevertheless, the findings from the flower farms understudy shows that about three fourth of the respondents found to be non-permanent workers. It is only 25.8% of the respondents who are permanent. The rest are daily laborers, temporary workers and casual workers with a corresponding proportion of 47.2%, 21.3% and 5.6%. Table 7 cross-tabulates the employment status of the workers and their responsibility in the farm.

Table 7: Cross-tabulation of Employment Status and Responsibility in the Flower Farms

Duty	Employment Status		Total
	Permanent	Non-permanent	
	Frequency	Frequency	Frequency
Greenhouse	5 (17.9%)	23 (82.1%)	28 (100.0%)
Pack house	3 (30.0%)	7 (70.0%)	10 (100.0%)
Spray	2 (20.0%)	8 (80.0%)	10 (100.0%)
Supervisor	8 (80.0%)	2 (20.0%)	10 (100.0%)
General Service	1 (6.3%)	15 (92.7)	16 (100.0%)
Administrative and finance	1 (100.0%)	-	1 (100.0)
Others	3 (21.4%)	11 (78.6%)	14 (100.0%)
Total	23 (25.8%)	66 (74.2%)	89 (100.0%)

As indicated in table 7 most of the respondents who are permanent are supervisors (in which 80% of the supervisors interviewed are permanent) and administrative and finance

workers where 100% of them are permanent. From the other section it is only about 18.0% of green house workers, 30.0% of pack house workers, 20.0% of sprayers and 26.7% of other workers (fertigation, storekeeper, technician and others) are permanent. This shows that non-permanent laborers do jobs that do not require that much qualification. This implies that the management gives little consideration to these kinds of jobs.

As shown in figure 2, the highest proportion of permanent workers is found in Jericho flower farm where 100% of respondents are permanent. This so since Jericho flowers' sister company Jordan herbs is EurepGAP certified and the policy that is applied in the two farms is more or less similar; while the lesser proportion of permanent workers is in Top flower farm that is only 10.7%. Whereas, in Dire flower farm there is a beginning to make all workers permanent.

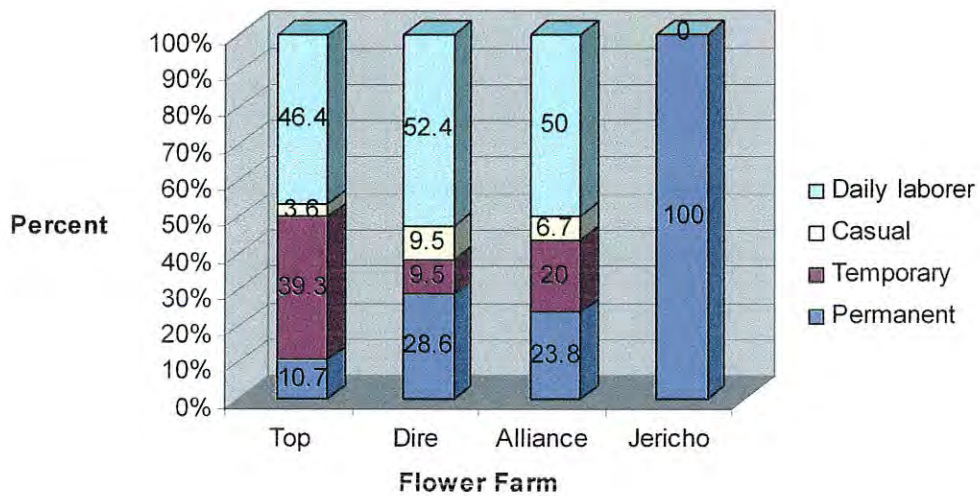


Figure 2: Percentage Distributions of the Respondents by Their Employment Status Respective Farms

With regard to employment contract, only 18.2% of the total respondents have legally valid employment contract. Though some workers are employed in permanent basis, they do not have legally valid employment contract. Figure 3 illustrates the percentage distribution of respondents who have legally valid employment contract with respect to their farms.

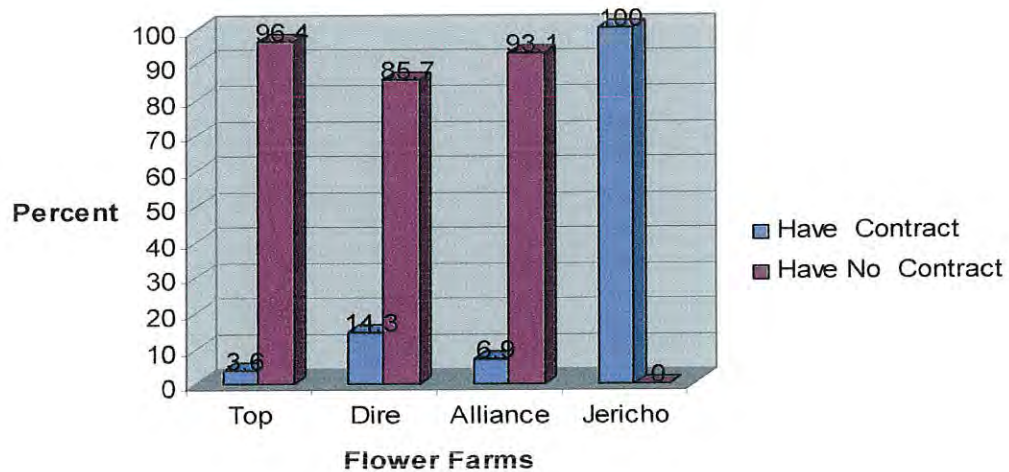


Figure 3: Distribution of the Respondents Who Have Employment Contract with respect to Their Farm

Figure 3 reveals that of the four farms studied, it is only 3.6% of the Top flowers, 14.3% of Dire flowers and 6.9% of Alliance flowers farm respondents who have legally valid employment contract. However, all of the respondents from Jericho flowers have signed employment contract though they never received a copy of the contract. Depth interview with greenhouse, packhouse and spray workers of Top, Dire and Alliance flower farms revealed that they are penalized by wage deduction for silly mistakes they commit and the penalty even go up to firing a worker without giving prior notice or warning. A spray operator in Top flower said that:

the supervisors and the management do not treat us in an appropriate manner especially when they give us an order. Moreover, if they find a minor mistake, they will force us to do unpaid jobs for 2 to 3 days or even sometimes; they fire us immediately without giving warning. For instance, we are punished if a single leave does not reach the sprayed pesticide. Moreover, when our supervisors fire us and we go to the management to appeal they never listen to us. The supervisors' order holds. There is nothing they do to compromise any conflict, which arose between the supervisors and their workers.

Most of the key informants in the three farms studied revealed that they do not feel job security because anytime their supervisors or the administration can fire them since they are not permanent workers. They also make it clear that most of the time they opt to keep silent when their rights are violated, for fear of firing.

This finding is in stark contrast with the ICC's code No.7 which clearly stipulates that works which are by its nature not seasonal or temporary shall be done by workers on permanent contracts...Every worker shall get a copy of his/her contract (IFC, 2004:10). In addition, proclamation No. 377/2003 article 9 stipulates that indefinite works should be done with workers with permanent contract. This non-permanent nature of employment and lack of employment contract has enabled the farm management to hire and fire arbitrarily and maltreat workers. This creates job insecurity and prohibits the workers from demanding and protecting their labor rights. Moreover, this gives the management unlimited power to suppress workers' rights.

4.2.2 Living Wages and Fringe Benefits

As discussed in the above section there are two types of employees permanent and non-permanent. The former ones get their salary monthly while the later are paid based on calculation of worked days. About three fourth (74.2%) of the respondents are paid based on calculation of worked days. About 34.8% of the total respondents earn only ETB 8 per day. And almost half of the total respondents (49.4%) earn below a dollar a day (with exchange rate USD 1=ETB 8.78). The mean daily wage of the flower farms under study is ETB 8.86 (which is equivalent to a dollar). The corporate social responsibility for workers includes provision of subsistence wages (UNCTAD, 1994: 335) but about 60.7% of the respondents responded that the income they earn from the farm does not meet their basic needs. Apart from this, there is a delay in wage payment in Top flower farm 5 to 7 days every month. This creates huge problems especially in payment of house rents and purchase of food commodities.

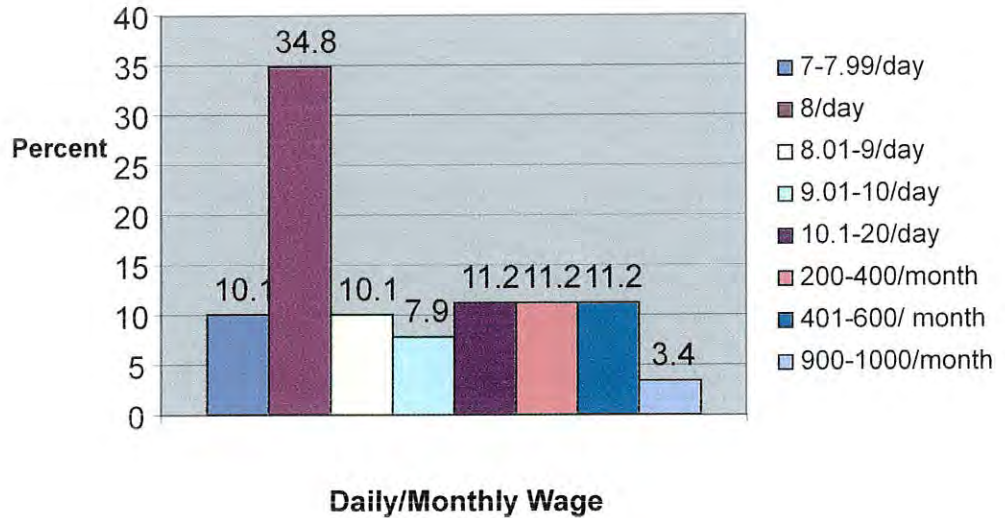


Figure 4: Percentage Distribution of Respondents by Their Daily/ Monthly Wage

Depth interview with a sprayer working in Top flowers revealed that there are times where they skip meals or fail to pay house rent in time. In addition, the workers expressed that the effort they put and the wage they receive is not equivalent and the wage does not consider the current high cost of living prevailing in the country. A greenhouse supervisor from Dire flowers explains the discrepancy between the amount of daily wage workers earn and the effort they put as follows:

their job is very tiresome and is done without any rest in extremely hot environment (up to 30°C) for greenhouse workers and very cold for packhouse workers. In addition, there is long hours of bending and transporting of flowers in greenhouse and long hours of standing in packhouse. Above all, all jobs in the farm are highly exposed to chemicals. Nevertheless, while we see their daily wage it is not more than ETB 9.00 which is not enough even for daily subsistence.

All the workers with whom the researcher has made depth interview shares this idea that they are forced to do heavy workload under inconvenient environment for human beings but earns very low wages that is not enough even to cover their basic needs.

With regard to fringe benefits, according to UNCTAD (1994:335) a socially responsible corporation gives various forms of fringe benefits to its workers. This will serve as an incentive to the worker to be more productive and to develop sense of belongingness to the company. However, the farms surveyed fail to give at all or give very limited fringe benefits to their workers. The following table summarizes the benefit packages given in each farm understudy.

As shown in table 8 almost all farms understudy have a meager or no benefit packages to its workers especially to non-permanent ones. They even do not recognize basic labor rights of maternity and annual leave. Jericho flower is better off with this respect; it has better benefit packages than the other farms.

Table 8: Benefit Packages Given in each Farm

Benefit Packages	Name of the Farm			
	Top	Dire	Alliance	Jericho
Maternity leave	No	No	No	Yes
On job training	For few	For few	For few	For few
Promotion	Yes	Yes	Yes	Yes
Bonus	Yes	No	No	No
Provident fund	No	No	No	Yes
Annual leave	No	No	No	Yes
Transport service	For management and overtime workers	For management and for overtime workers	For overtime workers only	For management workers only
Housing	For management workers	No	No	No
Family medical benefit	No	No	No	No

Moreover, the lowness of the wages and lack of fringe benefits shows that the aim of the investors is to make profit through exploitation of their workers. This makes them less

responsible corporations when we see them in light of the principle of the corporate social responsibility to the workers that emphasizes a responsible corporation should give subsistence wage and various kinds of fringe benefits to its workers.

4.2.3 Working Hours

According to the labor proclamation, No.377/2003 and ICC one worker should work for eight hours a day and have to have a weekly day off. This is not strictly followed in the flower farms studied. The normal working hours in the farms is from 7:30a.m. to 4:30p.m. for workers of all section i.e. 8 hours except for guards. Table 9 summarizes the normal working hours of the respondents with respect to their farm.

Table 9: Distribution of Working Hours of the Respondents with respect to their Farm

Length of working hours/ week	Name of the farm				Total
	Top	Dire	Alliance	Jericho	
	Frequency	Frequency	Frequency	Frequency	Frequency
48 hrs.	27 (96.4%)	18 (38.1%)	4 (13.4%)	9 (90.0%)	48 (53.9%)
56 hrs.	-	13 (61.1%)	25 (83.3%)	1 (10.0%)	39 (43.8%)
More than 56 hrs.	1 (3.6%)	-	1 (3.3%)	-	2 (2.2%)
Total	28 (100.0%)	21 (100.0%)	30 (100.0%)	10 (100.0%)	89 (100.0%)

As shown in table 9 about 53.9% of the total respondents work 48 hours a week, the rest work more than 48 hours. This is more common in Dire flower farm and Alliance flowers where about 61.1% and 86.6% of respondents respectively work more than 48 hours per week. This is because workers are forced to work seven days a week without weekly day off. Dire flower farm workers and workers of greenhouse of Jericho flowers have a day off once in two weeks. Moreover, in Alliance flower farms there is no weekly day off at all. This contradicts with the ICC's code No.4 (IFC, 2004:5) and the national labor proclamation no. 377/2003 article 61, sub-article 1 and article 69, sub-article 1 of the labor law which both clearly stipulate that normal working hours should not exceeds 48 hours a

week and shall be provided at least uninterrupted a day off weekly. However, it appears that all the farms violate this provision. This creates problems of over exhaustion, low social engagement and violates the workers rights. Above all, since the majority of the workers are women, it makes difficult for them to undertake their household chores.

It is known that there is a seasonal demand variation and the industry is engaged in producing exportable commodity. This forces the industry, to work overtime to meet the seasonal demand and to export flowers on time. About 49.4% of the respondents work overtime, especially workers in the packhouse usually work overtime. Table 10 reveals distribution of respondents by hours of the overtime done in respective farms.

Table 10: Distributions of the Respondents Who Do Overtime with Respect to their Farm

Overtime hours	Name of the farm				Total
	Top	Dire	Alliance	Jericho	
	Frequency	Frequency	Frequency	Frequency	Frequency
2-6 hour	2 (16.7%)	1 (12.5%)	10 (50.0%)	3 (33.3%)	16 (32.7%)
7-12 hours	1 (8.3%)	2 (25.0%)	8 (40.0%)	4 (44.4%)	15 (30.6%)
13-18 hours	2 (16.7%)	1 (12.5%)	1 (5.0%)	1 (11.1%)	5 (10.2%)
19 and above	7 (58.3%)	4 (50.0%)	1 (5.0%)	1 (11.1%)	13 (26.5%)
Total	12 (100.0%)	21 (100.0%)	20 (100.0%)	9 (100.0%)	44 (100.0%)

As shown in table 10 only 63.3% of the respondents who work over time jobs do below 12 hours a week. The rest of the respondents who work over time job works 13-18 hours, and 19 and above hours comprise about 10.2% and 26.5% respectively. From all farms understudy Top and Dire flower farms score the highest record in over time jobs where about 75% of Top flower and 62.5% of Dire flower respondents who work over time jobs do more than 12 hours. In the flower farms the overtime jobs sometimes reaches up to 30 hours a week, especially during Christmas season and around Valentines Day. In addition, about 22.5% of the respondents are forced to do over time jobs. All the farms understudy pay for overtime work done based on the national labor proclamation (i.e. 1.25 times per hour salary for an hour overtime job done between 6:00a.m. and 10:00p.m. and 1.5 times

per hour salary for an hour overtime job done after 10:00p.m.) or more than that in the case of Top flowers.

However, Alliance flowers pay below legally stipulated overtime payment. Except in Jericho flowers, all of the farms pay double of the workers daily salary for jobs done on public holidays, which violate labor proclamation No. 377/2003 article 68 sub-articles 1(d) that stipulates that holiday payment must be 2.5 times of the daily wage of the employee. Furthermore, for works done in day off except Jericho flower farm that pays based on the labor proclamation i.e. double of the daily wage, the Top and Dire flower farms pay the ordinary day payment and give another day off from their working days that contradicts with the labor law.

But the ICC's code no. 4 (IFC, 2004:5) and the labor proclamation No. 377/2003 article 67 sub-article 2 stipulates that over time work shall not exceed more than 12 hours a week, must be assigned voluntarily and should not be done on regular basis. Nevertheless, in the flower farms studied workers are forced to do over time jobs, work for more than 12 hours a week and workers of postharvest (packhouse) section specially work overtime jobs regularly.

Depth interview with packhouse workers in Top, Dire and Alliance flower farms revealed that they are not allowed to go to school if there is high export, these is justified with discussion held with Top flower farm manager. Most of the time, when there is export especially every Thursdays they work up until 11:00p.m in the above mentioned farms. This has constrained them not to pursue their education and limit their social engagement. Though daily laborers are paid for overtime done, permanent workers are not paid for overtime they do in all farms the four farms studied. On top of these, there is a huge transportation problem for workers who work overtime jobs. Trucks, which transport flowers, are used for transporting overtime workers in Alliance and Top flower farms. The trucks are not comfortable to transport human beings. One key informant in Top flower expressed that, a day before the day of the interview held with the researcher of this study; the workers' transporting car has dropped them more than two kilometers away from their

home. This is because the car is enclosed and the workers could not see to where the car is heading.

Moreover with regard to working hours the farms under study do not keep the normal working hours set in ICC and two of them deny weekly day off and Jericho flowers deny for greenhouse workers. Also the overtime limit of the ICC is not kept, sometimes workers are forced to do overtime jobs and in pack house section of the farms overtime job is done regularly and in the two farms i.e. Top and Alliance there is transportation problems for those who work overtime. Furthermore, there is a problem in payment of overtime jobs especially to the permanent workers. All these indicate that the farms are not responsible to their workers with these regards and plan maximization of their profit on the exploitation of their workers.

4.2.4 Equality of Treatment

The basic tenet of corporate social responsibility is non-discrimination in the workplace (UNCTAD: 334). Nevertheless, the findings reveal that 27.0% of the respondents believe that there is discrimination among workers. The following figure summarizes respondents' responses regarding the grounds on which workers are discriminated against promotion, training and other benefits.

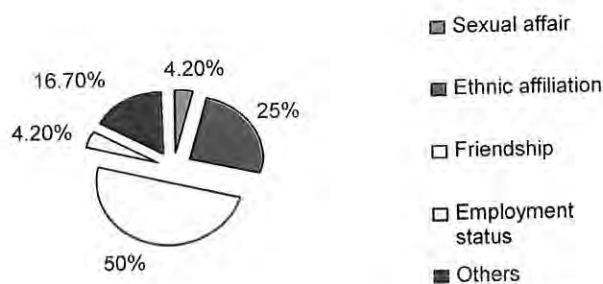


Figure 5: Percentage Distribution of Responses of the Respondents on the Basis for Discrimination

As it can be seen from figure 5 the basis for discrimination as pointed out by the respondents include friendship, ethnicity, employment condition, sexual affairs and other related reasons (such as spying on workers, being defensive to ones rights and etc) with respective percentages of 50.0%, 25.0%, 4.2%, 4.2% and 16.7%. While there is no discrimination of workers in Jericho flower farm, respondents from Top (46.4%) and Dire (23.8%) flower farms believe that there is discrimination. With regard to discrimination against women workers in the four flower farms surveyed it appears that there is no significant discrimination against women. Nevertheless, low paid jobs are mainly done by female workers whereas better paid jobs like supervision, production and farm management and administrative and finance are dominated by male workers.

The ICC's second code clearly states that workers shall have access to jobs and trainings on equal terms (IFC, 2004: 4) and the principle of corporate social responsibility to the workers prescribes a non-discrimination working environment (UNCTAD, 1994: 334). But all the farms understudy except in Jericho flowers there is discrimination of workers based on friendship, ethnic affinity among others. Therefore, the three flower farms have not fulfilled the basic requirement to be responsible producers. Furthermore, this hinders career development of individual workers and resent workers to other forms of getting promotion rather than building their competence. Though the second code of ICC guideline No. 6 stipulates that farms should draw up an equity plan in cooperation with workers and/or women committee, any of the farm understudy has not yet developed while there is high gender disparity in highly paid jobs. This contributes further to the persisting gender disparity in the work place.

4.2.5 Health and Safety

In order to increase workers' productivity in a given industry, workers' health and safety should be given priority. One input to make the industry healthy and safe is giving training focusing on health and safety issues. Nevertheless, the survey findings revealed that only 27.0% of the respondents took the training on safety rules.

As figure 6 indicates, only Jericho flower performed better in providing training on safety rules where 60% of the respondents in the farm are trained. While Alliance flower farm ranks the lowest with only 16.7% of the respondents in the farm have received training on

safety rules. A depth interview with the farm managers of the farms revealed that it is only for spray team members that a brief instruction on safety principles are given but it is not in an organized manner. Even for them and the major emphasis is given to train the newly employed sprayers the spraying skill not the safety rules that should be considered. This results in reluctance of the workers to wear protective clothing because they are not aware of the consequences.

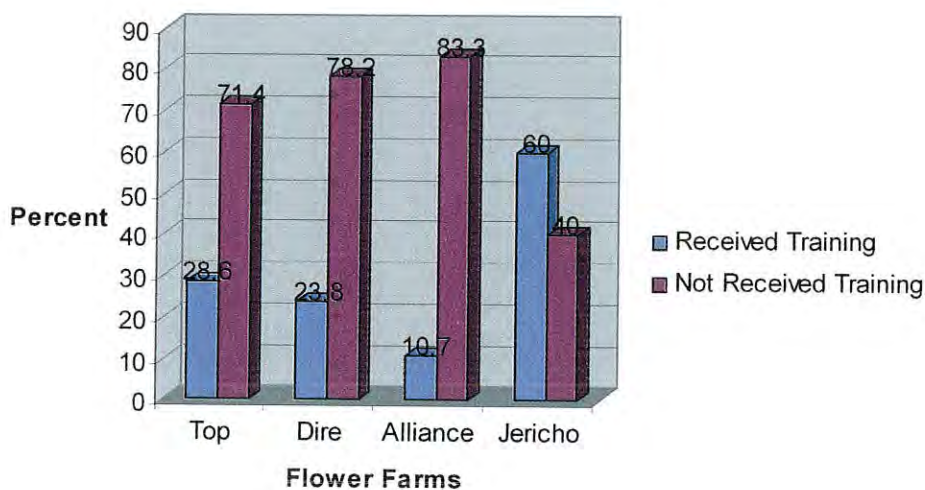


Figure 6: Percentage Distributions of Respondents who have Received Training on Safety Rules with Respect to their Farms

With regard to provision of protective clothing only about 67.0% of the total respondents, receive protective clothing regularly. The rest do their job with torn out or with no protective clothing, which might expose them to toxic chemicals and thorns. In addition, except spray team members full protective clothing like aprons, gloves, overall, cap and gumboots is not given for workers in the other section. It is only hand gloves given to greenhouse workers in all the three flower farms while Dire flower farm provides gowns to all workers.

With regard to packhouse workers they carry out their work without gloves or by covering their fingertips with scotch tape, since the hand gloves they are provided with is not suitable for their tasks. According to the researcher's personal observation, the greenhouse workers work with out hand gloves that expose their skin to chemicals and thorns. In

In addition, cold room workers of Dire and Top flowers do their job in a room where the temperature varies between 2°C and 5°C without furry clothes. Also in all the four flower farms studied workers dealing with carrying and transporting cut flowers enter into the cold room dressed ordinary clothes.

In addition, there is no close supervision on workers who do not wear protective clothing except in Jericho flowers where only pesticide sprayers are supervised. However, I observed that members of the spray team in Dire flower farm spraying without wearing the necessary protective clothing. Moreover, the supervisor does not seem to pay attention to such safety violation. In Top flower farm there is scarcity of protective clothing especially for sprayers, they are doing their jobs without wearing full protective clothes.

While we see the sanitation and other facilities in the flower farms understudy, it is very poor. As is indicated in table 11 the three flower farms do not have toilet facilities to date. From these flower farms the two (Top and Dire flower farms) have been operating for more than two years. The workers are forced to defecate in an open space in these flower farms. In all the four flower farms understudy there is a first aid facility, but there is no trained personnel in any of them. Jericho flower farm is under construction of small clinic in the farm and the management is considering hiring a medical expert to handle first aid. There is no shower facility in all the flower farms.

Table 11: Basic Facilities Available in each Flower Farm

Name of the Farm	Basic Facilities					Clean water
	Toilet	Showers	Dressing Room	Rest room	First aid facility	
Top	UC	UC	No	No	Yes	Yes
Dire	UC	UC	No	No	Yes	Yes
Alliance	UC	UC	No	No	Yes	No
Jericho	Yes	UC	UC	UC	Yes *	Yes

Key: UC-under construction

*Small clinic is under construction

Spray team workers are forced to take shower in an open space. Though all of the four flower farms are considering building shower and toilet facility, it is only Dire and Jericho flowers that are finalizing construction. In Alliance flower farm the water is believed to be not potable by 83.0% of the respondents in the farm and caused diseases like typhoid and typhus. In relation to this, a greenhouse worker in the farm said:

the underground water is accumulated in dirty water container which develops algae and other bacteria; due to this most workers are exposed to typhoid and typhus because of the water.

The failure of the four flower farms in observing safety rules has resulted in various health related problems. Hence, 37.5% of the respondents medicated that they have faced health problems that are commonly seen in most flower farm workers worldwide. Most of the time health problems faced by flower farm workers includes headache, dizziness, nausea, diarrhea, skin eruption, fainting, premature birth, congenital malformations, reduced fecund ability, abortion, respiratory problems, and so on (Brassel and Rangel, 2001:26). In the same vain this study revealed that in the four flower farms the common health complications are respiratory infection, skin eruption, chronic headache, fainting, kidney problems (especially pack house workers), thorn poisoning and back ache (which is common in greenhouse workers).

Table 12 presents distribution of respondents according to their health status following their employment with respect to their responsibility in the flower farms. As indicated in table 12 it seems obvious that spray and packhouse workers are very much exposed to health complications with 80.0% and 50.0% respectively. This is due to high chemical exposure and lack of wearing protective gears either due to reluctance or unavailability of protective clothing in the sprayers and long hours of standing (i.e. from 7:30 in the morning to 11:00p.m. late night when there is export) and lack of necessary protective clothing in the case of packhouse workers. A medical doctor who is working in Holeta city health center and said respiratory problem, chemical poisoning, chronic headache and fainting are common among of the flower farm workers, which supports the survey finding.

Table 12: Distribution of Respondents' Health Status after they were employed in Flower Farms with Respect to their Responsibility

Duties	Faced health problem		Total
	Yes	No	
Greenhouse	9 (32.0%)	19 (68.0%)	28 (100.0%)
Pack house	5 (50.0%)	5 (50.0%)	10 (100.0%)
Spray	8 (80.0%)	2 (20.0%)	10 (100.0%)
Supervisor	4 (40.0%)	6 (60.0%)	10 (100.0%)
General Service	4 (25.0%)	12 (75.0%)	16 (100.0%)
Others	3 (21.4%)	11 (78.6%)	14 (100.0%)
Total	33 (37.5%)	55 (62.5%)	88 (100.0%)

In addition, depth interview with a spray team worker in Top flower farm revealed that there were a miscarriage and a defective birth cases from pregnant women workers in the farm. A supervisor working in Alliance flower farm explains the impact of working in the flower farm as follows we observe workers' face changing to pale after working only three months in the farm.

Though the workers are faced with the abovementioned problems, the flower farms do not provide medical services. A depth interview conducted in the three farms namely Top, Dire and Alliance with packhouse, greenhouse, and spray workers revealed that their medical cost for occupational related diseases is not covered. The situation in Jericho flower is different where respondents indicated that the company covers their medical expenses. A depth interview with a packhouse worker in the Dire flower farm indicated that the workers' medical cost is covered if it is occupational injury only, the farm never covers for treatments of internal health complications, though it related to chemical side effects. In addition, there is no sick leave in most of the farms understudy except Jericho flowers. There are no regular medical check-ups of workers in all the flower farms except in Jericho flower farm applicable to sprayer workers only. In every farm studied, there is no ambulance to transport sick workers; other purpose cars are used for transporting sick

workers. Moreover, there are times where there is no any car to transport sick workers in the farms, which is common in top flower.

In addition, in all the four farms there is no occupational health and safety committee to closely supervise the safety of the working environment. Moreover, in all the farms there is no health officer to look after the health of the workers and to give first aid service. This contravenes the ICC's code No. 5, which stipulates that a safe and hygienic working environment shall be provided and that companies shall provide appropriate protective clothing and equipment for workers and their organizations (trade unions and occupational health and safety committee) must be consulted, trained and allowed to investigate safety issues. There should be regular monitoring of workers health and safety. Companies shall supply drinking water; provide clean toilets, offer showers, and washing facilities (IFC, 2004:6). Furthermore, workload is not reduced to pregnant women in all farms and there is employment of child labor (less than 18 years old) in the two farms namely Top and Dire flower farms without reducing the load. These is in stark contrast with the basic principle of corporate social responsibility to the workers and ICC which stipulates that child labor should not be employed and workload for pregnant workers should be looked after.

Most of the ICC's recommendations with regard to health and safety are not fulfilled in most of the flower farms except to a little bit in Jericho flowers since its sister company Jordan Herbs farm is EurepGAP certified and the safety rules followed in the two farms is according to the EurepGAP standard. The failure to fulfill ICC's safety rules have resulted in deterioration of the health of the flower farm workers. Furthermore, code No. 5, guideline 1, 2 and 5 of the ICC prescribes the establishment of health and safety committee that closely monitors the farm's safety and employment of qualified health officer to closely monitor workers' health. Nevertheless, none is present in any one of the farms studied. This deteriorates the safety condition of the workers. Overall most of the flower farms studied, except to a little bit in Jericho flowers, contravenes with the principle of corporate social responsibility to the workers that recommends a healthy and safe working environment that makes the working condition in the farm not healthy and safe.

4.2.6 Pesticides and Chemicals

The floriculture industry is massive user of various chemicals especially pesticides (Brassel and Rangel, 2001:29). These chemicals are very crucial to grow a healthy flowers but the problem is the way these chemicals are applied and their side effects on the workers. The research finding reveals that 70.3% of the respondents whose work is directly related with chemicals have not taken any training on safety rules. This is shown in the following table.

Table 13: Length of Training on Safety Rules for Chemical Operators in Respective Farms

Length of the training	Name of the farm				Total
	Top	Dire	Alliance	Jericho	
	Frequency	Frequency	Frequency	Frequency	Frequency
Less than 10 hours	-	1 (11.1%)	2 (16.7%)	2 (100.0%)	5 (13.5%)
More than 10 hours	2 (14.3%)	-	4 (33.3%)	-	6 (16.2%)
There is no any	12 (85.7%)	8 (88.9%)	6 (50.0%)	-	26 (70.3%)
Total	14 (100.0%)	9 (100.0%)	12 (100.0%)	2 (100.0%)	37 (100.0%)

As table 13 depicts except in the Jericho flower farm majority of the workers whose job is directly related to chemical did not receive training on safety rules. This is more common in Top and Dire flower farms where about 86.0% and 89.0% of the respondents respectively whose job is directly related to chemicals never received training on safety rules. Furthermore, depth interview with three sprayers in Top, Dire and Alliance flower farms, one from each, revealed that when they first employed they are trained in spraying skill only. Discussions with farm managers of the three farms revealed that the workers are given short briefing only, not properly trained on the potential hazards and necessary precautions needed to be taken.

In addition, none of the farms understudy gives regular training on safety rules to spray operators. All these contravenes with the ICC's code No.6 guideline No. 6 which prescribes that all spray operators must be thoroughly instructed and regularly trained on safe application and risks of chemicals (IFC, 2004:8). Lack of regular trainings on safety rules makes the spray operators ill equipped with safety procedures and reluctant to protect themselves. Most of the time workers of Top, Dire and Alliance flower farms mix

confidence on government bodies especially the labor office that is directly responsible for labor related issues.

Generally, majority of the workers are not satisfied with the working condition. They work merely because they have limited options of employment. The overwhelming majority of the respondents (88.6%) are dissatisfied with meager sum of wage they are paid which is not proportional to the effort the job requires and does not consider current living expenses, health risks they are experiencing and the administrative suppressions where their problems do not get solution. As the aforementioned discussion revealed that most of the flower farms surveyed are operating by disregarding the basic principle of corporate social responsibility to the workers, the ICC that was developed to make the industry socially responsible, and the labor law. There are also times where the four flower farms violate the constitutional rights of the workers specifically with regard to unionization of the workers into trade unions. The three flower farms especially are operating disregarding the labor law of the country and violating workers basic labor rights. Therefore, the farms studied have a long way to go to become socially responsible to their workers.

The findings of this study is consistent with the basic characteristics of the working conditions of flower farm workers worldwide as discussed in Brassel and Rangel (2001: 25-33), which is characterized as flexible labor relations, predominance of women workers, excessive use of chemicals with effects on workers' health and anti-trade union policy. In addition, the findings are almost similar with MoLSA's (2003: 40-42) assessment report on three flower farms, which revealed that there is lack of employment contract, most of the workers are daily laborers, lack of paid weekly day offs, lack of sick leave, maternity leave and annual leave, insecurity of employment and unsafe working environment.

The finding is also more or less consistent with the findings of Tigist (2007:67) from four flower farms in Debre Zeit and Holeta area, which revealed that the working conditions is unsafe, insecure, low wages are paid, and most workers are temporary. Similarly, this study findings is also consistent with ILO research report on decent work in floriculture, which found out that the existence of decent work deficits with respect to employment conditions, social protection, occupational health and safety fundamental rights of work and social

dialogue (ILO, 2006a: 157-158; ILO, 2006b: 11). Therefore, it can be concluded that there is similarity among different flower farms and most of the problems discussed by this study are more or less the basic features of the industry.

CHAPTER FIVE

ANALYSIS OF VIEWS OF KEY STAKEHOLDERS OF THE FLORICULTURE INDUSTRY ON WORKING CONDITION

Companies do not operate in a vacuum. Stakeholders in various ways (Rowley, 1997 cited in Bremmers et. al, 2006) influence them. Stakeholder is defined to be any group of people who share a common interest in particular issue or system. The stake may originate from an institutional mandate, geographical proximity, economic interest and variety of other capacities and concerns (Woodcock, 2002 cited in Vedeld, 2004). This also holds true in floriculture industry. Like any other industry, it does have its own stakeholders. This study has identified 10 stakeholders relating to the industry that have direct or indirect stake in the workings of the floriculture industry.

The stakeholders include MoLSA, Oromiya, West Showa zone, Welmera wereda and Holeta city labor offices, Crop protection department of MoARD, EHPEA, NFA and EIA. They are selected due to their role in influencing the working condition of the flower farms. These include supervision, licensing, organizing awareness raising training on labor issues, lobbying to promote sustainable floriculture production and the like. This chapter dwells on presentation of their views on working condition in the industry.

5.1 Ministry of Labor and Social Affairs

Discussion with MoLSA senior expert on occupational health and safety revealed that the department views the industry as making a good contribution in reducing unemployment in the country. Though the Ministry is mandated to follow up occupational health and safety issues and minimum working condition by proclamation No. 4/1995, but the ministry has left this responsibility to regional offices.

To date, according to the senior expert only two field visits covering 8 flower farms was undertaken. Nevertheless, the two field visits have revealed that there is serious violation of labor rights and lack of minimum working conditions in which the department has made some recommendations for improvement. To mitigate the problem, the Ministry is planning to organize various forums and training to improve working condition in the

flower farms, according to the expert. The senior expert revealed that MoLSA with regard to flower farms is confined to giving capacity building training to regional supervisors. This is very crucial since the regional labor offices lack qualified work force to undertake the inspection, according to discussion held with regional labor offices. However, delegating its supervisory role to regional offices only is not timely decision because the regional offices are poorly organized and have severe capacity limitations. This shows that the responsibility of the Ministry is made to be limited not to undertake labor inspection while it has better capacity and resources relatively than regional labor offices.

5.2 Oromiya Public Mobilization, Labor and Social Affairs Bureau

According to senior labor inspector working in the Oromiya public mobilization, labor and social affairs bureau, revealed that the industry has created huge job opportunities for the local community especially for youngsters. Nevertheless, most flower farms violate workers' basic rights like freedom of association and collective bargaining, and fail to meet minimum working condition such as absence of sick leave, maternity leave, poor health and safety condition, lack of potable water and lack of sanitation facilities.

However, the bureau is responsible for undertaking quarterly inspection on 60 flower farms found in Oromiya regional state. So far, only first round inspection has been done on 30 flower farms. Considering the fact that they are responsible to supervise 60 flower farms quarterly, first round inspection in 30 farms is very low. Moreover, since the inspection is only first round they could not see the progress even in the 30 farms inspected. In addition, the bureau has organized a seminar for workers' representatives and flower farm managers about basic labor rights.

Furthermore, the bureau gives training of trainers for zonal labor inspectors so as to train wereda labor inspectors since labor inspection is decentralized. Though inspection is decentralized the Holeta city council and Welmera wereda labor office are not empowered to undertake occupational health and safety inspection, but Welmera wereda undertake minimum working condition supervision. This indicates that the capacity building of the local level labor offices is not going at equal pace with the boom of the investment in the floriculture industry. This makes the offices to be incapable, especially Holeta labor office,

of undertaking close supervision and follows ups of the flower farms. The absence of close supervision by the labor office makes the workers vulnerable to dire working conditions especially with regard to safety and basic rights issues, as it is discussed in chapter four (see section 4.2.5 and 4.2.7). Furthermore, the regional bureau has dispatched orders to individual flower farms to establish health and safety committees though responses from the farms have been so far slow. In effect, this made the health and safety condition to be given little consideration in the flower farms as it is discussed in chapter four (see section 4.2.5 and 4.2.6).

Though the bureau has responsibilities with regard to promotion of decent work in Oromiya flower farms and other industries, it has financial, skilled manpower (there are only three labor inspectors responsible for the various kinds of industries found in the region) and capacity constraints (such as logistics, vehicles and office facilities). This limits the bureau not to undertake regular inspection of the flower farms and give awareness raising trainings. That resulted in poor working condition of the workers, which is discussed in the previous chapter, since the farms are not closely supervised regularly and due to lack of awareness of basic labor rights and minimum working condition by both the management and the laborers. The other problem the bureau has faced is that the investors are not cooperative with labor inspectors or to any proposal to improve labor conditions. As the senior expert revealed that every time they go for inspection, the investors try hard to stop them from inspection. However, this is violating the mandate given to the labor bureau by the labor proclamation No. 377/2003, article 178.

Besides, the bureau's mandate to inspect and to approve a new project after examining the availability of basic working facilities were withdrawn since 2004, according to the senior inspector. Even the bureau is not notified when a new venture starts operation. Therefore, they come to know new projects after industrial conflict broke out or when complaints come from the farm to the office. This in effect resulted in, as discussed in the previous chapter, the flower farms having been operating without fulfilling basic facilities like toilets and shower facilities for more than two years. Besides, this failure of notification of new flower farms prior to starting of their operation restricts them to focus on resolving industrial problems and conflicts rather than preventing them before they happen.

According to the senior inspector, the bureau is now planning to conduct second round labor inspection on the 30 flower farms starting from June where first round inspection conducted. Moreover, the bureau is planning to give training on occupational health and safety and basic labor rights. This plan to give training is timely because most of the farm managers interviewed by this study lack awareness on labor rights and give little attention to the health and safety of the farm. Hence, it can contribute to the betterment of the working condition of the flower farms.

5.3 West Showa Zone Public Mobilization, Labor and Social Affairs Bureau

An interview with the senior labor expert of the West Showa zone labor office revealed that the flower farms are playing a vital role in creating job opportunity and reducing unemployment. However, according to the labor expert though there are few farms with good working condition, majority of the farms lack minimal working condition and violate basic labor rights. Out of the 23 farms, the bureau is responsible for quarterly inspection, it has so far undertaken only 12 first round and 6 second round labor inspection and gave recommendation on 12 flower farms. This shows the severe limitation of the bureau to reach to all flower farms in which they are responsible. Some of the recommendations of the first round inspection are accepted but the majority of them are not considered in the second round inspection. In addition, the bureau has organized a two-day seminar on creating awareness regarding the labor proclamation in collaboration with Welmera wereda and Oromiya region labor bureaus, which have good impact on the flower farms studied; especially in Dire flower farms in which they start to make some improvements like trying to make all workers permanent.

The presence of budgetary, manpower (there is only one expert responsible for inspection of all industries in the zone) and organizational capacity (such as logistics, vehicles and office facility) limitation constraints the bureau from undertaking regular quarterly labor inspection. According to the expert, the bureau's huge problem is absence of proper attention given by the regional government. The senior expert explains the situation in the following manner:

nobody either in the regional administration or in the zonal administration believe that we have responsibility to fulfill. It seems like they established the office only for the sake of its mere existence. Otherwise, the regional and zonal administrations do not consider us in budgeting, staffing and so on. Therefore, we are here without adequate staff and budget but have the responsibility of supervising 23 flower farms and other industries.

The decentralization of labor inspection to local level is aimed at making close supervision since they are found in close proximity with the farms and other industries. However, this lack of giving proper attention to the labor bureau limits the bureau from fulfilling its responsibility. This gave rise to hindering the growth of responsible flower production, since the responsible bureau is not playing its role of supervision and recommending on the shortcoming of the flower farms to be improved. In effect, this lack of supervision on each farm exposed the workers to unsafe working environment and denial of their basic rights as it is discussed in the previous chapter.

Like the regional labor bureau, the zonal labor bureau is also denied its mandate to inspect on fulfilling of basic working facilities of a new project prior to starting of operation. This allows most of the farms studied not to fulfill basic facilities even after two and three years of their operation as this study found out. The other limitation the bureau has with regard to promoting decent work is the office does not have enforcing power. The bureau is expected to take the case to a court or labor relation board when violation of the labor law happens in the farms where there is a delay of cases, especially in the courts. This is one of the factors that contribute to the lack of consideration by the investors the bureau's recommendations upon inspection, according to the senior inspector. The other problem the bureau is facing with regard to flower farms is that since the workers of the flower farms do not have trade unions, they maintain no contacts with the bureau. Any violation of labor rights is treated as individual case by the courts. Furthermore, there is no specialized court that treats labor issues. This has created problems of dealing with labor disputes in courts that might take up to two years to settle in the courts. This is why 39.0% of the respondents who resent keeping silent revealed that they do not want to go to the government office since they do not often reply to their plights, at least on time. This forced the laborers to keep silent

though they know their rights are violated and gave the farm owners the maximum freedom to suppress their workers as it is discussed in the previous chapter.

In addition, the investors never consider that the local administration has the mandate to supervise them since they have strong federal government backing, according to the senior expert. When a strike broke out the bureau could not resolve the conflict since other regional offices interfere. This violates the mandate given by the labor proclamation No.377/99 article 141 sub-article 2 to reconcile labor disputes upon assignment of MoLSA. For instance, the police force settled the conflict by jailing the organizers of the strike in one farm in Holeta town upon an order from regional administration and EIA. This violates the constitutional rights of the workers to go out for a strike. However, EIA denies this accusation claiming that the local labor offices have autonomous power. The interview with the senior expert revealed that EIA intervenes indirectly through requesting support for the investor from regional administration.

An interview with advisor of the minister of trade and industry revealed that the government's implicit policy is *'let the investment comes first with all its evils, through time it will clean itself'*. This shows that the extent to which the government is giving priority to the investment regardless of the cost it brings on the workers. Currently, the government is promoting the sector since it is highly labor intensive and generates hard currency. The government is doing its level best to safeguard the interests of the investors that includes siding with the investors when conflict broke out between the investors and the workers. This finding is consistent with Brassel and Rangel's finding (2001:31) that in Colombia the government most of the time sides with the investors when there is industrial conflict. This unreserved support from government especially from EIA gave the investors the upper hand to suppress their employees' rights and to give little attention to their safety as it is clearly seen in the four farms studied.

According to the senior inspector, the bureau is planning to undertake third round inspection and to take to court those who do not improve following recommendations resulting from the two consecutive inspections. Besides, the bureau is planning more to focus on creating awareness, giving advice and technical support to both the workers and

the employers. Focusing on educating employers and employees on labor issues is very important to bring responsible flower production. This is because the study finds out that there is a huge awareness gap on health and safety and labor rights issues (see section 4.2.5 and 4.2.7) from both sides (employees and employers) that contributes to poor working condition, which is seen in the flower farms studied.

5.4 Welmera Wereda Public Mobilization, Labor and social Affairs Bureau

According to labor relation expert, working in labor office of Welmera wereda public mobilization, labor and social affairs bureau, the industry has created job opportunities to the urban and rural residents specifically to the youth. Nevertheless, the industry pays low wages, does not follow the basic safety rules, there is the practice of firing of workers arbitrarily and the right of the workers to unionize is denied.

The office undertakes quarterly inspection and gives recommendation to improve working condition. In addition, the bureau gives free legal advice to workers who are unlawfully fired from their jobs, according to the expert. The expert added that the bureau is also pushing hard to make the workers permanent. This is very crucial because most of the workers feels job insecure and the management uses the non-permanent nature of their employment status to suppress their labor rights as it is discussed in section 4.2.1. The office's repeated attempts to sensitize the workers of the flower farms often fails, according to the expert, because most farm managers do not send their employees to the seminar they organize. For instance in the last seminar organized to create awareness on minimum working conditions and labor rights only 60 out of the 120 invited workers attended the seminar. This is because most farms never want to pay their workers for the days they are absent while attending the seminar. In addition, the investors are beyond the office's reach and the farm managers are indecisive with regard to labor conditions. The expert states their problem as follows:

we inspect and recommend basic improvements to be applied but they fail to fulfill the recommendations. When we ask them, the reason they give is that the owners should give permission to do so. We try to contact the owners of the farms but most of them are beyond our reach and

unresponsive to our calls. Due to this, most of our recommendations do not materialize.

This shows the weak enforcing power of the office and their failure to take to court those farms that resist implementing the office's recommendations. This is due to their capacity limitation to enforce the law. In the mean time, the basic rights and safety of the workers is compromised. Besides, according to the expert, the farm managers create obstacles and sometimes refuse inspection. This violates the mandate of the office provided by proclamation No.377/2003, article 178.

The most challenging problem the office is facing is financial, trained manpower and capacity limitation including lack of office facility, necessary equipment for inspection and strong organizational structure. This hinders the office from undertaking occupational health and safety inspection. Therefore, the poor capacity of the wereda to inspect health and safety conditions of each farm makes the workers more vulnerable to chemical related diseases.

The office is planning to discuss labor issues with the owners of the farm to avert this and other problems observed in the flower farms according to the expert. This is an effective plan to bring the necessary changes in the farms since the owners of the farm not the farm managers are more powerful in enforcing new policy in their farms. Moreover, the office is planning to continue the regular labor inspection according to the expert.

5.5 Holeta City Public Mobilization Bureau

According to the social affairs desk officer of the Holeta city public mobilization bureau, the industry is creating job opportunity to more than 2,000 workers in the city. Nevertheless, the majority of the flower farms fail to fulfill minimum working condition, pay low wages and violate basic labor rights. The officer claims that this is due to the nascent stage of the industry.

To date the office has been working to settle industrial conflicts, one instance in this case of the labor strike by Rose Ethiopia Plc workers demanding wage increment and weekly day off and they settle this conflict by negotiating both parties. Moreover, the desk is in the

process of negotiating with the flower farms to make the workers permanent. The office is also trying to establish a trade union. Besides, the desk gives technical assistance to workers who want to organize into trade union.

However, the investors are unwilling to cooperate with the office, according to the officer. They do not accept any of their proposals to improve the working condition. Moreover, the desk does not have the mandate of inspection of the farms so the desk can not enforce them to comply with the law. This combined with low level or absence of inspection by the regional or zonal labor bureau, has led the investors to administer their workers without complying with the law, as it is discussed in the previous chapter where most of the time the flower farms violate the labor proclamation and even the constitution. The other problem, cited by the officer, is that the office is not properly organized, lacks organizational capacity like financial and trained manpower. This limits the desk's ability to enforce the law, monitor and improve working condition. Consequently, this gives unfettered freedom to the investors not to give proper attention to the minimum working condition and labor rights in the farms studied, which are found in the city (Top and Dire flower farms).

The other challenge that the office is facing is the federal government, according to the officer, backs the investors. The bureau intervenes, according to the social affairs desk officer, with care because the flower farm owners have strong governmental backing. He described the situation accordingly:

we are executing our responsibility with great precautions. This is because the investors have strong government backup and we do not want to lose our jobs. We always try to persuade them rather than ordering them. To order them to do something we go with the letter of the regional labor bureau since they do not consider our letters.

Their strong government support is clearly revealed in Rose Ethiopia Plc workers' strike, according to the officer, in which the EIA told the regional labor office to pass an order that stops the city council's labor desk from intervention to settle the conflict. However, since the regional office was also part of the conciliation process, hence they did not stop the

labor desk from settling the dispute. EIA denies this accusation claiming they do not have the mandate to order regional offices. As the city council's labor desk officer makes it clear that the federal government especially EIA works together with the regional state administration to safeguard the investors' interests. This limits the labor desk's efforts to promote responsible flower production.

As clearly manifested with an interview held with the advisor of minister of trade and industry the government's priority currently is to promote the industry. This resulted in giving little regard to the negative side effects it have. This has made the city's labor desk and other local labor bureaus discussed above to have lesser power than the investors did and constrained them not to fulfill their responsibilities in promoting decent work in the flower farms. This gave the investors unfettered power to suppress and exploit their workers as it is discussed in the previous chapter in the four farms studied.

The office is planning to give training to the workers and the employers on issues of labor rights, according to officer. In addition, the office will strengthen its effort to safeguard the workers' rights and welfare. Moreover, the desk is prepared to give necessary technical assistance to the workers of the farm who would like to establish trade union, according to the officer. Giving priority in training on labor rights and establishment of trade union is crucial to bring industrial peace of the flower farms, which lacks in most of the flower farms studied. In addition, establishment of trade unions will end oppressions of workers rights and addresses other labor problems.

5.6 National Federation of Farm, Plantation, Fishery and Agro Industry Trade Unions

A discussion held with the president of the national federation of farm, plantation, fishery and agro industry trade unions revealed that the federation is happy with the job opportunity created by the floriculture industry. But based on the ILO research report the federation believes that these flower farms have serious deficit of decent work and from most of the complaints that come to the federation flower farm owners do not let their employees to form trade unions.

With regard to their intervention in the floriculture industry, the president said that they have focused on creating awareness among the workers on the benefits of organizing trade unions. There are also cases where the federation interferes and helps workers to establish trade unions, according to the president, like in Golden Rose and Abyssinia flowers, though the attempt failed in the case of Golden Rose. The federation is also lobbying the government to force the investors to allow formation of trade unions. In addition, the federation is using the private media to create awareness on the rights of the workers and deficit of working condition in flower farms. Furthermore, the federation has given legal support and counseling service to workers who are fired from Golden Rose flower farm. The federation also has written a letter to EHPEA to let the federation organize trade unions in the flower farms.

The national federation, according to the president, has the responsibility to undertake activity intended to improve working condition in flower farms. Nevertheless, financial, manpower and capacity limitation and lack of information on the working condition has constrained them from fulfilling their obligation. According to the president, the investors are also obstacles to their activities. There was a case where all leaders of the trade union of Golden Rose, established by the federation's support were fired without any reason. This is in stark contrast with the ICC and labor rights recognized by the FDRE Constitution. The other challenge faced by the federation is that they have no access to the public media since the government does not want the bad side of the industry to be publicized. This hinders the process of making the industry to be responsible to its workers because it minimizes public pressure. Federation has no any mandate to represent and protect the right of the workers in the farms because they do not have trade unions that are members of the federation. Hence, workers of the flower farms are left with no institution that is responsible to defend and lobby to the protection of their rights. This makes the workers of the industry vulnerable to violation of their basic labor rights.

The federation, according to the president, is planning to undertake research on the status of working condition in the Ethiopian flower industry. In addition, with collaboration of IUF (International Union of Food Workers), the federation has finalized preparation to give

an awareness raising training on organizing trade union, collective bargaining, social dialogue, occupational health and safety, or how to protect labor rights, on HIV/AIDS and other STDs, and on peaceful industrial relation for the workers and employers. The federation also is in the process of organizing 10 trade unions and giving them model collective bargaining agreement in the current European year. The federation is also planning to give capacity building training on the ICC, gender issue and social dialogue to the trade unions to be established. Focusing on establishment of trade unions and capacitating them to undertake collective agreement is crucial to enhance the working condition of the workers.

5.7 Crop Protection Department, MoARD

According to pesticide inspection acting team leader of crop protection department of MoARD, the department and the ministry see the industry as one of the engine for the nation's economic growth. The acting team leader revealed that, though the industry is playing vital role in the nation's economic development, the industry is applying more than 200 types of pesticides in which the majority of them are unregistered, in which most of them are highly toxic and potentially carcinogenic pesticides with potential side effects on the workers and the environment. They allowed to enter to the country by the prime minister office's order, since registering process takes too long.

According to the acting team leader, the department is responsible for the inspection of pesticides that are imported to the country. To date the department has rejected heavily toxic pesticides. However, when the pesticide is very effective in destroying pests and at the same time highly toxic the department makes sure that the pesticide is for the flower farm consumption only. In addition, the department limits the volume of pesticide imported to the country, especially very toxic ones. Currently the department is undertaking a registering process of pesticides used in flower farms in collaboration with EPA (Environmental Protection Authority) and EARO (Ethiopian Agricultural Research Organization). According to the acting team leader, they always inform the government bodies and EHPEA of the side effects of applying unregistered pesticides. Though it is a good beginning, the registration process is taking too long. In the mean time, highly toxic

pesticides are currently used in the flower farms that jeopardize the health status of workers.

The basic challenge they are faced with, according to the acting team leader is capacity limitation (such as lack of basic office facilities and other necessary instruments for inspection), lack of necessary materials, lack of skilled manpower (there are only three experts to inspect the chemicals that enter the country) and logistic limitation which hinders their inspection and registering responsibility. Because of this, there has been application of banned chemicals or highly toxic and potential carcinogenic pesticides without the necessary precaution measures, resulting in deterioration of health and safety of the flower farm workers as it is discussed in section 4.2.5. The other problem is that the issue is political, according to the acting team leader; the government is following an implicit policy of 'paying sacrifice in order to develop' this constrains the department from applying purely technical expertise. In addition, there is lack of political commitment from the government side to implement the recommendation of the department because the government wants the industry to grow with no or less consideration for the environment and labor force. The acting team leader explains the situation as follows:

since the issue concerns national interest, we are not allowed to apply purely technical expertise. The issue is more of economic and political issue rather than technical; hence, we have to persuade the higher officials of the government. Most of the time, they do not give proper attention to our suggestions. They usually say that we should have to sacrifice in order to develop, which is in my opinion very wrong.

The challenge that the department is facing is more or less the same challenge faced by the local labor offices. By giving more emphasis to the economic aspect of the industry and giving little attention to the role of regulatory government offices to safeguard the workers' condition, the government is contributing its share in worsening the negative side effects of the industry to its workers. The other problem the department is facing is there is high trafficking and application of banned pesticides in flower farms and the country has no legislation to penalize individuals found trafficking. Lack of the legal framework to control

illegal trafficking of banned pesticides resulted in the application of pesticides with severe side effects on the workers' health.

5.8 National Flower Alliance

National Flower Alliance is an alliance established by five members of the civil society namely Forum for Environment, Ethiopian Women Lawyers Association, Confederation of Ethiopian Trade Unions, Panos Ethiopia Wild Life and Natural History Society and Organization for Social Justice in Ethiopia, to promote responsible flower production. According to the chairperson of the National Flower Alliance (hereinafter NFA) the industry is creating job opportunities. However, the chairperson noted that based on the research findings of the ILO and personal observation and other sources the industry does not meet decent work standard and pays low wages compared to other countries and does not give fringe benefits. The chairperson further noted that most flower farms violate basic labor and environmental laws of the country. On top of this the industry uses about 5 heavily toxic WHO I chemicals which are poisonous and carcinogenic and also the necessary safety rules are not kept while spraying in most farms.

According to the chairperson, NFA has organized sensitization workshop to MoTI, MoARD, EHPEA, members of the parliament and other NGOs on environmental and worker-friendly flower production. The NFA is also lobbying the government and producers to make the industry sustainable. In addition, upon the invitation from EHPEA, NFA has actively participated in the development of national code of practice for flower farms and horticultural development strategy. NFA has also given training on social and environmental impacts of the industry for 11 GOs and NGOs, and producers.

Flower farm investors, according to the chairperson, are always skeptical of the NFA's intention and present obstacles to any planned activity. In addition, low level of literacy among flower farm workers makes intervention difficult. Furthermore, until recently there was no good relationship between NFA and EHPEA, but now things are changing and a sense of partnership is developing especially in developing the code of conduct. NFA is also planning to translate the ICC into local languages of Oromiffa and Amharic to be given to trade unions and flower farm workers, the chairperson added.

5.9 Ethiopian Horticultural Producers and Exporters Association (EHPEA)

The Ethiopian Horticultural Producers and Exporters Association (EHPEA) was established in 2002 as a non-profit making, non- government organization. EHPEA is the only national association that facilitates horticulture export in the country. It encompasses the whole horticulture sector namely vegetables, fruits and flowers. Currently EHPEA has 66 members that are actively engaged as producers and exporters of horticultural products (flowers and other ornamental plants, fruits, vegetable, herbs, etc) in Ethiopia (EHPEA, 2007: i).

For the EHPEA executive director, the industry is playing a significant role in reducing unemployment, knowledge transfer, career development and provision of social and economic benefits to the workers and the community. The executive director, like other stakeholders mentioned above, shares the view that the industry has serious deficit of decent work standard. In addition, the executive director noted that the industry pays lower wage relatively to other countries and does not allow formation of trade union because of the communist legacy which left bad mentality towards labor unionization.

According to the executive director, they are trying to reconcile conflicts that arise between employers and workers. Most of the time, the association informally advice investors how to deal with workers. EHPEA is also introducing Integrated Pest Management (IPM), which uses biological/organic methods to eradicate pests and reduces the application of highly toxic chemicals. This might minimize the occurrence of health complications among the workers of the flower farm that is discussed in section 4.2.5. The other thing EHPEA has done is that, it has developed national code of practice to floricultural farms based on national labor and environmental legislations, ICC, occupational health and safety standards, WHO standards and other international labels like MPS and EurepGAP. The code of practice is developed based on the principle of sustainable floriculture development, according to the executive director. They are having good relationship with EPA, MoLSA, CETU, NFA and other stakeholders, especially in the development of the national code of practice.

The executive director further noted that members of the association always want EHPEA to keep their interest and this creates difficulties when the management settles conflicts that arise in the flower farm between worker and employers. The other problem that EPHEA is facing is that there is a delay in registering pesticides. This is, according to crop protection department pesticide control acting team leader, due to poor organizational capacity limitation of the department and the time taking nature of the registering process. In addition, the department registers pesticides upon request of the importers.

The EHPEA is now finalizing preparation to give yearlong training on pest management, safety rules and first aid for workers who work with chemicals. In addition, the association is planning to create awareness on the national code of practice to the employers and workers through organizing training, seminars and workshops. In addition, the association is considering hiring independent body to monitor the implementation of the national code of practice. The development and close monitoring of the code of practice if properly applied will make the flower farms to be responsible to their workers since it is developed based on national laws and international standards.

5.10 Ethiopian Investment Agency

A discussion with investment promotion and public relation department head of EIA revealed that the industry is playing a pivotal role in reducing unemployment. The agency's role with respect to working condition in the floriculture industry is to give briefings to the investors on the situation of the labor market. For instance, the agency informs the investors that they can get unskilled labor for a dollar a day. An investment guide published by MoTI, EIA, EHPEA and ANFQ (2006:25) states that the mean agriculture sector wage is USD 33.52 a month and it goes on to say a daily worker can be hired with only USD 0.69 to 1.03 per day and worker with a fixed contract can be hired with only USD 0.92 to 1.37 per day. Also according to this study, the mean daily wage of flower farm worker (for non-permanent workers) is ETB 8.86 that is equivalent to a dollar. This shows that the agency is fixing the minimum wage of the industry without considering the prevailing cost of living. This also shows that the agency is contributing its share to lower the wages of the farm workers in order to attract investment in the sector. Most stakeholders covered by

this study like NFA and NFFPFATU revealed that the low wage is related to the country's policy of attracting investors.

Furthermore, all the labor bureaus covered by this study indicates that since the country has not wage floor stipulated in the labor law it is difficult for them to recommend the improvement of the salary of the flower farm workers. However, EIA informs the investors on wage rate around a dollar a day without considering the current cost of living. The department head also revealed that the agency make sure that the investors are aware of the national labor law. Nevertheless, the research findings revealed that only one flower farm from the four farms studied is more or less guided by the labor law. This shows that the agency is not fulfilling its responsibility of briefing of the labor law to the investors. Though the agency briefs the investors about the labor law, according to the discussion with labor office experts they need to take the responsibility of properly regarding making the investors respect the laws of the country since they have the expertise.

To sum up all the stakeholders share the view that the industry is creating job opportunities and reducing unemployment. In the mean time, most of the stakeholders share the view that the floriculture industry has deficit of decent work standards. Most of the stakeholders mentioned above have intervened in the floriculture industry in various ways like giving training, supervision and inspection to promote worker friendly environment in the industry.

Though most of the stakeholders have tried and are trying to promote responsible flower farming, they are constrained by various problems. Specifically, the Oromiya regional, west Showa zonal, Welmera wereda and Holeta city council labor bureaus have the responsibility to follow up each farm and to see to it that the owners of the flower farms are improving the working condition of their workers. Unfortunately, due to lack of human and infrastructural resources they have been unable to make regular follow-ups and supervision. In addition, since they are not consulted or at least notified when a specific project is licensed, they become aware of the projects after problems arise this makes it difficult to lessen industrial conflicts and other side effects of the industry.

Furthermore, the Hotela city labor office, West Showa zone labor bureau and Crop Protection Department of MoARD have been affected by political interventions from above (federal government and regional administration) to protect interests of flower investors. The presence of strong government support for the investors has complicated local labor offices and crop protection department's duties and responsibilities. Lack of cooperation from the investors is also another obstacle to governmental and non-governmental stakeholders in the industry to promote decent working condition in the industry.

In general, as has been noted the government's implicit policy of promoting the industry at any cost delayed the development of socially responsible floriculture industry. The inability of local authorities to support and influence responsible production of cut flowers was similar to Brassel and Rangel (2001:28) study finding indicating weak government regulation in floriculture industry worldwide. On the other hand, the finding contradicted with Bremmer's et. al (2006: 12) assertion that *lower governmental bodies are normally more influential on the day to day basis to follow up the flower farms working condition*. Therefore, the local labor bureaus lack the monitoring and supervision power over the flower farms. This implies that the flower farms would pursue the goal of profit maximization with no or less regards to responsible working condition.

MoLSA has delegated its power to inspect flower farms to local labor offices; however, the local labor offices do not have sufficient human and infrastructural resources and some of them have political intervention to exercise their responsibility from federal and regional offices, which have made them unable to undertake regular quarterly follow up and inspection. This has resulted in weak labor offices unable to negotiate with flower investors. By implication, the weakness of the local labor offices in enforcing the law has given the investors the freedom to give little or no attention to the promote worker friendly working environment to their employees.

Even if the stakeholders are faced with all these problems, there are opportunities to bring responsible floriculture production. The major one is the development of national code of practice that is assumed to be implemented by all the investors. In addition, most of the stakeholders are planning to organize awareness raising campaigns on safety rules, labor rights and other labor issues to the workers and employers. This is an important

opportunity to make flower production worker friendly, since most of the problems of the farms studied identified by this study are the result of workers' as well as the employers' lack of knowledge about the basic labor rights and not observing the safety rules. Furthermore, the initiative seen by some stakeholders to establish trade unions, the push to make workers permanent by the relevant government bodies, the plan to continue follow-ups and inspection by the regional labor offices and the registering of the pesticides that are employed in the flower farms is another opportunity to make the industry responsible in its operation to its workers.

CHAPTER SIX

CONCLUSION AND POLICY IMPLICATION

6.1 Conclusion

In the last five years, Ethiopia has experienced a boom in the floriculture investment, which creates employment opportunities for many workers. Globally the industry is known for its poor working condition such as job insecurity, unsafe working environment, exposure of female workers to sexual harassment, anti trade union policy and failure of the national government to protect labor rights (Brassel and Rangel, 2001:25-33). This study revealed that most of the industry's common problems also found in the flower farms studied. The majority of the respondents in most of the flower farms, except Jericho flowers, are job insecure that limited efforts of the workers to organize themselves into trade unions to demand their rights. In addition, it gives the employers freedom to suppress the workers and to fire or maltreat workers those who try organize laborers and speak out their grievances.

About half of the respondents earn below a dollar a day and the majority of them responded that their income from the farm is not enough to meet their basic needs. This shows that the farms studied pay minimum wage that is not enough to obtain subsistence and this makes the flower farms not responsible to their workers. Furthermore, their salary does not consider the effort they put to the tiresome flower farm work and their high vulnerability to chemical related diseases. In addition, benefit package in the farms studied is very low, but there is better benefit package in Jericho flower farm. Otherwise, the rest of the three flower farms studied have almost no benefit packages, they even deny workers' constitutionally and legally provided benefits like maternity leave and annual leave. This clearly shows that the farms are not responsible for their workers and want to maximize their profit by exploiting their workers.

In the entire farms studied the normal working hour stipulated by the ICC and the labor law is not kept, most of the workers are forced to work more than 48 hours a week. Similarly,

overtime work in all the farms studied overtime work goes beyond the ICC limit and the labor proclamation over a third of the respondents work more than 12 hours a week. This affects workers' social engagement and hinders them from pursuing their education. The study also revealed that there is discrimination among workers based on friendship, ethnic relationships, sexual relationships and other grounds. This hinders career development of workers. This clearly manifests failure of the flower farms to abide by the law and ICC and respect the rights of their workers.

With regard to health and safety issues, about three fourth of the respondent never took any training on safety rules and significant proportion of the workers are not provided with full protective clothing. Besides, there is lack of close supervision on workers who do not wear protective clothing, lack of basic sanitation facilities, lack of regular medical check-ups for the workers and lack of health and safety committee or personnel. In addition, re-entry interval period is not respected in all the four flower farms studied. All this has resulted in deterioration of the health status of the respondents including chronic headache, respiratory problem, fainting, kidney problems, miscarriages, birth defects, backache, skin eruption and poisoning by thorns. Though the workers are faced with the problems the farms do not cover their medical expenses for diseases, which are related to the job and do not give them sick leave except in Jericho flowers. This show the farms are deteriorating their workers' health and safety in their effort to maximize their profit.

Furthermore, due to their employment status, workers are denied of their basic rights of organizing into trade unions and they are not able to forward their complaints with the management fear of being fired, which deny constitutional rights of the workers. In the same vain, majority of the respondents do not appeal their administrative problems to the government bodies especially to labor offices; this is due to fear of firing and since they do not give immediate response to their claims. This shows that the labor offices are detached from the workers and are not capable of solving workers' problems. This has resulted in closing the door for workers question of wage increment and improving working condition and led the labor force to the perpetual suppression and exploitation by the management.

Overall, the working condition in the flower farms understudy is below the standard when it is seen in light of the basic principles of corporate social responsibility to the workers and voluntary self-regulating code of conduct of the industry. Alternatively, it can be concluded that the flower farms understudy are far behind fulfilling of the ICC and basic principles of the corporate responsibility to the workers. However, Jericho flower farm is more responsible than the rest of the flower farms studied. In short, in many respects the flower farms studied are not responsible to their workers. This is especially visible in area of insecurity of employment, not keeping the limits of normal and overtime working hours, low living wages, discrimination among workers, lack of healthy and safe working environment or little is done to make the work place healthy and safe. Above all denial of basic labor right to organize into trade union and to forward their administrative complaints. All this shows that the four flower farms more specifically the three flower farms (Top, Dire and Alliance flower farms) fall short in working in line with the labor law of the nation.

While the situation in the four flower farms is not encouraging, there are outside actors that have their role in the industry which are covered by this study. Most of the stakeholders have played significant role in promoting decent work in the floriculture industries. This includes undertaking follow-up inspection in the flower farms by the relevant regional and federal labor offices, monitoring the amount and type of the pesticide that enters into the country, organizing awareness creation programs on basic labor rights and supporting workers initiative to organize themselves into trade unions. Furthermore, in developing national code of practice to promote sustainable floriculture production and resolving conflicts between workers and employers.

Though these stakeholders have done various activities, they are constrained from fulfilling their mandate and plans. This is due to the government's strong commitment to promote the industry regardless of its negative impact. The most critical challenge most stakeholders are facing in promoting responsible flower farms is that the investors are not cooperative with them in promoting responsible flower production. The existence of capacity limitation in the regional labor offices, denial of their mandate to approve new projects and political intervention from federal and regional offices to promote the

investment regardless of its side effects, incapacitated the labor offices not to promote decent working condition in the flower farms. Similarly, lack of willingness to cooperate from the investors and capacity and other problems faced by the stakeholders retards the process of promoting socially responsible floriculture industry in Ethiopia by the relevant stakeholders. And all these have contributed its share to the poor working conditions and serious violation of labor law seen in the flower farms studied.

Even though the various stakeholders are faced with a variety of problems, they are contributing their share in improving the working condition of industry. All the stakeholders, except Crop Protection Department and EIA, are trying to sensitize the employers and the laborers regarding labor rights and minimum working conditions and support the workers' initiative to organize trade union. This has a great significance in empowering the workers to protect their rights, and the investors to respect workers' rights and protect workers' safety.

Above all, EHPEA has developed a code of conduct to promote a sustainable floriculture development to be adopted by all members of the association. This code of conduct will make the industry more responsible to the workers, surrounding community and the environment since it adopted based on national laws and minimum international standards. In addition, adoption of the code of practice will make the flowers of the country to be competitive in the world market, since consumers in developed world prefer flowers of social responsible farms. The partnership which was seen in the development of the national code of practice respective members of the civil society, respective labor offices, EHPEA and most the owners of the farms if it continue in every aspect it will significantly plays its share to promote workers friendly flower production.

6.2 Policy Implications

The finding shows that the four flower farms are far behind fulfilling the basic principles of corporate social responsibilities and implementing the ICC. In addition, the relevant government and non-government stakeholders fail to carry out their duties in promoting socially responsible flower farms. Based on these findings the following measures are recommended:

- ✚ Works that are permanent by their nature should be done by Permanent workers that have valid legal employment contract signed by the employee and the employer must do every in the flower farms. The relevant labor offices especially the zonal labor office should strictly monitor that all permanent works are done by permanent employees;
- ✚ All the farms should pay a wage comparable to the effort workers put to the job and taking into account the current living expenses. To this end, a wage floor should be established and fixed by the government, considering the nature of the industry and its location;
- ✚ The maximum limit for normal working hour must not exceed 8 hours a day and every worker should be entitled to a weekly day off. In addition, every worker should not do overtime job for more than 12 hours a week and should be voluntarily and not regular. During peak harvesting season and high export season the flower farms should employ seasonal workers or make their workers work by shift;
- ✚ All farms should develop formal strict criteria of giving promotion, training and giving benefits and privileges. In addition, complaint-handling office should be established in every flower farm to listen and resolve workers' administrative problems. Furthermore, the farms should have to develop gender equity policy and must build the capacity of their female workers to narrow the gender disparity in higher paid jobs. In addition, the farms should encourage all workers to pursue their education especially female workers by covering their tuition fee. With regard to capacity building of female workers MoWA, MoLSA and other relevant governmental and non-governmental organizations should give capacity building trainings focusing on protection of gender rights and labor rights and empowering

female workers to protect themselves from sexual harassment in the workplace. Similarly, the employers should have orientation on gender rights, on how to promote gender equity in the workplace and on how to fight sexual harassment by the relevant government and non-government organizations.

- ✚ All farms should establish health and safety committee consisting of the management and workers to closely monitor the farms' health and safety conditions, to protect the farms from occupational health hazards, and to make them healthy and safe. Moreover, all farms should have a medical expert who has specialized training in occupational health and safety to protect the workers' health in the work place. In addition, spray operators should follow strictly safety rules and operating instruction and should spray guided by a well-qualified supervisors. They also need to take regular training on safety rules and need to wear full protective clothing (including respirator, protective overall, apron, impermeable gloves, gumboots, goggles and cap). Greenhouse and packhouse workers should be provided regularly with and wear the necessary protective clothing (including overall, apron, gloves, boots or intact shoes and cap). Above all, every worker in every farm should be trained thoroughly prior to starting work regarding basic safety rules and every worker should have regular medical check-ups to identify and treat chemical related diseases. To facilitate the application of basic safety rules, the local labor offices should undertake regular monitoring on the occupational health and safety of flower farms and should force the farms to follow safe production.
- ✚ All farms should cover costs related to the treatment of occupational related accidents or diseases. In addition, the farms should give sick leave, maternity leave, annual leave and special event leave to their workers. Labor offices should closely monitor that these and other legally provided labor rights are respected.
- ✚ All pesticides used in the flower industry should be registered by the relevant government office.
- ✚ Re-entry interval period stipulated by WHO after pesticide application in the greenhouse must be respected.

- ✚ Legislation need to be formulated to penalize persons found trafficking banned pesticides and adopt the current legislation formulated to control agrochemicals to fit with the current national and international condition.
- ✚ Flower farm workers should be allowed to establish trade unions and enter into collective bargaining agreement in each farm. An awareness raising training should be given to employers and employees on the role of trade unions in bringing industrial peace, increased productivity and protecting labor rights by federal and regional labor offices and other stakeholders. In addition, there need to be a capacity-building program to strengthen the newly established trade unions.
- ✚ Research institutes, in collaboration with EHPEA, owners of the farms, the relevant government offices and environmental groups, need to conduct research and development works to replace agrochemicals with organic or biological pest control and adopt developed in other countries.
- ✚ Capacity of the local (regional, Zonal, wereda and city council) labor bureaus should be strengthened. They need to be staffed with manpower with the relevant expertise, priority should be given in allocating budget and the necessary logistics and office and other relevant equipments should be provided to enable the labor bureaus to undertake regular follow-ups and supervision in the flower farms. In addition, to the capacity building training MoLSA should undertake joint inspection with regional labor offices until they become strong enough to inspect by themselves all the flower farms in which they are responsible. This is because the floriculture industry is a new and sensitive industry which requires huge resources and closer scrutiny by more qualified inspectors
- ✚ The denied mandate to inspect the availability of basic working facilities by the regional labor bureaus prior to a new project start operation should be given back. In addition, MoLSA should establish an office to brief a new coming investor to the sector especially those who come from abroad on the national labor proclamation and other labor issues.
- ✚ Local labor offices and other governmental offices should be free from any political intervention in executing their mandate. The government (especially

those who are at the top of the ladder) and EIA should promote a worker and environmental friendly floriculture investment rather than merely focusing on attracting the investment to the sector.

- ✚ All farm owners and managers should be aware of the code of practice developed by EHPEA and should adopt it with a strong commitment. In addition, the association should hire independent auditing company to closely supervise the implementation of the code of practice. Furthermore, flower farms should receive continuing training on the implementation of the code of practice. EHPEA and other stakeholders should encourage every farm to be certified by international labels like MPS, FLP and FFP.
- ✚ CETU, NFA and other members of the civil society should exert their influence to lobby the government to enforce rules and regulations so as to promote sustainable floricultural production and to the investors and their association to adopt worker responsible production system.

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Annexes

Annex A

Questionnaire for Flower Farm Workers

I. Socio-Demographic Questions

1. Age _____
2. Sex
 1. Male
 2. Female
3. Religion
 1. Orthodox
 2. Catholic
 3. Protestant
 4. Muslim
 5. Atheist
 6. Other _____
4. Marital Status
 1. Single
 2. Married
 3. Divorced
 4. Widowed
5. Level of education
 1. Illiterate
 2. Can read and write
 3. Primary (1-6)
 4. Junior Secondary (7-8)
 5. Secondary school (9-12)
 6. Certificate
 7. Diploma
 8. B.A/ B.Sc
6. Place of birth
 1. Holeta town
 2. Holeta surrounding
 3. Other town
 4. Other rural area
7. If you come from other town or wereda what is the reason for your move?
 1. Searching for job
 2. Move with my parents
 3. To live with my relatives
 4. Other _____
8. With whom are you currently living?
 1. Parents
 2. Friends
 3. My own family
 4. With my siblings
 5. By my own
 6. Other _____

II. Questions Regarding Working Condition

2.1 Questions Regarding Employment conditions

1. What is your responsibility in the farm?
 1. Greenhouse worker
 2. Packhouse worker
 3. Fertigation
 4. Flower protector (Sprayer)
 5. Supervisor
 6. Technical worker
 7. Guard
 8. General service
 9. Administration and finance
 10. Store
 11. Other _____
2. What is your employment status?
 1. Permanent
 2. Temporary
 3. Casual
 4. Daily laborer
3. Do you have legally valid employment contract that is signed by you and your employer?
 1. Yes
 2. No
4. For how long have you worked in the flower farm?
 1. Less than 3 months
 2. 3-6 months
 3. 6-9 months
 4. 9-12 months
 5. 12-18 months
 6. 18-24 months
 7. More than 24 months
5. What was your employment condition before you got employed in any flower farm?
 1. Unemployed
 2. Employed
 3. Student
 4. Other _____
6. If you were employed previously why do you choose flower farm?
 1. To get better income
 2. For career development
 3. It does not need much effort
 4. Relatively there is freedom
 5. Other _____
7. Do you think your superiors treat you in an appropriate manner?
 1. Yes
 2. Not that much
 3. Not at all
 4. Other _____

8. Is there improper dismissal of workers?

1. Yes
2. No
3. I do not know

9. What positive changes have you experienced in your life since you joined the flower farm?

2.2 Questions Regarding Living Wages and Fringe Benefits

1. How much do you earn daily/ monthly? _____
2. How much does your salary contribute to your family's income (if you have any)?
1. All in all
2. Half of the income
3. Not that much
4. Enough for my expenses only
5. Not enough for me even
5. Other _____
3. Does the income you get from the farm is enough to meet your minimum basic needs?
1. Yes
2. No
4. Is there a paid maternity leave in the farm for all workers?
1. Yes
2. No
3. I do not know
5. If your answer for question No. 4 is yes, how long is it?
1. 1 month
2. 2 months
3. 3 months
4. Other _____
6. Does the farm pay your medical cost for treating an injury or disease which is occupational related?
1. Yes
2. No
7. Do you undertake regular medical check-up at the farm's own cost?
1. Yes
2. No

4. Up to how many hours do you work overtime per week?

5. Do you have a weekly day off?

1. Yes

2. No

3. Other _____

6. How much are you paid for works done on your day off?

1. Not Paid

2. Double of my salary

3. Exactly my daily salary

4. Other _____

7. How much are you paid for overtime per hour for overtime jobs done between 6:00 a.m. and 10:00 p.m.?

1. Exactly my salary

2. I am not paid

3. Double of my per hour salary

4. 1.25 times of my per hour salary

5. 1.5 times of my per hour salary

6. Other _____

8. How much are you paid for overtime per hour for overtime jobs done after 10:00 p.m.?

1. Exactly my salary

2. I am not paid

3. Double of my per hour salary

4. 1.25 times of my per hour salary

5. 1.5 times of my per hour salary

6. Other _____

9. How much are you paid for jobs done on holidays?

1. Not Paid

2. Double of my salary

3. Exactly my daily salary

4. 2.5 times my daily salary

5. Other _____

2.4 Questions Regarding Equality of Treatment and Sexual Harassment

1. Is there any discrimination in promoting, giving training or giving some benefits among workers?

1. Yes

2. No

3. I do not know

2. If your answer for question No. 1 is yes, what is the basis for discrimination?

1. Sexual relationships

2. Ethnic relationships

3. Friendships

4. Permanency

5. Gender

6. Other _____

3. When you first get employed did you undergo HIV/ AIDS and pregnancy test?
1. Yes 2. No
4. If your answer for question No. 3 is yes, what measure will the company take to those workers found HIV/ AIDS positive and pregnant?
1. Will not hire 2. Give special treatment
 3. Will be hired like anybody 4. Other _____
5. Have you heard of sexual harassment case in the farm?
1. Yes 2. No
6. Have you encountered sexual harassment in the farm? (For women only)
1. Yes 2. No
7. If the answer for question No. 6 is yes, then by whom you were sexually harassed?
1. Co-worker 2. Supervisor
 3. Administrative worker 4. Other _____
8. Does anyone in the farm ask you for sexual favor using his power to fire you or promising you promotion? (For women only)
1. Yes 2. No
9. If someone in the farm sexually harasses you what will be your response?
1. Keep silent 2. Notify to the management
 3. Notify to the government office 4. Other _____
10. Do your bosses ask their workers for sex?
1. Yes 2. No
 3. I do not know
11. If the answer for question No. 10 is yes, then what measure will they take to the workers who refused their request?
1. Maltreatment 2. Wage deduction
 3. Firing 4. Nothing
 5. Other _____
12. Is there any measure taken by the management to sanction workers who sexually harasses women workers?
1. Yes 2. No

13. Do women workers are negatively discriminated?

- 1. Yes
- 2. No
- 3. I do not know

14. If the answer for question 13 is yes, list the type of discrimination

15. If you get pregnant, what measure does the management takes?

- 1. Fire
- 2. Give paid maternity leave
- 3. Give unpaid maternity leave
- 4. Other _____

16. If the answer for question number 21 is 1 and 3 what is the reason?

- 1. Since I am daily laborer
- 2. The company policy do not allow
- 3. Since I am casual worker
- 4. Since I am temporary worker

2.5 Questions Regarding Health and Safety

1. Have you taken training on safe handling, necessary precaution and potential danger of pesticide?

- 1. Yes
- 2. No

2. Does the farm provide you with the necessary protective clothing regularly?

- 1. Yes
- 2. No
- 3. I do not know

3. If your answer for question No. 2 is yes, then how often do they provide you with protective e closing?

- 1. Every 3 month
- 2. Every 6 months
- 3. Annually
- 4. When the cloth is torn out

4. If the answer for question no. 2 is no, then how are you doing your task?

- 1. Without protective clothing
- 2. With old protective closing
- 3. I buy by myself
- 4. I use simple protective clothes

5. If your job is spraying and mixing of chemicals for how long have you taken the training?

- | | |
|-----------------------|-----------------------------|
| 1. Less than 5 hours | 2. 5- 10 hours |
| 3. 10 – 20 hours | 4. 30 – 40 hours |
| 5. More than 40 hours | 6. There is no any training |

6. What seems like the cleaning and sanitation infrastructure in the farm?

- | | |
|----------------------|--------------------|
| 1. Well than 5 hours | 2. Medium |
| 3. Not enough | 4. There is no any |

7. Which of the following facilities are available on your farm?

	Yes	No
Toilets	___	___
Showers	___	___
Dressing room	___	___
First aid facility	___	___
Café	___	___
Rest room	___	___

8. Have you faced any health problems since you joined the farm?

- | | |
|--------|-------|
| 1. Yes | 2. No |
|--------|-------|

9. If the answer for question No. 7 is yes, then what kind of health problems have you encountered?

10. Does the farm provide transport for employees who got injured in the farm?

- | | |
|--------|-------|
| 1. Yes | 2. No |
|--------|-------|

11. Does workload is reduced for pregnant women?

- | | |
|---------------------------------|----------------|
| 1. Yes | 2. No |
| 3. It depends on the supervisor | 4. Other _____ |

12. Does the farm apply expired or highly toxic pesticides or other chemicals?

- | | |
|------------------|-------|
| 1. Yes | 2. No |
| 3. I do not know | |

13. Do workers whose job is directly related with chemicals given trainings on safe handling and disposal of chemicals regularly?
1. Yes
 2. No
 3. I do not know
14. Does pesticide application took place while there are other workers in side the greenhouses?
1. Yes
 2. No
15. Do greenhouses are closed after pesticide application?
1. Yes
 2. No
16. If the answer for question No. 15 is yes, then for how long they are closed?
1. Depending on the pesticide type for 24, 12 and 6 hours
 2. 18 hours
 3. 12 hours
 4. 6 hours
 5. 30 minutes – 1 hour
 6. Other _____
17. Are greenhouse workers forced to enter into the greenhouse while the pesticide is still in the leaves and stems of the flowers?
1. Yes
 2. No
 3. I do not know
18. After pesticide application, does a notice will be posted on the gates of the greenhouses that clearly states pesticide is sprayed and the reentry time?
1. Yes
 2. No
 3. It is told verbally
19. Do pesticide sprayers wear all the necessary protective clothing?
1. Yes
 2. No
 3. I do not know
20. If the answer for question No. 19 is no then what is the reason for not wearing the necessary protective clothing?
1. Carelessness
 2. Lack of supervision
 3. There is non – regular supply of protective clothing
 4. Lack of awareness
 5. Other _____

21. What measure does the management took to sprayers who do not wear protective clothing?

- | | |
|------------|------------------|
| 1. Fire | 2. Give warning |
| 3. Nothing | 4. I do not know |

22. How is the chemical store and mixing room?

- | | |
|---|------------------|
| 1. Well ventilated room | 2. Safocated |
| 3. With possible contamination with other chemicals | |
| 4. Other _____ | 5. I do not know |

23. Is there an occupational health and committee on the farm?

- | | |
|--------|-------|
| 1. Yes | 2. No |
|--------|-------|

24. Are you paid for days you are absent because of occupational injury?

- | | |
|--------|-------|
| 1. Yes | 2. No |
|--------|-------|

2.6. Question regarding Workers Rights

1. Is there a trade union in the farm?

- | | |
|--------|-------|
| 1. Yes | 2. No |
|--------|-------|

2. If your answer for question No. 1 is no, then what is the reason for the failure to establish a trade union?

- | | |
|------------------------------------|----------------------|
| 1. Lack of motivation from workers | 2. Fear of firing |
| 3. Unwillingness of the management | 4. Lack of awareness |
| 5. I do not know | |

3. Do you have a discussion forum regarding the working condition with the management?

- | | |
|--------|-------|
| 1. Yes | 2. No |
|--------|-------|

4. Do you have a discussion forum regarding the working condition among yourselves (workers only)?

- | | |
|--------|-------|
| 1. Yes | 2. No |
|--------|-------|

5. Do you forward your administrative problems to be solved to the government bodies (especially to labor offices)?

- | | |
|--------|-------|
| 1. Yes | 2. No |
|--------|-------|

6. If the answer for question No. 16 is No, then what is the reason for not reporting to the government body?

- 1. Lack of awareness
- 2. they are not responsive
- 3. Fear of firing
- 4. Other _____

7. Do various governmental and non-governmental organizations give you training on labor rights?

- 1. Yes
- 2. No

8. Do you forward your administrative problems to the management?

- 1. Yes
- 2. No
- 3. Other _____

9. If your answer for question No. 8 is yes, then in what way do you forward your complaints?

- 1. Strike
- 2. Calling the management a meeting
- 3. Sending workers' representative
- 4. Notifying to the government office
- 5. Directly expressing our discomfort to the management

10. What is your overall assessment of the working condition in the flower farm?

Annex B

Checklist for Depth Interview with Farm Managers

1. Name of the farm _____
2. Ownership type _____
3. Area under cultivation _____
4. What seems like the status of unionization and collective bargaining in your farm?
5. What are the criteria for employee enumeration, promotion and giving training?
6. How much do you pay for your workers and do you think that it is compatible with their effort and living standard?
7. What is the status of complaint handling in your farm?
8. How do you manage working hours especially in times of peak harvest?
9. How the farm does maintain the health and safety of the workers?
10. Do you keep re-entry period after pesticides fumigation?
11. How is the employment status of the workers and why?
12. Do the seasonal and casual laborers get the benefits given to permanent workers and list the benefits?
13. Are there any institution that helped you in one way or another to develop organizational, technical, safety know how of your employees? If yes list them and their contributions?
14. Do you give a frequent and free medical check-up to your workers?
15. Is there any medical professional and/or health and safety committee in the farm? Why?
16. Do you give trainings on the potential hazards and the necessary precaution that should be taken to the workers especially to the sprayers?
17. How often do you provide protective clothing to the workers?
18. Does sexual harassment has occurred in your farm? If yes what measure do you take?
19. What is your overall opinion on the working condition of your farm?
20. What measures are you planning to take to improve the working condition of the workers?

Annex C

Checklist for Depth interview with government Officials

1. Name _____
2. Bureau/ Ministry _____
3. Position in the organization?
4. What is the role of your ministry/bureau is playing in the floriculture industry?
5. Do undertake follow-up and supervision? If yes how often?
6. What positive contributions do the floriculture industry has with regard to employment?
7. What negative impacts do the floriculture industry has with regard to working condition?
8. Do you believe that there is a violation of workers right? If yes what kind?
9. What is your bureau/ ministry is doing to safeguard the workers welfare?
10. What is the status of the occupational health and safety of the workers in the floriculture industry?
11. What seems your collaboration and cooperation with the flower farms?
12. Do the flower farms take your recommendations to improve working condition?
13. What are the challenges that you are facing in promoting decent working condition in flower farms/
14. Do your office gives training on minimum working condition and basic labor rights top the employees and employers of the farm?
15. Does your office handles flower farm workers complaints? If yes what kind of complaints usually come to your office and how do you solve it? What challenges you face in trying to solve those problems?
16. What is your bureau/ministry overall assessment of the working conditions of the flower farms?
17. What is your bureau/ ministry is planning to do to improve the working conditions in the flower farms?

Annex D

Checklist for Depth Interview with the Workers

1. Sex _____
2. How long have you served in the farm?
3. What is your position in the farm?
4. How is the freedom of association and collective bargaining in the in the farm?
5. Do the farm managers and supervisors treat their employees equally and with respect?
6. Is the wage you earn is enough for covering your basic needs?
7. How is overtime assigned to workers and how is its payment?
8. What measures are taken by the farm to make the working condition healthy and safe?
9. What kinds of health complications do occur in the workers of the flower farm?
10. Does the farm covers medical costs for occupational related health problems and gives a paid sick leave?
11. What protection is taken while spraying pesticides and mixing chemicals?
12. How is the employment security in the farm?
13. Does training on basic safety rules is given to new worker?
14. What seems like the provision of protective clothing?
15. How is the status of the basic sanitary and other facilities provision in the farm?
16. Have you heard sexual harassment case in the farm or do superior workers ask for sexual favor from their subordinate workers in order to promote them, give training and give other benefits?
17. What is your overall assessment of the working condition of the farm?
18. What measures do you recommend to make the farm more workers friendly?

Annex E

Checklist for Depth Interview with Civil Society Representative

1. Name of the representative _____
2. Organization _____
3. Position in the organization _____
4. What role is your organization is playing in the floriculture industry?
5. What are the positive impacts of the industry to the workers?
6. What shortcomings do the industry has on human resource management?
7. Does your organization believe that there is a violation of basic labor rights? If yes what are they?
8. Does your organization intervene to promote responsible flower production? If yes in what ways?
9. What are the opportunities available to promote responsible flower farms?
10. Are you lobbying to promote decent working condition in flower farms? Specifically in what issues are you focusing?
11. What seems your relation with the relevant government bodies, EHPEA and other members of the civil societies and owners of the flower farms in promoting responsible flower production?
12. What is your organizations' overall assessment of the working condition of the floriculture industry?
13. What suggestions do your organization forward to make the flower industry responsible to its workers?

Declaration

I, the undersigned, declare that this is my original work, which has not been presented for a degree in this, or any other university, and all sources of materials used for the thesis have been fully acknowledged.

Name: Ezana Haddis

Signature: 

Date of Submission: August 24, 2007