

The Experiences of Young Workers in Artisanal Mining:
The Case of Wera Jarso Woreda

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This is to certify that the thesis prepared by Kindalem Mesfin entitled: The Experiences of Young Workers in Artisanal Mining: The Case of Wera Jarso Woreda submitted in partial fulfillment of the requirements for the degree of Master of Arts Social Work complies with the regulation of the university and meets the accepted standards with respect to originality and quality.

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List of Acronyms

ACRWC	African Charter on the Rights and Welfare of the Child
AM	Artisanal Mining
ASM	Artisanal and Small Scale Mining
AU	African Union
CASM	Community and Small Scale Mining
CRC	Child Right Convention
CSA	Central Statistical Agency
DRC	Democratic Republic of Congo
EEF	Ethiopian Employee Federation
EU	European Union
FDRE	Federal Democratic Republic of Ethiopia
FGD	Focus Group Discussion
FTE	Full Time Work Equivalent
GOE	Government of Ethiopia
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome
HRW	Human Right Watch
ILO	International Labor Organization
IPEC	International Programme on the Elimination of Child Labour

IQ	Intelligence Quotient
MME	Minister of Mining and Energy
MMSD	Mineral Mining and Sustainable Development
MOLSA	Ministry of Labor and Social Affairs
NGO	Non Governmental Organization
NIOSH	National Institute for Occupational Safety and health
OAU	Organization for African Unity
OHS	Occupational Health and Safety
PGE	Platinum Group Element
UN	United Nations
UNCRC	United Nations Convention on the Rights of the Child
UNDP	United Nations Development Programme
UNICEF	United Nations International Children's Emergency Fund
US	United States
WB	World Bank

Abstract

This study is concerned with assessing the work experience of young workers who are engaged in artisanal mining (AM) in Wera Jarso Woreda, Oromia Region, with the objective of exploring the major factors relating to their work. The researcher has employed case study method with a descriptive purpose, supported by qualitative research methodology. The basic research question was: what factors constitute the work experience of young workers? For this purpose, the data requirements for the study were collected from different sources. The primary data were collected from 22 respondents of which 14 of them (young workers) and the rest eight respondents (community members) were selected by using purposive sampling using their leadership position and expertise as points of reference for community member. Moreover, the study made use of documents as secondary data sources such as firms' guiding principles, rules and regulations; reports of ILO and other organizations, and articles. In-depth interview, key informant interview, FGD and observation checklist were also used as tool of collecting primary data. The data collected were analyzed using thematic analysis or major idea analysis. The findings from the study revealed that the young workers are having unpleasant experiences as reflected in the work setting (having poor social condition, unsuitable landscapes, deteriorated environment accompanied with low payment), health and occupational safety issues (being exposed to health problems, absence of health insurance, absence of safety equipments, using outdated and obsolete tools and exposure to injuries). They have little or no professional knowledge about the extraction, processing, production and marketing process of the minerals. The challenges faced by young workers categorized in to four major domains: education, health, economic and social domains of life, benefits obtained from being involved in AM and finally future aspiration and goals of young workers are determinants to change their current situation basically by being involved in education or business. The study has concluded an intensive social work intervention at all levels is needed and this implies that, social workers are expected to integrate problem solving techniques and models related to the problems young workers by involving themselves in research, advocacy, practice and education.

Key words: Young workers, work setting, health and occupational safety, challenges, knowledge about AM, benefits of AM and, aspirations and goal.

Chapter One

Introduction

1.1 Background of the Study

The term Artisanal small scale mining covers a broad spectrum of activities which makes it difficult to define. Classification depends on the size of operation, that is, large scale and small scale mining or in terms whether they are legal or illegal (formal or informal) as well as according to methods used to carry out the operations. According to ILO (1997) the mining sector consists of formal large scale subsector, the formal small scale subsector and the informal small scale or artisanal small scale miners who are primarily unregistered gold planners concentrated mainly along major rivers. On the other hand, artisanal small scale mining under two broad categories of mining activities, namely the formal small scale mining activities and the informal small scale mining activities (Dreschler, 2001). According to Ethiopian mining law Artisanal Mining (AM) is defined as non-mechanized mining operation mainly manual in nature and deals with the mining of gold, gemstones, tantalite, salt, Pt, clay, industrial and construction minerals or rocks (MME, 2010).

A young worker has different competing definitions. For instance, in Canada a person between the ages of 15 and 24 is considered as a young worker (Carola, John, Kimberly, Dawn & Sara, 2013). According to Europe Agency of Occupational Safety and Health the term young worker is defined as a person aged 15–25 and who is employed full or part-time (permanently or casually), on labor hire, as an apprentice or trainee or as part of a work experience or structured workplace learning program (Sarah, 2006). According to Ethiopia Labor Proclamation number

377/2003; an individual between the ages of 14-18 in the labor force is called a young worker (GoE, 2004a).

Artisanal mining has proved to be a primary source of employment for job seekers from various parts of the country who are relatively disadvantaged in the labour market e.g. unskilled, low skilled, women, disabled, children, and young workers (Thomas, Felix, and Michael, 2003). Artesian Mining, which is classified as one of the worst forms of child labor, is so odd with children's rights that it must be eliminated as soon as possible. ILO (2005, p39) state:

The activity carried out in the mines is promiscuous and threatens health, safety, and Moral development of children interfering with their intellectual development by Preventing their attendance and effective participation in school.

The Artisanal Mining sector is characterized by horrible poverty, since about one million people have been directed in to AM sector during the periods of national economic crisis in Africa (Thomas et al., 2003). Today the AM sector is supposed to confront with various cross-cutting issues such as; environmental degradation, unsafe mining conditions, occupational safety problems, spread of HIV/AIDS, women exploitation, poor administrative and legal structures, low salary rate, lack of skilled man power, obsolete technological inputs, poor management skills, child labor abuse, child trafficking, family violence, divorce, disintegration of rural communities, and the violation of basic human rights (Thomas et al., 2003).

The various communities which have been engaged in AM are characterized by the following socio-demographic characteristics such as: poor economical status, less productivity, poor social stability, un-conducive work environment and environmental degradation (MME, 2010). As I articulated on the above paragraphs which are related to basic research questions of this study, there are multiple factors which are supposed to be addressed in this particular attempt.

Thus, while dealing with the various issues which are related to the work experience of young workers in Artisanal, the major objectives of this research is related to: working environment; the different types of problems faced by young workers; the various impacts which are resulted due to the involvement of young workers in artisanal and finally the potential significance that young workers can obtain following their involvement in artisanal.

The study area focused in Wera Jarso Woreda which is found in Oromia region, Ethiopia, sharing border with Amhara regional state. The area is characterized by poverty, unemployment, lack of inter-sectoral linkage, and lack of adequate infra structure such as school, health centre, and sanitation. e.t.c

Hence, this research aimed to explore the experiences of young workers on artesian mining to discover the challenges that the young workers face in their work place and the benefits they gain from work.

1.2 Statement of the Problem

There are various researches which are conducted outside of Ethiopia in relation to child labor in general and artisanal and small scale mining in particular. But, much research is not carried out concerning the experience of young workers in artisanal mining. The most relevant researches are summarized as follows. The relevance of the researches is considered in terms of closeness or similarity of the focus area, targets of population, similarity of context of study and the relevance of research methodologies. The findings and gaps of the relevant researches are presented as follows.

There are many researches on child labor in mining area that indicate children still continue to work in small-scale mines throughout Latin-America, Africa, and Asia. Heemskerk (2012) conducted research in Suriname which on the impact of child labor in artesian mining and

its impact on children health, risk and education but, most of the information analyzed in this report is obtained through interviews with children and non-professionals only. The researcher cannot get full information as the research did not include members of the mining service sector.

On the other hand, the ILO's special program which refers to International Program on the Elimination of Child Labor (IPEC) has designed a guideline for all ILO members that should be considered when preparing the list of hazardous types of work; which is specifically articulated as ending child labour in mining (ILO, 2007). Here the major emphasis is oriented on setting the guidelines; hence the problems are treated indirectly. Moreover, it does not give an equivalent attention to young worker related scenarios.

According to Ensing (2009) who has conducted a research Hazardous on Child Labour in Peru, attempts have been made to uncover the various types of challenges that children can possibly encounter due to their involvement in hazardous labor. The multiple consequences and the direct and an indirect impact of children's academic achievements as well as human development are also discussed. But, the emphasis is not specifically directed to artisanal or mining sector and children are the major target population. The research conducted by Ziglar and Hall (2009) on artesian mining in Mexico indicated that child work in mining sector should be in a healthy and normal way, which is in turn necessary to meet the basic needs of protection, food and health. But, the research has not observed the importance of affection and leisure time neglect CRC and ILO convention which is important for children development. More importantly, Savio (2010) has conducted research on, child labor in artisanal and small-scale mines in DRC with particular emphasis on: the dynamics of oppression and state failure. The areas of emphasis of this research are; working condition, self-perception and absence of functioning state of child miners.

Amon and Kippenberg (2012) disclosed in their study on Child Labor and Environmental Health that Environmental health risks associated with child labor can only be ended if different actors; governments, civil society, UN, donors, and companies; prioritize its elimination, give their full political support to it, and provide financial support to efforts aimed at ending it. But the research only emphasized on environmental health risks which failed to consider other dimensions. In addition to above research, Sara (2006) conducted research on overcoming barrier to cleaner artesian mining improvements have been made with regard to environmental impacts from gold mining but does not show the social impact, health, on education and psychological impact of children work in gold mining area.

According to the research conducted by Orkai (2010) where commercial agriculture exists, children are heavily involved in commercial production which is on the top of their domestic responsibilities, the researcher has stated that, half of the children involved in coffee production do not attend school or are forced drop out their class during the harvest. Hence, despite of some similarities, the researches focused in different context. When we compare them with settings related to Artisanal Mining environment they are different.

Research conducted by Eef (2007) on the assessment of good business practices in combating child labor in coffee and tea sector in Ethiopia, Gumaro tea development plantation to eliminate child labor in general and hazardous child labour in particular to end such bad work condition. It can be taken as an exemplary action, due to the fact that more attention is given to economic profits and the benefits obtained by the state. Consequently, the difficulties and the misery which are experienced by children are not totally considered. But, the very reason that, the research focused on children related realities paves a way to conduct a research on young workers.

The research conducted by World Vision (2012) also focused on child labor in Gamo Gofa and Wolayita Zones; reports indicate that children work in the traditional weaving industry (child weavers) may work long hours, face physical, sexual, or emotional abuse from their employers and develop injuries as a result of crouching while working on traditional weaving looms. But the report cannot see the long term impact on the educational achievement and other multiple problems.

Generally, there are many researches related to child labor in the age category of 5-14 in our country and outside country in the above research finding. But there is no any research related to the experience of young worker from age 14-18 in Ethiopia. However, there are some policy guidelines and assessments which are conducted on young workers in study areas other than Ethiopia. There was a research on health and safety of young workers (Carola, et al, 2013); the focus of the study is on improving health and safety of young workers. Similarly, EU (2006) has conducted research on preventing risks to young workers: policy programs and work place practices. The study has focused on the relevance of policy and programs in minimizing risks.

The knowledge gaps across different researches which are conducted by different researchers can be summarized as follows. While summarizing the gaps, the researcher has tried to identify the common domains of the gaps. Among others; failure to include members of mining service sector, overwhelmingly focusing on child labor than young workers experience, highly focusing on environmental health risks, articulating different context of study, focusing on the economic profits and benefits of state and dealing with short term effects by ignoring the long term effects on education and health are the major ones.

Thus, by observing the above listed plenty of knowledge gaps, the research tried to focus on the experience of young worker in artesian mining work place with their challenges, in relation

to the educational, health and benefit from the work. Based on the identified gaps, the research question is presented as follows: What are the major factors related to the work experience of young workers who are engaged in artisanal mining at Wera Jarso Woreda ?

1.3 Rationale and Significance of the Study

I choose this topic because, it is overlooked by many researchers due to the fact that most researchers are interested in child related problems not on young worker and the young worker involve in AM is also marginalized one. AM is due to the very reason that developing countries are interested on the economic benefits of artisanal mining rather than focusing on the rights and benefits of young workers who are involved in the sector. I have not come across researches which are related to young workers from age 14-18 in Ethiopia. However, I learned that in Europe, there are a number of researches on health and safety of young workers (Carola, et al, 2013); the focus of the study is on improving health and safety of young workers. Similarly, EU (2006) has conducted research on preventing risks to young workers: policy programs and work place practices. Conducting this study in Ethiopia will be vital in terms of clearly fill existing knowledge gaps in the area of AM in different areas of emphasis such as, factors that determine young workers to involve in AM, the gap between availability of provision of social services for young workers who are engaged in AM and addressing the demands of the victims.

The study will also examine professional relevance in indicating the roles of different practitioners that are engaged on different helping professions as part of social change agents in Ethiopia. More importantly, it will clearly highlight what are the expected tasks and key intervention areas of different helping professions, so as to upgrade the conditions of vulnerable young workers to AM and other related hazardous work types.

Operational definition of terms

- **Benefits obtained:** refers to multiple imperatives which are related to economic and social gains earned for the very reason that they are involved in Artisanal mining.
- **Challenges:** Refers to the various uncomfortable conditions which are related to the work setting, market system, gaps in the policy framework and that limits them to realize their overall human and social development.
- **Factor:** Refers to the major variables that have a strong influence on the work experience of young workers who are engaged in AM.
- **Hazards:** collapse of tunnels and walls; falling down in open shafts; explosions; lifting heavy loads; exhaustion and fatigue; dust; working in water and in dangerous positions; extremely cold climate; skin exposure to mercury; inhalation of mercury vapour; and mercury in the food chain; and dirty drinking water (ILO, 2006).
- **Impact:** Refers to the short term and long term effects that have multi-dimensional consequences on the entire life conditions, which resulted due to the involvement of the target population in Artisanal mining
- **Work experience:** refers to a range of feelings, world views, attitudinal make up and level of satisfaction gained owing to their involvement in productive activity and careers that can be manifested in terms of satisfaction or agony.
- **Work setting:** means the physical, social, environmental and organizational condition where a worker or workers can be reasonably expected to perform their work duties.
- **Young worker:** an individual between the ages of fourteen and eighteen in the labour force is called a young worker (GoE, 2004a).

1.4. General Objective

The major objective of this study is to describe major factors related to the experiences of young workers in Artisanal Mining at Wera Jarso Woreda. Based on this general objective, the study also aimed to meet the following specific objectives;

- explore the work environment of young workers in AM at the study area
- examine the impact on education and educational achievement of young workers' who are engaged in AM at the study area
- identify the significance of work for the young worker AM at the study area
- identify the challenges faced by the young workers as a result of involvement in AM at study area

1.5. Limitation of the Study

One major limitation of this study is that there were no adequate literature and empirical study on the young worker experience in artisanal mining in Ethiopia. This may be attributed to several reasons, but the major one is possibly that the concept of young worker itself is new, not just only to our country but also globally. As a result, it is assumed that depending on the factors identified the result of the research may initiate others to conduct a large scale study which can show the significance of the problem in numerical data can be compared with other research findings. The lack of awareness about research and the fear of political issues among the participants can be also considered as a limitation of this study. The location of the study area is in a very far distant place which is characterized by uncomfortable weather, topography, and by the absence of appropriate transportation services. Hence, it prohibited me from covering all the mining sites which in turn may negatively affect on the level of representativeness of the cases

which are selected in this particular area of study. Furthermore, the inherent limitations or deficits that exists within the research methods, tools, techniques and principles also contributes to the pool of limitation of this professional research attempt.

Chapter Two

Literature Review

Introduction

This section is reserved for carrying out appropriate review of relevant secondary sources of data. For this reason, the researcher will evaluate different documents that are capable of informing about the overall program as well as other supplementary issues that enrich our know how concerning the various factors which are related to the young workers', work experience who are involved in artisanal mining . Thus, based on the research objectives and research questions, the researcher has identified various sub topics, that provides relevant information about the theoretical and empirical backgrounds as well as assumptions which are related to the purpose of the study. Among others, the work setting of young workers who are engaged in artisanal mining, the various challenges which are faced by young workers, the impact of the young workers involvement in artisanal mining on their education and the potential benefits that the young workers gain from their engagement in artisanal mining. Finally, the major point of reference for understanding the multiple factors which are related to the work experience of the young workers will also be discussed in detail.

As a result, the following sub-topics are presented as follows:

2.1 Artisanal and Small-Scale Mining (ASM) Overview

Currently, There is no universal definition of artisanal and small-scale mining (ASM), due to this fact the definition often varies from country to country (ILO, 1973). A number of attempts have been made to define small-scale mining in an international context using criteria such as

investment costs, mine output, labor productivity, size of concessions, amount of reserves, annual sales, levels of technology, or some combination of these.

A broad definition of small-scale mining characterizes the operations as both labor-intensive and low-tech. This definition is sometimes expanded, placing small-scale mining operations in one of two categories: high value mineral extraction including gold, silver and precious stones; and quarry mining or the mining of industrial minerals and construction materials (Hilson, 2002). Most literature tends to provide a specific definition based on the study which was undertaken and provides this definition to the reader (Hilson, 2002).

Although there are many different definitions it is generally accepted that, “small-scale or artisanal mining generally encompasses small, medium, informal, legal and illegal miners who use rudimentary methods and processes to extract more than 30 different mineral substances worldwide (UN, 2012). Usually such mines are individual enterprises or small family-owned companies which are not affiliated with any multinational corporations.

In 1999, the International Labour Organization (ILO) estimated there were 13 million small-scale miners in 55 countries, with the majority in developing countries. These numbers suggest that 80 to 100 million people indirectly or directly depend on this activity for their livelihood. In Latin America alone, there are an estimated 1.4-1.6 million miners. Gold is the main metal being extracted due to its easy transport across borders and because it is less vulnerable to the instability of local or national governments (Veiga and Hinson, 2003). It has been estimated that one in every 900 Latin Americans are employed in gold and silver artisanal mining (Veiga, 2001).

Precious metals and gemstones are by far the most economically important minerals mined on a small-scale due to their high value per unit weight. Other minerals and material mined

include: clays, tin, tungsten, limestone, sulphur, lithium, bismuth, salt, and uranium. Base metals such as copper, iron ore, lead, manganese, nickel and zinc do not usually lend themselves to small-scale mining because of the need for economies of scale for their production (ILO, 1999). The socio-economic contribution of ASM in developing countries is well documented and agreed upon; it has been estimated that small-scale mines account for 20-25% of all non-fuel mineral production (Jennings, 1993)

In many countries and for certain minerals, these numbers are much higher. Close to \$2 billion in gold and gems have been mined in Africa and more than \$200 million in gold has been mined in more than six countries (Echavarria, 2004). In South America, specifically Brazil, almost 90% of gold comes from the nearly 200 small sites operated by informal miners called *garimpeiros* (Veiga and Hinton, 2002). ASM provides an economic livelihood to more than six million of the most vulnerable families and excluded groups, often complimenting agriculture and other seasonal jobs.

ASM employs more people in the world than large-scale mining. It serves as a social safety net to people who are unemployed and have no other opportunities, as well as to subsistence farmers who are affected by drought (Bugnosen and Twigg, 2000). It is often seen as the only way to alleviate poverty in many areas, where the population has no other economic opportunities. While some miners are in the sector with the dream of becoming rich, the majorities have no other way to provide for their families and are forced to work in the mines (Heemskerk, 2002).

In addition to the direct employment opportunities, ASM contributes to the generation of a substantial number of indirect jobs in other sectors of the economy. ASM creates the demand for production inputs, transportation and other services, as well as benefits due to increased

income and consumer spending (Thomas et al., 2003). However, until artisanal and small-scale gold mining is cleaner and safer it cannot be an encouraged livelihood and means of development.

2.2 The Concept of Young Worker

There is no clear cut definition of a young worker. For instance, EU legislation that aims to protect young workers, defines a young worker as under the age of 18, while statistics cover the 15-24 year age group. According to this legislation that young worker has an employment contract or an employment relationship defined by the law in force in a Member State and/or governed by the law in force in a Member State.

The European Directive provides for a range of protections that apply to young workers, relating to areas such as specific risks to their safety, wage, health, rest and breaks and development which are a consequence of their lack of experience, of absence of awareness of existing or potential risks or of the fact that young people have not yet fully matured.

Accordingly, under Article 7(2), the following work is prohibited in the case of young people: Work which is objectively beyond their physical or psychological capacity, work involving harmful exposure to agents which are toxic, carcinogenic, cause heritable genetic damage, or harm to the unborn child or which in any other way chronically affect human health work involving harmful exposure to radiation, work involving the risk of accidents which it may be assumed cannot be recognized or avoided by young person's owing to their insufficient attention to safety or lack of experience or training; or Work in which there is a risk to health from extreme cold or heat, or from noise or vibration

Ethiopian labour proclamation 377/2003 age ranges from 14-18 is called a young workers this Labor Proclamation sets the minimum age for employment at 14 and the minimum age for hazardous work at 18 (GoE, 2004a). The law forbids employers from using young workers defined as children ages 14 to 18, when the nature of the job or the conditions under which it is carried out might endanger the life or health of a young worker (GoE, 2004b & GoE, 1994).

2.3. Historical Overview of Artesian Mining

National governments are becoming increasingly aware of the sector's importance as a means of poverty alleviation and a generator of national income. In recent years, a number of governments have formally recognized the sector and attempted to provide facilitating environments. Despite these changes, the implementation of legislation remains problematic at a local level and many miners do not have faith in the ability or commitment of their governments to provide assistance (Thomas et al., 2003).

Furthermore, a number of major conferences have been held focusing partially or exclusively improving different aspects of Artesian mining sector. For example: (Calcutta, 1991), National Institute for Small Mines; (Harare, 1993), United Nations, with important guidelines on Small/Medium scale mining; Washington 1995, World Bank, with a comprehensive strategy towards artisanal mining; (Calcutta ,1996), National Institute for Small Mines; (Vienna ,1997), Global Mercury Pollution Deriving from Artisanal Go Mining and (Geneva ,1999), Tripartite Meeting on Social and Labour Issues in Small-scale Mines (Thomas et al., 2003).

The international development community has been concerned with the artisanal and small-scale mining sector for the past 30 years. As understanding of ASM has increased, the approaches taken have changed. The following table summarizes this evolution.

Table1: Summarizing the historical Evolution of AM in the World.

Period	Approaches for dealing with ASM
1970's	Definitional issues
1980's	Technical issues
Early 1990's	Towards integration of technical, environmental, legal, social and economic issues
1990's	Special attention on legalisation of ASM sectors
Mid to late 1990's	Relation between large mining companies and ASM Gender and child labour issues
2000's	Community related issues and sustainable livelihoods

Source: Thomas et al., 2003

Before the discovery of gold in the late 1800s, small beginnings of the making of the mining activity in Africa had begun. The key to the process was the distribution of traditional forms of social organization of the African indigenous peoples (Mallo, 2012). The opening of refreshment station in the Sudan in the 1600s saw the gradual displacement and conquer of the Northern Africa inhabitants who had inhabited the area for a long time before the Europeans embarked on commercial voyages around the world. This expansion of world trade played an important role in the growth of commercial mining. There was therefore a growing need for more land, resources and labour (Piazza, 2001).

Artisan mining has long history in Ethiopia dating back to biblical times. Minerals such as; iron, salt and gold have been mined starting from the ancient times in traditional ways by artisanal miners. During the ancient Ethiopian civilization that is, pre-Axumite kingdom many castle and other religious buildings and heritages are carved by plenty thousand artisanal miners. Now a days, the artisanal miners have been the main mineral producers of precious minerals like; gold, tantalum, platinum, opal, ruby, sapphire and aquamarine), semi precious gemstones and other minerals (MME, 2010).

The geology of Ethiopia ranges from oldest (Precambrian) to recent volcanic and sedimentary formation. The oldest (Precambrian) rocks host most of the economic metallic mineral deposits that include primary and secondary enriched (placer) gold, platinum, platinum group elements (PGE), nickel, tantalum, base metals (like copper, lead and Zinc), industrial minerals (like phosphate, iron ore), gemstones (like ruby, emerald, sapphire, garnet, etc) and also decorative and dimension stones such as marble, granite and other colored stones (MME, 2009).

There is also large input of construction minerals such as sand, gravel, scoria, crushed stones, aggregates, pumice, scoria, etc to the construction industry (including buildings, roads, dams, bridges etc.) Other mineral products including platinum from laterite, industrial minerals, gemstones (opal, peridot and other precious stones) and decorative and construction materials are also produced by licensed foreign and local mining companies in the southern, western, central and northern regions of the country. There are also some other advanced stage primary gold exploration and development activities in different parts of the country which so far has identified close to 100 tons of indicated reserve of gold and other precious metals (MME, 2009).

2.4. The Global Context of Young Workers Experience in Artisanal Mining

Today, an estimated 13 million people in about 30 countries across the world are small scale/artisanal miners, with about 80 million to 100 million people depending on such mining for their livelihood ILO estimated that there are 118 million working youths. About 53 per cent of those youths are in what is often called hazardous child labour. The mining industry is one of the most dangerous industries worldwide. More than one million children work as miners all over the world (ILO, 2007). They are almost exclusively found in artisanal small-scale mining

operations in Africa, Asia and Latin America. Youths can be found mining coal, clay, emeralds, fluorite, gem stones and gold, but also other minerals. Often they work alongside adults, but also in groups with other children.

They participate in all aspects of the mining process. Mining processes vary depending on the minerals mined, but almost always involve lifting heavy loads, digging, crushing, and processing the ore to extract the valuable minerals. Work may take place underground or in lakes and rivers. In the more extreme cases youths, are engaged in digging tunnels, drilling and blasting, working long hours in narrow, dusty unsupported tunnels as much as 100 meters deep, sometimes in water with little oxygen and light. Some children are in direct contact with mercury in the processing and others are sent down without breathing equipment to mine underwater (ILO, 2007).

The most immediate threats to their young lives are tunnel collapse, explosions, suffocation and the use of dangerous equipment. Other risks are equally serious but their consequences are only evident after some time. Among such hazards are contamination by toxic metals, skeletal damage from carrying heavy loads, and lung damage from inhaling dust and particles, and chronic exhaustion (ILO, 2007). The Youth in mining communities are also involved in mining-related or other services in the mining area, e.g. processing ore, food selling, cleaning, cooking and looking after younger children.

Mining also tends to attract prostitution and sometimes girls and boys below the age of eighteen are involved. Artisanal mining is an unregulated activity which takes place outside the legal framework and control (ILO, 2007). The mining communities not infrequently include socially marginalized groups, are overcrowded, lack basic requisites (clean water and sanitation)

and social services (health care and schools), and are prone to violence, conflicts, and drug and alcohol abuse (World Bank, 2001).

Therefore, children living in mining communities grow up in a rough environment and thus face a number of risks in addition to the work related hazards (ILO, 2011). Boys and girls, some as young as seven but the majority in their teens, mine because their families are poor and they must, or feel they must, help their parents and siblings to survive. Some mine to have their own money or because they cannot go to school (WB, 2001). Many youths are driven by the excitement and chance of getting rich. Some mine to fulfill their dreams, while others mine because they see no other options (ILO, 2007).

2.5. Young Workers Experience in Artisanal Mining, in Africa

As the African people becomes more aware of the sources of these minerals, the need for a group such as Communities and Small-Scale Mining (CASM) becomes self-evident children and young worker working in artisanal and small-scale mining in most African countries face a huge array of issues, challenges and threats. ASM, as it is practiced in the continent today, is unregulated, hazardous, controlled by illegal traders and security forces, and increasingly marginalized with the advent of new investment in formal mining.

According to Mallo (2012) everyone in the AM sector particularly children and young worker face the following social issue in Africa;

- Sexual violence and abuse in the mines, particularly in remote areas where mines are still controlled by military forces. Eastern DRC has the worst rate of rape and sexual abuse in the world, much of which is perpetrated by security forces and militia.
- Family break-up, polygamy, and abandonment due to the highly migratory nature of ASM.

- Health risks due to lack of sanitation in camps, malnutrition, and physical trauma from the difficulty of the manual labour. Women in mining camps suffer a high rate of miscarriages due to injury and stress.
- Exposure to, and involvement in, disruptive and damaging behavior due to the high levels of alcohol and drug abuse in camps.
- The risk of HIV/AIDS and other STDs due to prostitution and the risk profile of ASM activities (large concentrations of migratory young men, family separation for prolonged periods, high levels of military presence, lack of awareness, no condom use).
- Gender discrimination whereby women do not receive equal pay or opportunities, and are often required surrendering high value products.

Families are frequently obliged to bring their children and young worker with them to the mines, and live with them in mining camps (WB, 2001). The United Nations agency launched a campaign against children working in mining in 2005, calling it one of the world's worst forms of labour. Although some countries like the DRC has ratified the UN Convention on the Worst Forms of Child Labor, and it is illegal for children under 18 to work in mines; however, between 800,000 to 1 million are engaged in artisanal mining. In Mali, an estimated 20,000 children toil in artisanal gold mines, and injury is common. Of 33 child workers interviewed by Human Rights Watch last year, 21 suffered from regular pain in their limbs, back, head or neck, while others were plagued by coughing and respiratory disease.

In the Zamfara region of northern Nigeria, about 400 children have died of lead poisoning from the lead-laden rock that they pulverize in search of gold, and thousands of other children need urgent medical care, according to reports by Human Rights Watch and Médecins sans frontières Doctors without Borders. Hazardous underage labour is banned in most countries,

yet groups such as the International Labour Organization have struggled in vain to prohibit it. This exposes them to hazards and health risks, and frequently prevents them from going to school, thereby limiting their future options and the hope for transition to a better life. The activity of artisanal mining in the DRC symbolizes general the conditions such miners are subjected to in most African countries (Tomas, 2002). The social and economic characteristics of small-scale mining fully reflect the challenges of the Millennium Development Goals (MDGs), including: health, environment, gender, education, child labor, and poverty eradication (ILO, 2011).

2.6. Challenges Faced by Young Workers

2.6.1 Impact on Health and Safety

This fits their social situation, but it may lead to significant mismatching from a health and risk exposure perspective. For instance, such jobs tend to arise in small scale mining or micro-enterprises that have little access to safety equipment, where there is little formal training and where rapid turnover of the workforce can lead to insufficient supervision and accumulation of experience (Ken and Iain, 2013). Young and new workers need special attention because they are at more risk of injury than their older or more experienced counterparts. The injury rate for young workers, especially young male workers, is much higher than that of the overall population (Mallo, 2012) Sanitation and basic health care are often lacking in ASM areas and substance abuse, alcoholism and communicable diseases often increase (Hentschel and Hruska, 2002). Women and children are also frequently involved in ASM activities creating specific health, physical and psychological concerns (Hentschel and Hruska, 2002). The lack of formality (legality) in the ASM sector also affects worker safety. Dangers in the workplace include lack of training, poor ventilation, lack of safety equipment, improper use of chemicals, and obsolete

equipment (CASM, 2009). In fact, ASM can be very dangerous; at least 6,000 young workers are killed each year in small illegal Chinese coal mines alone (HRW, 2011).

The five major health risks in small-scale mining and processing, according to ILO (2011) are: Exposure to dust (silicosis, Exposure to mercury and other chemicals, Effects of noise and vibration, Effects of poor ventilation (heat, humidity, lack of oxygen, Effects of over exertion, inadequate work space and inappropriate equipment. The five most frequently cited causes of accidents in small-scale mines, according to ILO (2011) are is: Rock falls; subsidence, Lack of ventilation, misuse of explosives, lack of knowledge; lack of training; violation of regulation, obsolete and poorly maintained equipment.

The sensitivity of children to chemical stressors can differ greatly from that of adults. While the literature on child and adolescent environmental health is enormous, one risk factor deserves special attention: lead. Relatively small lead exposures can have serious impacts on developmental outcomes, particularly generalized intelligence (IQ) and mood/personality. The toxicology of lead in children is well studied, due to the campaigns against leaded gasoline and paint that have been carried on in developed countries (Pizzaa, 2001).

The National Academy noted data from the US National Institute for Occupational Safety and Health covering the years 1990-92, which found that 16-17 year-olds faced a risk of fatal injury of 3.51 per 100,000 full-time worker equivalents (FTE's), compared to adult rates that range from 3.87 to 4.56 depending on age bracket.

They point out that, given the restrictions on youth employment, these numbers suggest that young workers are likely to be at substantially greater risk controlling for differences in industrial and occupational composition (Pizzaa, 2001). Indeed, as we will see in the case of agriculture, the failure to adhere to such restrictions, due to a regulatory loophole in the US, does

substantially increase the risk faced by young workers. Even so, the picture for nonfatal injuries is even less favorable.

The most recent evidence cited by the National Academy finds that 15-17 year olds face a general occupational injury rate of 4.9 per 100 FTE's, compared to an all-ages rate of 2.8 (Peter, 2008) . They find a fatality rate of 3.1 per 100,000 FTE's for workers ages 15-17, compared to 4.2 for the entire working population (Peter, 2008). For nonfatal injuries treated in hospital emergency departments, NIOSH in 2004 estimates an incidence rate of 5.2 per 100 FTE's for the age 15-17 brackets, compared to 3.0 overall. Children are drawn to work that is sporadic, requires minimal skill or training and poses few barriers of entry or exit.

2.6.2 Impact on Education Achievement

The decision of households to put their children to work should logically be affected by the opportunity cost of this work, which may be time spent in school (Rosati and Rossi, 2007). Similarly, Yelapaala (2004) asserted that small scale traditional mining is a family activity, because of the families precarious economic situation, income depends considerably on the participation of women and children in this sector. This can be expected to show up at the level of individual choices, since children who do poorly in school or appear to benefit little from it are likely candidates for early entry into the labour force (Rosati and Rossi, 2007). It has also been documented at a community level, where the expansion of the quality and availability of education has served to reduce rates of child labour (Rosati and Rossi, 2007).

Ironically, the opposite effect can also occur: education can make children more productive, raising their prospective earnings and providing an inducement to entering the labour force. This was observed by Hana and Seiichi (2006) in their study of Cambodian children, where being enrolled in school is associated contemporaneously with a 14% higher wage. This

could of course induce greater child labour among those who also attend school. The general lesson is that simple correlations between child labour and educational outcomes need to be analyzed carefully to separate out the different directions and types of causation.

A second issue concerns the dynamic character of educational decisions. Each choice student or their families make, and each level of performance achieved, has consequences for future choices and accomplishments. To fall behind in one's studies in one year can lead to a situation in which it appears more attractive to leave school in a later year. Thus, a cross-sectional study that seeks to explain current school attendance or performance with respect to current labour force status may miss the true extent of causation (Michael and Yasasuki, 2001).

This is an argument for retrospective studies, those that relate accumulated school achievement and long-term work histories, although they may in turn be subject to recall bias. In other hand that Orkai (2010) on coffee producing Ethiopia; different researches shows that, where commercial agriculture exists, children are heavily involved in commercial production which is on the top of their domestic responsibilities, the researcher has stated that, half of the children involved in coffee production do not attend school or are forced drop out their class during the harvest.

2.6.3 Social Impact

The evident links between mineral resources and security have been well documented and the degradation of rural livelihoods throughout Africa has forced an increasing number of rural families to rely on basic coping strategies to secure an alternative source of income in other sectors, including ASM (ILO, 2004). Indeed, the ASM sector of the Africa is characterized by significant demographic shifts caused by the nomadic nature of many miners and their families.

Many miners are highly mobile and flock to mineral rich areas in the desperate hope of escaping poverty and getting rich, and unfortunately care little for conventional social behavior or traditional values. Competent public security within these transient communities is often weak or sometimes non-existent, and theft and other criminal activity and unconventional social behavior gradually becomes the norm (Fekadu,2006). In different countries mining sites and nearby towns rapidly become breeding grounds for crime (theft, assault, sexual violence, abuse, rape and murder), alcoholism, narcotics and substance abuse, prostitution, and other forms of moral depravity particularly amongst the young male migrant workers and ex-combatants who in turn influence the indigenous adolescents (WB, 2007).

2.6.4 Significance of the Mining for Young Worker

Mineral sector employment opportunity is becoming significant for the local communities where there are mineral development activities in their nearby areas, as well as for skilled and semi skilled citizens. The total estimated direct employment of skilled and unskilled human resource in the mineral sector is in hundreds of thousands of people of the country (Siduduziwe , 2011).

This employment record is revealed in construction and industrial minerals quarries, open pit and underground gold mine, production of salts from brines and rock salts and the gemstone mining that the distribution of such activities are found all over the country. The formal artisanal mining activity also reduces the poverty level of millions daily life including 30 to 40 percent of the women participation (Siduduziwe , 2011). Different level of health service centres, schools as well as airstrips were built by the developers of the mine that provides service to the local community as well as the employees of the mining community. To some extent

there is start to train local communities to engage in other form of business such as plantation of coffee and other trees, introducing agricultural activities (irrigation) where there had no such type of lifestyle in the area, small entrepreneurs engagement mainly providing services such as hotel, mini- markets, stationeries, etc to the community, etc (MME, 2009) .

2.7. Global Policy Framework

International conventions aim to eliminate children's work in mining sites. Prohibition is supported by the, the ILO Convention No. 138 stipulating the minimum age for admission to paid employment, the ILO convention No. 182 calling for the elimination of the worst forms of child labour for all children below the age of 18 years, and the ILO Recommendation No. 190 which adds specifications to Convention No. 182 related to mining work in industrial exploitation and ASM (ILO, 2004).

Despite international pressure, the prohibition of children's work in mining sites has proved ineffective. The difficulties encountered are explained from two different perspectives. The remoteness and informality of ASM explains how both artisanal miners and mining companies evade labour market regulations because they operate on the borderline between legality and illegality. Additionally, cultural explanations are advanced to argue that people in remote areas are backward, implicitly contending that adults let children work because they do not know better. Another perspective highlights the complexity of poverty in remote rural areas and the lack of government provision of social service (ILO, 2004).

International, regional and national policy are premised upon the belief that children and youth should not be present at mining sites because the work children do exceeds their physical capabilities and the physical and social environment of mining sites is detrimental to children's

well-being (ILO, 2004). Moreover, a causal link between children's work and low school enrolment and retention rates is made, and a recent (ILO, 2007 p234) report state:

The progressive elimination of child labour is at risk when education is not valued or of a poor quality and when natural occurrences, economic depression or conflict upset the balance in communities.

2.8. National and Legal Frame Works of Ethiopia

There are different conventions, declarations, and proclamations which are designed to prohibit the engagement of children and young workers in hazardous work setting of which one of them is artisanal mining. However, the Labor Proclamation allows children above the age of 14 to engage in hazardous work if this work is performed following a government-approved vocational training course (GoE, 2004a & ILO, 1973). The Labor Proclamation also prohibits all children and young worker from working at night, and working overtime or in hazardous work, including digging tunnels, working underground, in sewers, with electric transformers, and transmission lines (GoE, 2004c & GoE, 2008). In addition, the Labor Proclamation only applies to contractual labor, excluding children who work without a contract (ILO, 1973 and ILO, 1999).

In 2012 the Ethiopian Government adopted the Young Workers' Directive, which includes an updated list of hazardous occupations for children, including work in mines, glass factories, domestic labor, and on the streets (US Embassy, 2013). In addition, during the reporting period, the MOLSA submitted a proposal to the Parliament to rise the minimum age for employment from 14 to 18 years (US Embassy, 2013).

There is no law establishing compulsory education in Ethiopia. The lack of compulsory education may increase the risk of children's and young worker involvement in the worst forms

of child labor (US Embassy, 2013). In addition, many children in Ethiopia are not registered at birth. As the result, it is difficult to prove their age. Non registered children may face difficulty to access services such as education and health in different sector (Ayode, 2011 & UN, 2008).

This study reviews the academic records of the participants under study. Documents from international agencies, international agreements and conventions as well as seminars and workshops, Ministry of Women, Youth and Children office, Ministry of Labor and Social Affairs bureau, other regional , zonal and Woreda level offices were used as secondary data.

2.9. Gaps in the Literature

There are plenty researches which are conducted in child labor in artesian mining and children's involvement in hazardous labor. There are also other researches which are conducted to show the widespread of Artisanal Mining in the world. On the other hand, there are few researches which are conducted in the world and in Africa that demonstrate the prevalence, the types of problems faced by miners and the health and safety issues of children and young workers. Of course, the researches give scanty information about young workers compared to the presence of ample information in regard to children.

Hence, there is no sufficient information about the specific challenges faced by young artesian miners in Ethiopia, its impact on their education and other dimensions of life and the potential benefit that they may acquire due to their involvement in the artisanal mining. Most of the concepts and terminologies as well as the literature perspectives are directed on explaining the realities related to child labor. Hence, hopefully this attempt may pave a way, so as to conduct an advanced and relevant research on the experience of young workers in Artisanal Mining in Ethiopia in general and to the specific study area in particular.

Chapter Three

Research Method

3.1. Research Design

The purpose of this specific study was to describe existing realities related to the experience of young workers. The main reason behind the selection of descriptive purpose is due to the fact that; there is no highly detailed and accurate report as well as there is no a well documented report on the background or context of the young worker's situation in AM. The study is cross-sectional in design .I contacted the young workers and actual participants once and tried to articulate the current work experience of young workers during the period of study.

By using qualitative approach, I tried to generate a more detailed view of the situation, getting closer to developing as full understanding of the case as possible (Punch, 1998). Punch (1998) stated qualitative research is an exploration, elaboration and systematization of the significance of an identified phenomenon. This helps to focus the lived experience of young workers; I mean their feelings, assumptions and world views about their involvement in AM. Hence, the research method is case study. Case-studies analyze in detail a bounded social phenomenon, pursuing to understand the issues to a greater depth, capturing the complexity of single real-life cases (Krueger and Neuman, 2006). Stake writes that case studies aim towards particularization rather than generalization. In case-study research, one examines, in depth, many features of a few cases over duration of time (Krueger and Neuman, 2006). The presence of multiple tone, flavor and variety of experience among the young workers themselves in AM has forced me to use multiple case study method. Accordingly, McMillan & Schumacher (1997) multiple case studies involves collecting and analyzing data from several cases. For this reason

the researcher has chosen to study the experience of young workers in artisanal mining through qualitative inquiry designed as a multiple case study.

Finally, the sampling method is purposive sampling in selecting young workers and other community member. The major units of analysis of this study are individuals (young workers who are involved in AM in the study area Wera Jarso Woreda). The units of observation is: young workers, elderly people, school head, religious people, and former worker in AM, Women, Children and Youth Affair Bureau of the Woreda, Labour and Social Affair Bureau of the Woreda, Water Mining and Energy Bureau of the Woreda and firm owners in the mining sites. As a result, they have provided me relevant information to the questions which are framed in line with the purpose of the research.

3.2. Description of the Study Area

The study was conducted at Wera Jarso Wereda. Wera Jarso is one of the 14 Weredas of North Shewa zone of Oromia Regional State. The Wereda's Capital Town Gohatsion is 185 kms from Addis Abeba. W/Jarso Wereda consists of 29 Kebeles, where the rural parts have 25 , farmers associations and the urban parts have 4 Kebeles in three Towns. The Wereda is bordered in south by Kuyu, Hidabu Abote in the East, Dera in the North East, Gindeberet of West Shewa Zone in the South- East and Abay River in the North and North-West. The astronomical location of the Wereda is approximately $9^{\circ}47' 10''$ N and $38^{\circ}27'-38^{\circ}43'$ E latitude and longitude respectively. Wera Jarso has an estimated total population 162,275 of which 149,418 are rural dwellers and 12,975 residents Towns. Out of the rural population 74,864 are males and 74,554 are females organized into 25 peasant administrations and out of urban populations 6,412 are male and 6,563 are female (Woreda socio economic report, 2013)

The Woreda endorsed with many natural resource such as limestone, gypsum, and sand. These resources are used mainly for construction activities. Most of the owners are private investors which are profit oriented. So in order to minimize their cost of human resource, they mostly employ young workers with cheap labour force in the AM site without safety and service. So regarding the target population, the researcher primarily considered young workers who are engaged in artisanal mining in Wera Jarso Woreda within age range of 14-18 years.

3.3. Selection of research participant

In order to select the actual participants, the researcher employed purposive sampling for selecting participants from both the young worker and member of community. 14 Young workers and eight other community members like, mining site owners, Woreda officials, and elderly people, School principal and religious leaders. With regard to the variety of involvement of community members in this research; three key informants and two groups FGD were carried out. The researcher purposely selected eight participants based on their professional position, social position and best experience related to artesian mining activity. Similarly, in order to expand the horizon of knowledge about young workers experience, the researcher involved other seven young workers which are purposively selected from 14 participants in the second FGD session. Consequently, the total sample size was 22.

3.4. Data Collection Techniques

The main data collection tools which were used include; In-depth interview, key informant interview, observation checklist and focus group discussion were used as tools of gathering first hand information. An additional data was gathered through document review.

In-depth interviews: Thus, the researcher presents items in a friendly manner while interviewing seven young workers who are capable of expressing their ideas properly and who are simultaneously found within the age range of 14-18 years. The researcher read informed consent for young worker sign their signatures and tall for them for the purpose of the research although use tape recorder. The major topic of the interview area is demographic information, and information related to experience of the young worker and artesian mining. The interview took 45- 60 minutes depending on the situation. As Taylor and Bogdan (1998) in-depth qualitative interviewing means repeated face-to-face encounters between the researcher and informants directed toward understanding informants' perspectives on their lives, experiences, or situations as expressed in their own words. Regarding the interview time it was conducted March 15-21, 2014 in their work place.

Key Informant Interviews: Three Key informant interviews (KII) for the purpose of this study were conducted with officials Women, Children and Youth Affair Bureau of the Woreda , Labour and Social Affair Bureau of the Woreda and Water mining and Energy Bureau of the Woreda. The underlying reason why key informant interview was needed is that, the perspectives and ideas of the leaders and influential people in the area or in the site contributes in gathering holistic information about the issue under study like law implantation and whole young worker in AM site. The whole process of interviewing has based on the questions in the

interview guide. The duration of the interviews ranges from 40 minutes to 1 hrs. The data collection took place in March, 2014.

Focus Group discussion: The Focus group discussion sessions were held with two groups. The first group consisted of seven young workers while the second group consisted of five participants that include participants from elderly, school principal, and former worker in AM, religious leader and owner of the mining firm or site. Reason that only five is thus person knows information about the AM site and the Worda information than other person in the Woreda. Consequently, various participants have reached at consensus on each issue regardless of having greater idea-disparity among them. As a moderator, the researcher follows the predetermined interview guide directing the whole discussion in a group, but based on the response of the participants, the researcher may also develop additional discussion items. Each session lasted for 1-1.30 hr depending on the situation. The place for the discussion was took place at Filiklik elementary school which was selected by school head.

Observation: Researchers who fail to use their eyes and ears risk missing an important piece of information (Silverman, 2005). Observation is a research technique widely used in social sciences and it consists in recording what people do rather than what they say they do. The researcher has visited the working places of four AM sites: the work place, safety issue, work environment and availability of service. The researcher has also visited most of leisure time of young worker like *tela* and alcohol house. As a method, it was applied during the fieldwork while trying to make the see with the informants and the researcher has recorded what was important on the checklist.

Document Review

Available source at the four mining sites used for recording during the admission process or later on, were reviewed. Reports, magazines and other documents regarding the AM were reviewed. The review was not actually thorough and deep, but it provides an overview. The researcher was interested to see if records are made and whether documents that are related with AM are available at the sites.

3.5. Method of Data Analysis

The data that has been obtained from participants was analyzed using qualitative data analysis technique. In the process the researcher has followed every data collection by analyzing concurrently. That is, the researcher has started data analysis immediately after each interviewed, FGD and key informant interview is collected. Here my intention is to look at the existing situation and try to make sense by analyzing themes and patterns since qualitative data analysis was well suited to analyze complex realities that young worker experience. The researcher has used tape recorder and hence has followed special procedure so as to transcribe and to make tape to interpret body language. In order to get the general idea of what kind of experience young workers in their work setting, the researcher has read and reread the data carefully.

Data analysis within each method and within each case were took place alongside the data collection. The ongoing analysis helped me undo biases and errors that might have crept into the field-work and fine-tuned the research methods to reflect a better understanding of the setting. The data collected continually subjected to a filtering system. First, several seven of the transcripts from the interviews were made. The relevant units of information from these transcripts were highlighted to identify them. Once the units were highlighted, then it was coded to take note of the relevant transcript location. Then, the units were sorted according to recurring

themes or categories. Categorizing brought together those units that are related to the same theme or issue. As the analysis ongoing, the categories have been flexible and non-exhaustive; that is, new categories have been identified, developed, re-defined or redeveloped from the analysis of each interview and each observation.

The categories were constantly reviewed for overlap and completeness. Those categories with similar properties were collected in to a broader category. The categories generated were then examined to establish the extent to which they fitted into the ideas raised in the literature part. The literature part provided an additional layer of triangulation for the data and that improve the trustworthiness of the findings which were interpreted and analyzed. At the same time, the categories were not blocked in during the analysis process; they were collapsed, deleted or re-categorized to allow greater flexibility of the analysis (Yin, 2009).

Data collected through in-depth interview, FGD and key informant were analyzed separately, and the interpreted ones were combined together using method of triangulation. Then, detailed analysis was undertaken by coding the data and the data gathered were categorized according to similarity of ideas. The categorization of data was exclusive in that small aspects of data in the category belong to only one category. Moreover, the researcher has created themes under each category depending on the similarities or differences of the information. To do so, the researcher had planned to organize and prepare data and divided them into relevant meaning 'units' according to the data obtained from each in-depth interview , FGD and key informant and then, comparison among the data was made to discern conceptual similarities, to refine the discriminative power of categories, and to discover patterns. That is, the detailed description of discussion of several themes (complete with sub- themes, specific illustrations, multiple

perspectives from individuals and quotations were held until new data that are obtained generates no new insights).

Finally, even though there might be subjectivity in qualitative data analysis based on the background and experience, greater attempt had been made by the researcher to minimize the availability of bias in the process of analyzing the data. To do that, cross-checking of data obtained through different methods (in-depth interview, FGD, key informant interview, observation and documentary review) was made by the researcher.

3.6. Ensuring Rigour

According to Kreuger and Neuman (2006) opportunities for biased, dishonest, or unethical research exist in all research. All social work researchers want to be fair, honest, truthful, and unbiased in their research activity. The researcher tried to gather a data that gives credibility for his analysis. Qualitative social work research places greater trust in the personal integrity of individual researchers, but it includes a variety of checks on how evidence is gathered (Krueger and Neuman, 2006)

In addition to personal integrity, the researcher used a variety of checks to ensure the rigour of findings. These checks include firstly scrutinized evidence carefully and skeptically. That is, for any statements to be made the researcher has look for confirming evidence from various sources to maintain internal consistency. Another check would be the detailed raw data to be generated in the research. The large amount of data in the form of notes that were generated in this research helped the researcher provide a thick description of the phenomena.

The other possible way of ensuring rigour of this research is by using triangulation technique, multiple sources of information, developing trust within the study participants, cross checking information about each other within their colleagues in AM site.

Finally as Krueger and Newman (2006p127) stated it the most important way that a qualitative research ensures rigour is through the way it narrates and presents evidence. Hence, evidence and discussions were presented in such a way to provide the reader with a sufficient amount of detail and texture there by allowing the reader to trust what he/she is reading.

3.7. Ethical Consideration

Ethical clearance for the study is obtained from the School of Social Work Addis Ababa University. Prior to participation in the study, it is important for all participants to understand why the research is being done and what their participation is. Selected participants had been given information sheet of the study mentioning aims of the study, eligibility to participate in the study, possible risks and benefits of participating in the study, and concerns with regard to data keeping and confidentiality issues. All participants were informed that their participation in the study is completely voluntary and anonymity is maintained. The other important issue is related to confidentiality, it means that information may have names attached to it, but the researcher holds it in confidence or keeps it secret from the public.

Young worker were asked to give their assent and consent. All of them agreed verbally to be part of the assessment and to give information. Following the data collection, they were re-acted to allow them to put their signature on the consent form.

Chapter Four

4. Data Presentation and Analysis

In this section I have dealt with the data presentation of the study by emphasizing three interdependent sub topics. The first section presented to the Socio Demographic Characteristic of Research Participant. The second deals with analysis and interpretation data based on the conducted data within each method, between methods, within each case and between cases of the realities related to the experience of young workers in AM.

4.1 Socio Demographic Characteristic of Research Participant

The study sample consisted of seven young workers, three Oromo ethnic group, four Amhara ethnic groups and two female, five men. Ages of the young worker range from 14 to 18, with the mean age being 16 years. Out of Seven five young workers had never been married, one was divorced, and the other one was a member of an unmarried couple. Regarding to education background out of seven two illiterate, one grade 10 student and four elementary. Religious affiliations of the young worker varied greatly: orthodox (5) and spiritual/nondenominational (2).AM site three gypsums, two in sand and two gypsum flowers. Regarding to work experience two of young worker experience below one year, two one year, two of them two years experience, and three of them above three year.

Table 2: The demographic information for all participants

Pseudo-name	AM site	Gender	Age	Marital Status	Work experience in AM	Educational Backg.*	Ethnic Backg.	Place of birth	Religious affiliation
Almaze	Gypsum Flower	F	17	Married	2 years	Illiterate	Amhara	Rural	orthodox
Dage	Sand	M	16	Single	3 years	Grade 5	Amhara	Rural	Orthodox
Bogale	Gypsum	M	18	Single	4 years	Grade 10	Oromo	Urban	Orthodox
Andualem	Sand	M	16	Divorced	2 years	Grade 5	Amhara	Rural	Orthodox
Wondeson	Limestone	M	15	Single	1 years	Grade 4	Amhara	Rural	Orthodox
Kefale	Gypsum	M	17	Single	1 year and 4 month	Illiterate	Oromo	Urban	None
Chaltu	Gypsum flower	F	14	Single	7 month	Grade 2	Oromo	Rural	None

* Backg: Refers to background. Source: Computed from the researcher's own survey, 2014

4.2 Data Presentation

Based on the following major themes of this research that is the theme includes: work setting, health and occupational safety, knowledge towards AM, Challenges faced by young workers, Potential benefits obtained from AM and future aspiration and goal of young workers. While presenting the result, the researcher has triangulated the ideas obtained from young workers, representatives of three bureaus and influential community members and FGD. So, ideas presented in the different cases were the result of point of intersection among the ideas of

different respondents from different categories in the social strata of the community. I have presented data presentation session as follows:

Work Setting

The work environment in AM is one among the important issues which is addressed in this research. Within the work environment; there are range of realities which are supposed to be considered and which are practically considered by respondents. The issues which are related to work setting includes; social condition, landscapes, environmental conditions. The reflections of different participants in relation to the various dimension of the work setting are presented as follows. The respondent by which the researcher has got a chance to discuss was the issues related to the work experience of young workers were Kefal. He said that:

The work setting is not comfortable; the employer's failure to provide access to basic service provision such as; services related to food and drinking, entertainment and the like. Which is further manifested in terms of under average age employment, minimal payment, absence of conducive-work environment, poor social interaction, poor consideration or no minimal attention is given to the leisure time of young worker.

This indicates that there exist multiple problems within the work setting by itself. The varieties of the problems are further illustrated in terms of the types of work that they are supposed to engage with (that is, they are supposed to involve in heavy and difficult tasks). Despite of their engagement in heavy and difficult jobs, they are not entitled to basic services, for instances; the young workers are devoid of services related to basic needs which are meant to replace the amount of energy or calorie that they have consumed while assuming different tasks in the AM sites. They are forced to work within uncomfortable environmental condition that is

characterized by hot temperature, presence of toxic dust particles, uncomfortable topography of the mining grounds, and the utilization of obsolete and outdated equipments that most of time left them with injuries and sever health problems with far reaching consequences on the rest of their life. Above all, the basic international and national standards of the employee's average or minimal age and minimal wage for workers are not properly considered which in turn lead to the violation of basic human rights of the young workers.

The other participant who has emphasized on the social dimension of the work setting is Chatu. She said that:

I am living in poor social conditions. Thinking for relatively long time, and then she said, the social atmosphere is poor owing to the fact that we have poor level of collaboration and unfriendly interaction among the young workers in AM.

This indicates that the young workers are having additional sources of problems that can exacerbate the existing poor condition that in turn add a fuel to the presence of various unpleasant experiences and painful feelings. Had there been good social relationship among the young workers themselves, they can use at as a means of reducing their problems as well as it can be used as a means of releasing their painful feeling that emanates due to their involvement in AM. In additions to that, it can be used also as a means of struggle in safe guarding their rights and entitlements.

The facts which are demonstrated by Bogale informed that, he is not having pleasant work experience; he has been being forced to confront with bad work condition, he has been abused his body by heavy load of work and the like. His original idea is presented as follows:

I am forced to work in areas with a hot temperature, I am also forced to engage in heavy loaded works, and exposed to injuries. Furthermore, I and my colleagues are not

allowed to get sufficient leisure time. I and my work mates are exposed to different health problems, injuries, and the health institutions are running out of resources, and what is worst is that the owners of the firm are not interested to refund the costs which are spent to get medication for the injuries that have taken place in the AM site.

The other participant who is named as Almaze also has elucidated her idea by saying that:

...work place is not suitable, the temperature is very hot, and consequently they are expected to work during the night time. The provision of basic services, the health and safety related equipments and packages are not properly fulfilled which in turn have an impact on preventing and curing health problems and injuries. There is no sufficient time to enjoy leisure; our physical condition is abused in a manner that it is prohibited from getting sufficient leisure, reward and food.

The other participants who is named as Andualem has took a chance to express his idea by saying

... high level of temperature, presence of toxic dusts which most of a time enters to our nose, eye and mouth with a major mission of disturbing our metabolic function or forcing us to confront with different diseases. While working here, my relationship with other workers and owner of the firm is only instrumental, just to carry out the job. So, my social interaction is limited and minimal.

Finally, Wondwosen has also took the opportunity to reflect what he feels with regard to the work setting

... The work setting is characterized by high level of temperature, uncomfortable land structure, swamp area and the work place is far from my home. So the work environment is extremely poor, that does not invite you even to imagine working in such kinds of places. The presence of toxic dust particles lead to the damage of my respiratory system, my eye also affected by the dust particles (I have sight problem), I have mental problem due to the high level of responsibility that I have shouldered as a result I did not get enough time to sleep.

The issues which are demonstrated earlier consists various issues that are related with the work setting which are rated as poor and uncomfortable one. This is because most of the participants has acknowledged and has desperately illustrated the presence of sever problems. The problems are illustrated in terms of the work condition which is depicted as a having the following characteristics such as; poor landscapes, hot and harsh temperature, the presence of risk oriented work setting, the presence of outdated equipments and the involvement of the young workers in heavy tasks. The intention of the young workers is to get rid of the economic problems that exists within their households, but practically; their involvement in the AM left them to be negatively affected by physical and sexual abuse, lack of right to different entitlements and rights, getting low wages for their involvement on heavy jobs, absence of an opportunity to get services with regard to basic services, entertainment and absence of an attention to leisure time. The presence of toxic dust particles often left them with severs health problems.

The work place is found in a far distant place that often lead the young workers to confront with transportation problems and in some extreme cases they are exposed to sexual abuse and even they can be attacked by the wild animals which are found in the area. The absence of rich social collaboration and interaction also force them to face double challenges that is; in one hand they are not getting a chance so as to realize their painful experiences which emanates owing to their involvement in AM and on the other hand they are loosing an organized means that can possibly help them to get rid of the problems by confronting with the owners of the AM sites and that can ultimately lead them to safeguard their rights as well as their entitlements.

Health and Occupational Safety

There are various problems which are raised in relation to the health and occupational safety status of the young workers. The nature and severity of the problems are similar, but in some cases there are exceptions. For instance, some of the participants have encountered severe health problems. Some of the participants have claimed that their eating habit and interest is negatively affected due to their involvement in AM. The absence of occupational safety related trainings, equipments and health facilities have left some young workers and participants to be experienced with severe injuries. The major problem here is not limited to the fact that they are exposed to injury but the costs which are incurred so as to deal with the medicalization and hospitalization of the injury or health problem they face due to their engagement in AM is not covered by the owners of the mining firms. This is further exacerbated to the reality that the mining firms are not in a position even to provide first aid when the young workers encounter with a serious health problem or injury. The detailed cases are presented as follows:

Wondwosen has said that,

The owner of the site is not in a position to provide safety equipments and he is not willing to provide us with sufficient leisure time so, I am not having enough time for leisure. The health condition is also found in a poor condition, the food appetite is poor, and most workers are exposed to breathing system related health problems. The attention which is offered is almost none. I am one of the health problem victims, that is I am frequently troubled by the health malfunctioning that exists within my breathing system. My health problem is not limited to breathing system related health problem but, I am also suffering from mental health problem owing to posttraumatic disorder. I am supposed to cover the health costs which I have spent to take care of my health problems. I came also across tragic accident while working that end with the cutting of my left hand's forefinger.

The issues which are raised by Wondwosen tell us much about the absence of health and occupational safety packages. It also informs us that, the young workers are also forced to incur additional costs following the accidents and health problems they face owing to the fact that they are involved in the AM sector. The other issue is that, Bogale involvement in AM without getting appropriate training left him to risk his body to injury usually within a firm that did not give enough attention to health and occupational safety matters. Despite their involvement in heavy load related work, risky tasks and working for long hours, they are paid the minimal or lower than minimal wage. So Bogale has presented his ideas as follows:

For instance one of the workers' got cut his toes but they are not even in a position to provide first aid facilities or other treatment medicine, so we are forced to use a powder to stop bleeding from the injured part of the victim(s). On the other hand he propounds that, the owners of the firm did not provide training and still force them to work on heavy machines. What is worse is the amount of payment is by far low when it is compared to the amount of work. The owner of the site is not in a position to provide safety equipments and he is not willing to provide us with sufficient leisure time so, I am not having enough time for leisure. The health condition is also found in a poor condition, the food appetite is poor, and most workers are exposed to breathing system related health problems. The attention which is offered is almost none. I am one of the health problem victims, that is I am frequently troubled by the health malfunctioning that exists within my breathing system. My health problem is not limited to breathing system related health problem but, I am also suffering from mental health problem owing to posttraumatic disorder.

He was suffering from health problem which is related to respiratory system that leads him to spend his salary in covering the health related costs. The representative of labor and social affairs bureau has revealed that, bureau is working in enforcing the owners of the AM site to provide equipments and packages related to health and occupational safety.

Almaze has also stated that,

The health and occupational safety issue is still facing provided the fact that, there are no facilities, skilled man power, and the firm is also not in a position to cover health insurance costs. For instance, I am exposed to many injuries and no proper medication and hospitalization service is provided, instead I was meant to be fired for asking the owner of the firm to provide me with medical care and hospitalization.

Chaltu has said added that,

The firm is also far from fulfilling many basic requirements, for instance; there is no health facility and health insurance system in case that we are exposed to different health related diseases or risks. On the other hand, occupational safety issues are not considered at all በእግዚያብሄር ቸርነት ብቻ ነው ያለው.

The participants have mentioned that there is no even appropriate equipment which is used while working in the mining site. The problems are manifested in terms of; absence of appropriate equipment, absence of skilled health professional, absence of health facility, absence of occupational safety tools, absence of health insurance coverage, presence of toxic dust particles and the involvement of young workers in heavy and difficult tasks that in turn compromises health and safety status of the young workers.

Knowledge towards AM

The finding shows that the participants do not have evidence based or scientific knowledge about the mining activities or tasks. The lack of knowledge is reflected throughout the production and marketing cycles. Fr instances, the young workers do not have sufficient and appropriate knowledge with regard to the extraction, digging, loading, producing and selling the products. Most of the tasks are performed based on commonsense knowledge or are based on

trial and error based one. This condition force the young workers to be exposed in to physical injuries and other complicated health problems as well.

With regard to the skill and knowledge of the production and marketing process, Kfale said that,

no sufficient training is offered for young workers at the same time no sufficient knowledge is presented for workers, for the very reason that they are used an instrument of performing their goals without giving a value to young worker, that is my work is only limited to work based on commonsense and experience while digging, extraction and loading it to the track. We are involved from extraction up to loading the product in to a track, but the payment is far incomparable with the amount of time we spent and the type of job we accomplish despite of the fact that we are not even destined to get an appropriate transportation service from home to work place. I am not in a position to know anything in relation to extraction, processing, producing and selling of minerals. I am supposed to work by trial and error and if there are mistakes that I am confronted with a severe punishment followed by expulsion from work place.

Knowledge related to AM which includes; mineral extraction, mineral production, selling product, transparency on the mining and business process. Because, the right of young workers is not respected, the knowledge of the young worker in relation to the whole production and marketing cycle is little one.

The other issue is that, Bogal involvement in AM without getting appropriate training left him to risk his body to injury usually within a firm that did not give enough attention to health and occupational safety matters..... *On the other hand he propounds that, the owners of the firm did not provide training and still force them to work on heavy machines.*

Finally Andualem has said that,

... I am forced to work day and night but the payment is fixed and very minimal. The other thing in relation to the knowledge I have about the overall process, I do not have holistic knowledge, if there is a knowledge that I supposedly know; it is only related to the process of separating the genuine sand from other particles.

The researcher has identified that the participants have limited scientific knowledge that in turn lead them to be exposed in to injury and health problem. The other important finding is that, the presence of limited knowledge or knowledge in a very specific area of work left the young workers to experience alienation from the task they perform which in turn disturbs the psychological makeup and self esteem of them.

Challenges Faced by Young Workers

There are multiple challenges which are faced by young workers. The challenges are categorized in to , education related challenges, health related challenges, challenges related to economic domains of life, challenges related to social domain of life, occupational safety for young worker the range and magnitude of the challenges are severe and risk. Furthermore; education includes, educational achievement and educational involvement; health and safety issues consists, the availability of health facility, the availability of health worker, availability of health institution, the availability of leisure time for AM and availability of training on occupation challenges faced by young worker. The representative of the Women, Youth and Children Bureau has claimed that the social conditions in the mining sites as well as in the surrounding Woredas are becoming progressively poor. There are different problems which are spreading at alarming rate like; crime, discrimination, drug abuse and a range of harassments. So my assessment shows that women are discriminated and given the cheapest tasks in order to

allow male workers from other better tasks and then get male workers get more payment than female counterparts the life of workers.

Kefale has said that

... I am only working in AM for the sake of only meeting food, but not for satisfaction, further inspiration, or to accumulate money. The working place for me is a resemblance of 'hell on earth.' So I am only praying for the miracle to happen so as to get support from my society, to go out of this untimely burden and then to attend class which hopefully help me to meet my short term and long term goals and aspiration.

Almaze has claimed that

... My engagement in AM has left me with a limited time to study so eventually it affected my educational performance negatively. On the other hand he propounds that, the owners of the firm did not provide training and still force them to work on heavy machines. What is worse is the amount of payment is by far low when it is compared to the amount of work they perform. For instance he said, we are paid only 400 birr for loading a track within four hours, and 800 birr is paid for us when we extract the mineral and loading them in to the track. So there is bad work condition accompanied with low reward which left me only with unpleasant work experience. The worst of all is related to the absence of transportation services, I am exposed to the potential attack from three dangerous animals that are tiger, hyena and snake, and this condition can cost me my life once and for ever . There is no also a place for entertainment, consequently I am engaged in drinking alcoholic drinks, smoking cigarette, by which it is also leading me to buy health problems. So the work condition and the work experience by itself are unpleasant.

Despite their involvement in heavy load related work, risky tasks and working for long hours, they are paid the minimal or lower than minimal wage. Finally, the absence of transportation has left Bogale and his colleagues to attack by furious and dangerous wild animals. Apart from the above mentioned facts, I came to know the fact that he is able to cover some costs of his family and his basic demands by the money he earns by working in the AM, as well as he is also highly inspired to become a medical doctor after accomplishment of his

educational engagement. In the FGD (one) session the participant suggested that, the owners are using us an instrument, because if some of the workers are not in a good health condition, they are not welcomed by owners of the firm.

Their difference is in terms of comprehension ability, reading ability, writing ability, self expression ability, critical thinking and practical exercises. Those who are only attending class are better in all requirements than those who are both learning and working. Their parents are not in a position to provide support on their educational activities. I am sorry to say that but **ካላሳደጉት ባይወለዱት ይኸላ** means if they are not capable of raising their children, it would have been better they give no birth to the child. As I have noticed during the interview, he is physically and psychologically deteriorated owing to the heavy work load as well as to the health condition that he is living with. He is devoid of the benefits related to health and occupational safety related entitlement, he is not getting an appropriate payment, he is facing multiple challenges, yet the system is not responding to fix the malfunctioning created within the AM site or sector. In the FGD (one) session the participant suggested that, although we are working day and night, the amount of payment has never improved yet, so we are planning to establish an association so as to secure our appropriate payment amounts.

Chaltu has claimed that

Regarding its impact on education, it has a negative impact on educational performance as well as on educational activities. In this regard the problem is even double, because my parents do not want me to continue with my education, so the problem is by far huge from the way any one imagines to be.

Bogale has also stated that

.... challenging thing in my life right now is with regard to my health status. I am victim of tuberculosis disease, because people are marginalizing me due to my health condition, I am not in a position to meet the costs of medical materials for my health, the basic consumption is also another source of problem that I am challenged with. So given the situation I am in with, provided the work load I have and the reward I get it is uncomparable. So, I am having more unpleasant work and life experience. They do not have a courage to allow us enjoy leisure time and to get an appropriate payment as well. We are involved from extraction up to loading the product in to a track, but the payment is far incomparable with the amount of time we spent and the type of job we accomplish despite of the fact that we are not even destined to get an appropriate transportation service from home to work place. The effects of my involvement in AM and the sexual abuse that I have encountered from one of the drivers have thrown a gloomy mood and a physical damage to my life, which unforgivably forced me to quit my education. He said that, one day things will change in favor of me and I will become a medical doctor so as to contribute to the developmental effort of my home land Ethiopia.

According to Wondwosen,

The tragic event or experience of my life happened before five months from now. I was forced to work for two days that is day and night, then I decided not to work on the immediate day, that is third day, then the owner of the AM site has yelled at me and compelled me to get out of the site. At that moment there was a track driver who promised to me to help so as to go to my home with his track. But the story was brought to an end by an extremely unethical doing or crime of sexual abuse. Despite of the awkward sexual abuse that I have experienced, the society is not in a position to take care of me or the criminal act. Hence, 'አንዳንድ መፈጠር ያስጠላኛል' which literally mean that sometimes I believe I should not get born or came to planet earth. Because, the only reward I got is pain and misery.

They do not have a courage to allow us enjoy leisure time and to get an appropriate payment as well. We are involved from extraction up to loading the product in to a track, but the payment is far incomparable with the amount of time we spent and the type of job we accomplish despite of the fact that we are not even destined to get an appropriate transportation service from home to work place. The effects of my involvement in AM and the sexual abuse that I have encountered from one of the drivers have thrown a gloomy mood and a physical damage to my life, which unforgivably forced me to quit my education. He said that, one day things will change in favor of me and I will become a medical doctor so as to contribute to the developmental effort of my home land Ethiopia.

Kefale stated as follow:

The firm is also far from fulfilling many basic requirements, for instance; there is no health facility and health insurance system in case that we are exposed to different health related diseases or risks. On the other hand, occupational safety issues are not considered at all በእግዚያብሄር ፕሮግራም ላይ ነው ያለው I am forced to work day and night but the payment is fixed and very minimal. The other thing in relation to the knowledge I have about the overall process, I do not have holistic knowledge, if there is a knowledge that I supposedly know; it is only related to the process of separating the genuine sand from other particles. So the knowledge I have is very limited, which forces us to experience pains of alienation from the material we produce. So, there is no sufficient training, there is no sufficient leisure time that helps to enjoy work and life as well. What makes my condition complex is that, I have two years of age child which I am supposed to take care of her while working in the AM site.

Finally, the seventh participant of my research was participant Dage. His life condition I portrayal of an unpleasant story that begins with the fact that he is shouldered a big families responsibility, he was also supposed to work during the night time, and then to attend school which is impractical. The representative of the Women, youth and children stated that, the amount of money they earn is good, and they are using the money to meet their basic needs, help their family and some of them have launched business. So I am confident the fact that they are

benefiting owing to their involvement in AM. Still there are also some firms which are not respecting the right of workers, so we are taking administrative measures for those who are breaching the law.

The overall problems can be summarized as follows, the educational drop out is increasing but we are encouraging young workers to continue their education, there exists high level of injury in their fingers and toes, there are some young worker who are not saving their money, so we are providing them with the guidance services, and finally we are planning to establish small scale enterprises. But, the response that I get from Dage is that, the amount of money they get is not enough, besides to that there is no any government bureau which provides support either in education or in other domains of life.

Potential Benefits Obtained from AM

The other issue considered in this research is related to the potential benefit that the young worker obtain owing to their involvement in AM that in turn includes, education related benefit, health related benefit, information related benefit and food and domestic consumption related benefits.

The only benefit that is, if it is considered as a benefit, the money they earn; which is invested on food and other domestic consumption.

I am only working in AM for the sake of only meeting food, but not for satisfaction, further inspiration, or The benefit that I get from my involvement in AM is very little; I am rather incurring both financial and non-financial costs to accumulate money. The working place for me is a resemblance of 'hell on earth

The reward system is also far incomparable with the amount of payment they earn, but, the representative of the Woreda women, youth and children office said that, the youngsters have

been engaged in charcoaling, mining and some of them are involved in begging around the trans-regional bus stations. So they are forced and relatively more rewarded if they engage themselves in AM. But, my eyes have informed me that the young workers are not getting an appropriate payment owing to their physical appearance, dressings and their psychological status. So, this is also another source of tension between the ideas presented by young workers and the bureau representatives.

Future Aspiration and Goal of Young Workers

There are different future goals and aspirations which are indentified by different participants. The ideas which are raised by different participants are presented as follows:

Wondwosen said that,

I can sum up that the experience that I have confronting in this work setting is by far worse than hell though I did not have an experience of visiting hell at all. The money he gets is invested for meeting domestic demands. But, he still has a dream of getting economic freedom so as to meet other potential goals. Consequently, he plans to engage in poultry being as an entrepreneur.

Chaltu has said also,

I am only praying for the miracle to happen so as to get support from my society, to go out of this untimely burden and then to attend class which hopefully help me to meet my short term and long term goals and aspiration.

Furthermore Bogale has said that,

In the future, I do not want to continue working like this, I will finish my educational career and I want to become a medical doctor so as to use my potential and help my country.

Andualem has added by saying that,

I strongly believe that my engagement in Am does not allow me to improve my life condition. As a result, my future plan is to engage in poultry, provided that the government provides me with forming the business group and sufficient starting up capital so as to launch the business

Despite of the fact that the participants are leading a miserable life, they have a future plan that aim to change the existing condition by building their economic freedom which ultimately leads them to gain their socio-economic justice by engaging in more innovative entrepreneurial ventures. But, it is essential to mention that the young workers need support from government and other pertinent organizations that work in building the capacity and skill of young workers by providing training, credit services and other possible supports.

Summary of Data Presentation

The purpose of the study was to explore the experience of young worker in AM Wera Jarso Woreda. Data collection techniques were in-depth interview, key informant interview, FGD, observation and documentary review. The data collected from various respondent were transcribed, expressed in descriptive statement, analyzed, interpreted and triangulation. The data analysis was resulted in the following major finding:

Work Setting: The study related the work setting was poor, characterized by being hot, full of dust particles, unsuitable landscapes, lack of sufficient work equipments, and absence of entertainment related programs, no appropriate lounges. It was found out the social condition was not in a good condition provided that there exists poor collaboration, unhealthy interaction and lack of mutual interdependence among each other. There was no smooth interaction between young worker and the owner of the firm. The study disclosed that the work condition was also

found in a poor condition, because the owners of the firm and other stakeholders did not have a well integrated plan that also equally considers the process of rehabilitating the depleted land due to the mining activities.

Health and Occupational Safety: The finding of the study showed that the firm was not in a position to fulfill the demands of the young workers with regard to the health and occupational safety related services, and what is worse is that the young worker are not entitled with health services even when they are exposed to injuries. In short there was no health institution within the mining site or in the nearer Woreda, there are no healths professional, which are employed by the firm, there is no health facility which is owned by the firm. The firm was not considering of investing resources related to occupational safety of the young workers. The study indicated that the equipments which were used in the production process were exposing the young workers to different types of injuries and health problems as well.

Knowledge about Artisanal Mining: The study indicated that the young workers know only minor issues with regard to the production and marketing process of minerals. Most of them are only allowed to know what they directly work. Even the little knowledge they have about the direct work they perform is obtained by trial and error not by formal training. The study showed that there was no capacity building training for young worker in the AM production site enabling them to develop sufficient knowledge about the mineral extraction, mineral production, and marketing process of the product.

Challenges Faced by Young Workers: The study indicates that the young workers were forced to work at day and night they were not offered sufficient time for eating their meals and for enjoying their leisure times. It was found that the owners of the firm did not want the young

workers to attend class, because, the only thing that they want was to maximize their profits rather than providing the young workers with a better chance of expanding their possibilities.

The study revealed that young worker did not have any health insurance. It was found out that the amount of salary young worker get per month was not enough even to meet their basic needs even though have an additional responsibility of taking care of their family members or their parents. The study showed those young workers were more discriminated by local community because they were considered as active actors of crime, violence and harassment. But, as per to the information gathered from the research field, the young workers themselves were victims of crime, violence and harassment as well.

Benefits obtained from their Involvement in AM: The study revealed that young workers were using the money they obtained by working in AM to cover the cost related to their basic consumption, some of family costs, health related costs and education related costs. It was also found out that young worker got indirect benefit in relation to their other capability of developing their coping capacity in this unfair and unjust work setting and life condition. But, when we see the existing realities professionally and based on international standards related to the rights and entitlements of Young Workers are abused, exploited and used as an instrument of profit maximization and there by promoting the existing social inequality in Ethiopia in general and in the Wera Jarso Woreda in particular.

Future Aspiration and Goals: It was found out that young workers working in AM were forced to lose hope due to their bad working environment and unpleasant life experience such as various form of abuse. The study disclosed that despite the harsh condition of life, young worker in AM had life aspiration ranging from becoming a vehicle driver to completing their education and attaining professional careers such as developing their own business firms.

Chapter Five

5.1. Discussion

In this section, different researches consulted compared to the major finding. Hence, different ideas, assumptions, and theoretical approaches were considered within the literature review and other parts of the research. Before I directly go to the demonstration of major results, let me focus on the characteristics of the young workers who are involved in AM. The various communities which have been engaged in AM are characterized by the following socio-demographic characteristics such as: poor economical status, less productive, poor social stability, un-conducive work environment and child labor (MME, 2010). The characteristics of young workers who are currently working in AM is not different from the realities which are depicted in the MME's manuscript. So, based on the following major themes of this research in general and analysis part in particular, that is the themes includes : work setting, health and occupational safety, knowledge towards AM, Challenges faced by young workers , Potential benefits obtained from AM and future aspiration and goal of young workers. I have presented the discussion session as follows:

Work setting: The finding which is obtained in this particular study shows that the work setting is poor, characterized by being hot, full of dust particles, unsuitable landscapes, lack of sufficient work equipments, and absence of entertainment related programs, no appropriate lounges. The social condition is not found in a good condition provided that there exists poor collaboration, unhealthy interaction and lack of mutual interdependence among each other. The young workers and the owners of the firm do not have a smooth interaction among them. The environmental condition is also found in a poor condition, because the owners of the firm and other stakeholders do not have a well integrated plan that also equally considers the process of

rehabilitating the depleted land due to the mining activities. Similarly the study which is conducted by (Thomas et al., 2003), states that, today the AM sector is supposed confront with various cross-cutting issues such as; environmental degradation, unsafe mining conditions, occupational safety problems, spread of HIV/AIDS, women exploitation, poor administrative and legal structures, low salary rate, lack of skilled man power, obsolete technological inputs, poor management skills, child labor abuse, child trafficking, family violence, divorce, disintegration of rural communities, and the violation of basic human rights. So the researcher is acknowledged that there are plenty problems, deficits rather that lead me to conclude the fact that, it is not even appropriate to consider as an option to work in AM sector of Wera Jarso Woreda.

Health and Occupational safety: The finding obtained from this research shows that; the firm is not in a position to fulfill the demands of the young workers with regard to the health and occupational safety related services, and what is worse is that the Young Worker are not entitled with health services even when they are exposed to injuries. The firm was not considering of investing resources related to occupational safety of the young workers. The equipments which are used in the production process are exposing the young workers to different types of injuries and health problems as well. Similarly, Ken and Iain (2013) claimed that, the involvement of young worker may lead to significant mismatching from a health and risk exposure perspective. For instance, such jobs tend to arise in small scale mining or micro-enterprises that have little access to safety equipment, where there is little formal training and where rapid turnover of the workforce can lead to insufficient supervision and accumulation of experience. On the other hand Mallo (2012) has underscored that, Young and new workers need special attention because they are at more risk of injury than their older or more experienced

counterparts. The injury rate for young workers, especially young male workers, is much higher than that of the overall population.

The other variety of problem is related to health related challenges and the shortage of institutional, personal and professional commitments so as to cure young workers after they encountered with diseases and illnesses. In short the study shows that, there is no health institution within the mining site or in the nearer Woreda, there are no healths professional which are employed by the firm, there is no health facility which is owned by the firm. Similarly, a number of studies have come up with supportive ideas. For instance, Hentschel and Hruska (2002) states that, sanitation and basic health care are often lacking in ASM areas and substance abuse, alcoholism and communicable diseases often increase. Women and children are also frequently involved in ASM activities creating specific health, physical and psychological concerns (Hentschel and Hruska, 2002). CASM (2009) reveals that, the lack of formality (legality) in the ASM sector also affects worker safety. Dangers in the workplace include lack of training, poor ventilation, lack of safety equipment, improper use of chemicals, and obsolete equipment. Furthermore, HRW (2011) propounds that, ASM can be very dangerous; at least 6,000 young workers are killed each year in small illegal Chinese coal mines alone.

Knowledge about AM: The study has affirmed that, most of the respondents have come to propounds that they know only minor issues with regard to the production and marketing process of minerals. Most of them are only allowed to know what they directly work. Even the little knowledge they have about the direct work they perform is obtained by trial and error not by formal training. So, the young workers do not have sufficient knowledge about the mineral extraction, mineral production, and marketing process of the product which are usually the manifestation of absence of transparency in the firm. In the study conducted by ILO (2011), lack

of knowledge is defined as one major cause of the top five accidents that may possibly occur in small scale mines.

Challenges faced by Young Workers: the study reveals that, there are a range of challenges faced by young workers which are identified by different respondents. Among others, the young workers are facing challenges in relation to their educational involvement and educational achievements as well. Because, they are forced to work day and night, they are not offered sufficient time for eating their meals and for enjoying their leisure times. Above all, the owners of the firm do not want the young workers to attend class, because, the only thing that they want is to maximize their profits rather than providing the young workers with a better chance of expanding their possibilities. As per to the work of Michael and Yasasuki (2001) denotes that each choice student or their families make, and each level of performance achieved, has consequences for future choices and accomplishments. To fall behind in one's studies in one year can lead to a situation in which it appears more attractive to leave school in a later year. Thus a cross-sectional study that seeks to explain current school attendance or performance with respect to current labour force status may miss the true extent of causation.

This is an argument for retrospective studies, those that relate accumulated school achievement and long-term work histories, although they may in turn be subject to recall bias. In other hand that Orkai (2010) on coffee producing Ethiopia; researches shows that, where commercial agriculture exists, children are heavily involved in commercial production which is on the top of their domestic responsibilities, the researcher has stated that, half of the children involved in coffee production do not attend school or are forced drop out their class during the harvest.

The other challenge that the young workers are facing is related to different health problems that they are encountering with owing to the fact that they are involved in AM. What exacerbate the problem more is that there is no either health facility or health insurance at all. The work of ILO (2007) which states that, some children are in direct contact with mercury in the processing and others are sent down without breathing equipment to mine underwater. The most immediate threats to their young lives are tunnel collapse, explosions, suffocation and the use of dangerous equipment. Other risks are equally serious but their consequences are only evident after some time.

The other challenge is associated with economic challenges. Because the amount of salary they get per month is not enough even to meet their basic demands. Most of the Young Workers have an additional responsibility that is taking care of their family members or their parents. Furthermore, the weakness of the sector to provide additional economic opportunities for young workers also adds additional concern to the problematic nature of the economic domain of life of the young workers. Similarly, Yelapaala (2004) small scale traditional mining is a family activity, because of the families precarious economic situation, income depends considerably on the participation of women and children in this sector. This can be expected to show up at the level of individual choices, since children who do poorly in school or appear to benefit little from it are likely candidates for early entry into the labour force. So one of the possible problem is it forces students to get out of the educational system as well as the reward that they earn from the sector is not enough even to replace the amount of calories that are burned so as to perform the various activities related with AM.

Young worker expose different challenges related to their social domains of life. They are more discriminated by the local community and sometimes their own family members does not

provide the young workers with the needed care and emotional support compared to other siblings which are not involved in AM. They are considered as if they are active actors of crime, violence and harassment. In line with the identified points Fekadu, (2006) stated that many miners are highly mobile and flock to mineral rich areas in the desperate hope of escaping poverty and getting rich, and unfortunately care little for conventional social behavior or traditional values. Competent public security within these transient communities is often weak or sometimes non-existent, and theft and other criminal activity and unconventional social behavior gradually becomes the norm. WB, (2007) also states that, in different mining sites and nearby towns rapidly become breeding grounds for crime (theft, assault, sexual violence, abuse, rape and murder), alcoholism, narcotics and substance abuse, prostitution, and other forms of moral depravity particularly amongst the young male migrant workers and ex-combatants who in turn influence the indigenous adolescents. But, as per to the information gathered from the research field, the young workers themselves are victims of crime, violence and harassment as well.

Benefits Obtained by Young Workers for being involved in AM: I can declare that the young workers are not getting an appropriate benefit from their involvement in AM. But, in relative sense, some of them are using the money they obtained by working in AM to cover the cost related to their basic consumption, some family costs, health related costs and education related costs. The other unnoticed benefit is in relation to their capability of developing their coping capacity in this unfair and unjust work setting and life condition.

But, when we see the existing realities professionally and based on international standards related to the rights and entitlements of Young Workers, the young worker are abused, exploited and used as an instrument of profit maximization and there by promoting the

existing social inequality in Ethiopia in general and in the Woreda in particular. Conversely, Siduduziwe , (2011) States that, mineral sector employment opportunity is becoming significant for the local communities where there are mineral development activities in their nearby areas, as well as for skilled and semi skilled citizens. The total estimated direct employment of skilled and unskilled human resource in the mineral sector is in hundreds of thousands of people of the country. But, when we see the existing realities professionally and based on international standards related to the rights and entitlements of Young Workers, the young worker are abused, exploited and used as an instrument of profit maximization and there by promoting the existing social inequality in Ethiopia in general and in the Wera Jarso Woreda in particular.

Future Aspiration and Goals of Young Workers: Most of the young workers are weak physically; they are forced to lose hope owing their presence in a bad work situation and work setting, and for the very reason that they are destined to experience unpleasant life experiences. But, almost all of them are watching a light at the end of the tunnel at least in their imaginary thoughts. So their future goal ranges from becoming a vehicle driver, completing their education so as to engage in professional careers to investing on some business initiatives so as to come up with pleasant work and life experience. But, some studies go to the opposite direction of this result. That is Fekadu, (2006) states that, Many miners are highly mobile and flock to mineral rich areas in the desperate hope of escaping poverty and getting rich, and unfortunately care little for conventional social behavior or traditional values. This point is not practically reflected on the study area and on the study participants of my study.

Chapter Six

6. Conclusion and Implication for Social Work

6.1 Conclusion

This research was conducted with the overall objective of describe factors the work experience of young workers who are involved in AM in Wera Jarso Woreda. The target population of this particular study was young workers who are found within the age range of 14-18 years. The researcher used qualitative research methodology having a case study as a major research method. While conducting the study, the researcher used purposive sampling techniques to select units of observation (8 participants) and units of analysis (14 participants). Five data collection techniques were used like; in-depth interview, key informant interview, Focus group discussion, observation checklist data from source.

The existing realities about the work experience of young workers shows that, the young workers are passing through unpleasant experiences that is reflected in the work setting (having poor social condition, unsuitable landscapes, deteriorated environment accompanied with low payment), health and occupational safety issues (being exposed to health problems, absence of curative support after encountering health problem, absence of health insurance, absence of safety equipments, using outdated and obsolete tools and exposure to injuries), knowledge of young workers about AM (young workers have little or no professional knowledge about the extraction, processing, production and marketing process of the minerals), challenges faced by young workers (the range of severe challenges domains education, health, economic and social domains of life), benefits obtained from being involved in AM (young workers was used salary to meet their basic needs and to cover some costs of their family) and finally future was

aspiration and goals of young workers (young workers are determined to change their current situation basically by being involved in education or business).

Though the literatures are more focusing on child labor abuse, there are some literatures which focus on young worker. Those literatures underscore that, young workers involvement in AM is a universal condition which is more pronounced in developing countries. The literatures further pin points that, the young workers were forced to unpleasant work experience hence, despite of the powerfulness of the issue to attract institutional and organizational attention, the responses was made till now are not effective enough. The problem needs intervention from different stakeholders both in Ethiopia and in the entire globe. The policy frameworks and international conventions are good one, but they were not real well on the ground.

To sum up based on the data analysis and major findings, one could safely conclude that the experience of young worker in AM were negative. The lack of safety and health insurance as well as the un-conductive work environment would have negative impact on the well being of the young worker and it could be seen as worst form labor abuse on young worker in AM.

6.2. Social Work Implications

Young worker that are engaged in AM are highly vulnerable to physical and emotional abuse. Moreover, they are highly vulnerable to health and educational problems that can negatively affect their emotional, physical, social and moral development which in turn creates a major obstacle for human capital formation. Hence, social work intervention in preventing hazard work and protecting young worker should be a priority and considered with utmost urgency. The problems of young worker in the study area have a vast and complex nature and thus no single intervention strategy is adequate by itself. Thus, based on the findings of the

study, the interventions that should be undertaken to address the problem are specified from policy, social work practice and social work research viewpoints.

Social Work Practice Implications

The study which was conducted on young workers is one major area of intervention of Social Work profession. Since, young workers are one of the most disadvantaged segments of population which demands an integrated intervention of by various professionals, policy makers, and other stakeholders as well. The young workers who are engaged in AM activity were suffering from various problems in relation to their work.

The study indicated that the young workers are facing various types of physical hazardous and health problems. In the situation where there is no other alternative for the young worker other than working in the short run, attempts should be made to improve their working condition. Thus, lobbying with employers is important intervention that may help to influence the employers assign the young worker activities that do not expose them for serious physical and health problems. Providing safety equipment is also important to minimize physical hazards and health problems in addition the finding of the study indicated that there is a need for awareness creation training programs. Thus, massive awareness programs about young worker in hazard work , the existing laws and policies, the importance and higher returns of education and the hazardous of young worker should be put in place targeting parents, working children, communities, policy makers and civil societies.

Social work Research Implication

The study has also shown possible social work research areas for further investigation. In examining the impact of AM on young worker the finding indicated that young worker did not only deprive from their education, health and physical wellbeing but also stole the joys of their childhood.

Thus, there are possible social work research areas for further investigation because possibly other experiences like psychological and mental issues, which were not covered in this study. For further social work researches, the experience of young worker in Artesia mining can be studied from other viewpoints like the impact of artesian mining on the young worker's moral, psychological, emotional and cognitive developments and so forth.

Social Work Education Implication

Regarding social work education The Council on Social Work Education (CSWE) has mandated that social work education pay special attention to the diverse needs and interests of clients, practitioners, social work students, and educators (Kreuger and Neuman, 2006).

Different sensitization can be organized so as to integrate the issues related to the young workers work experience in AM. So, by using the institutional and organizational tools that are found within the educational sector, it is possible to main stream labor abuses which are experienced young workers in AM. The other issue is the presence of flexibility in the educational system can provide educational options to individuals who work half day to lead their life in general and that of young workers in particular. According to the finding that providing half day school option so as to allow young workers to attend school and to earn the means of leading their life being involved in AM. This can be implemented by identifying special class for disadvantaged group in this case young workers, which are entitled to have

access to universal education for the very reason that they are an Ethiopian citizen. In order to promote the right of young workers to education, a given social work professional should engage in advocacy and other educative roles so as to influence the educational system of Ethiopia on the way that includes an educational alternative for young workers in particular and other disadvantaged segment of population in general. On the other hand curriculums and educational programs should integrate issues related to young workers on the contents of the educational lessons.

Social Work Policy Implication

Despite of the presence of sound and promising policy documents like directive of young worker and safety and occupational issues but, they are not implemented properly due to different problems. The problems related to the process of implementation of policy frame work are in one way or another related to the gaps within the policy frame work itself, which is the policy may have gap in depicting the expected outcomes, problem of implementation of policy.

The major findings have depicted the fact that there are problems in the work setting, occupational health and safety, knowledge of young workers towards AM and different challenges are faced by young workers. The policy frame works should incorporate issues that help to improve the conditions that exist within the work setting. The policy frameworks and guiding documents should incorporate clearly stated directions that help to improve the health and occupational safety of young workers. There are also different challenges which are faced by young workers with their educational career, economic demands and on pursuing their aspirations and goals. There are also special cases like; one female participant and one male participant have been sexually abused or raped by individuals. So; psycho-social therapies and

guidance and counseling services should be incorporated on the policy frame works, guiding manuals and strategies at different pertinent levels of the administrative structures.

It is obvious that the implementation and the workability of suggested policy is highly influenced by manpower; money and natural resources. So, with regard to this particular issue under study; the following organizations and institutions are, then, participating and working together for the effective implementation of the integrated policy: The first Ministry that will be participated and give priority in terms of both Policies (Youth and Education policies) are the Ministry of Education (MOE). The Ministry of education can facilitate the human labor and material production. The second responsible ministry to handle the situation is MoWCY. This institution can help through the advocacy, administration and setting the agenda of the young workers in the policy window. The third responsible body for the implementation of the policies is MOLSA in relation to implement labour proclamation no.377/2006 on ground. Ministry of Health is also expected to engage in guidance and follow up of different stakeholders in maintaining an appropriate health and occupational safety status of young workers. Finally, the non-governmental organizations and youth association in the country will be participated as partnership or stake holders to handle the research works concerning the policy implementation and the effect on it with an ultimate goal of ending young workers involvement in AM.

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Appendices

Data Collection Instruments

Addis Ababa University

College of Social Sciences

School of Social Work

Appendix-A: Informed Consent Form for Interview Young workers

Good morning/Good afternoon Sir /madam?

I am Kindalem Mesfin from Addis Ababa University, School of Social work, who is master student in social work, is conducting a research project on the Experiences of Young Workers in Artisan Mining in Wera-Jarso Woreda. I plan to involve participants from young workers who can contribute their personal experiences with in relation to work so as to gain a better understanding of the young workers based on their experience in AM. Your participation in this study is completely voluntary. There are no risks associated with this research. You are free not to answer any questions that may make you feel uncomfortable. With your permission, this interview will be audio taped. The audio tapes made will have no identifying information except your voice. Your interviews will be strictly confidential. Your name will not appear in any report of results. No one will use the information in any way that could cause problems for you. Interview will take approximately 40-50 minutes. If you agree to participate, I will schedule an interview time and location that is convenient for you.

If you have questions at any time about the study or the procedures, you may contact me, Kindalem Mesfin, phone number: 0912719381 or at man.kindach@gmail.com.

If you have read this form and agree to take part in this study, please put signature below.

Signature -----

Thank you very much for your participation!

Research site _____

Date _____

Time _____

Demographic information

A. Sex _____

B. Age _____

C. Educational Status _____

D. Religious Background _____

E. Ethnic back ground _____

F. Marital status _____

G. For how long years have you worked in this mining site _____

H. From where did you come? (Location and Region) _____

Basic Information Related young worker

1. Tell me about your work setting? Like Physical setting, social setting, Environmental is setting?
2. Could you tell me about the health and safety issue in work situation? Do you have access to safety clothe, is there a clinic in your area, do you have medical personnel provide support when a need arise, for how long do you work during the day time, do you have leisure time?
3. Tell me about your understanding in regard to the extraction, production and selling process of the minerals? Have you take training , what kind of mining more selling, the reward and work load compatible with your physical appearance , transport is available, and?

4. Is there any challenge that you have faced when you face when you engage in Artisanal mining work? Yes or No

If you say yes please tell me on education, health, Economic, and social dimensions

5. Has money get from artesian mining helped you in achieving any of the following?

Item Mark the applied item Proportion used Remarks

- A. Education of, b For Health and buy drugs, c. Information, radio/TV, d. Buy food e. Buy clothes, f. House consumption

6. Tell me more about your future aspiration and goals?

Any Other Comments

Finally, is there anything else you'd like to say, anything else about the experience of young workers in artisanal mining, or anything else we have talked about

Appendix B: Informed Consent Form for Key Informant Interview Participants

Good morning/Good afternoon Sir /madam?

I am Kindalem Mesfin from Addis Ababa University, School of Social work, who is master student in social work, is conducting a research project on the Experiences of Young Workers in Artisanal Mining in Wera-Jarso Woreda. I plan to involve participants from children and women affair of the Woreda , representative of labor and social affairs and the water mining and energy office of the Woreda. Who can contribute their personal experiences with in relation to work experience of young workers so as to gain a better understanding of the young workers based on their personal and professional experience in AM. Your participation in this study is completely voluntary. There are no risks associated with this research. You are free not to answer any questions that may make you feel uncomfortable. With your permission, this interview will be audio taped. The audio tapes made will have no identifying information except your voice. Your interviews will be strictly confidential. Your name will not appear in any report of results. No one will use the information in any way that could cause problems for you. Interview will take approximately 40-50 minutes. If you agree to participate, I will schedule an interview time and location that is convenient for you.

If you have questions at any time about the study or the procedures, you may contact me, Kindalem Mesfin, phone number: 0912719381 or at man.kindach@gmail.com.

If you have read this form and agree to take part in this study, please put your name and

Signature below. Signature -----

Thank you very much for your participation!!!

Work Position _____

1. Is artesian mining the only a major means of livelihood of the young worker in this area?
Yes or No if you say yes, tell me more on how you see their involvement in relation to livelihood of the community

2. Is the artesian mining having site social impact? yes No if say yes, tell me in relation to Crime, Violence, Discrimination and harassment _____
3. Is the involvement of the young workers in AM is in line with the provision of constitution and legal frameworks of Ethiopia and international conventions and agreement? Tell me more in Relation to Age, work time, safety issue and payment standard _____
4. Is the involvement of young workers in AM beneficiary to the young workers? Yes or No if you say yes, tell me their benefit in relation to social, economic, and other types of benefits _____
5. Is there any possible challenges that can young workers face due to their involvement in AM? Yes or No if you say yes could tell me, the Social, economic, health, educational, dimensions challenge _____
6. Is there any mechanism that the owner of the mining site coordinates in relation to the work setting in line with the creating conducive work conditions? Yes or No if say yes tell me more about the packages or programs which are considered so as to create conducive work environment.
7. What do you think the government and stakeholders can do to help solve these problems? A. Assistance to get working materials, b. All miners should have legal papers, c. Assistance to get legal Papers/materials, d. Open sale office in villages, e. Training on modern mining techniques, f. Fix prices, g. Create cooperatives

Any Other Comments

Finally, is there anything else you'd like to say, anything else about the experience of young workers in artisanal mining, or anything else we have talked about?

Appendix-C: Informed Consent Form for Focus Group discussion Participants

Good morning/Good afternoon Sir /madam?

I am Kindalem Mesfin from Addis Ababa University, School of Social work, who is master student in social work, is conducting a research project on the Experiences of Young Workers in Artisanal Mining in Wera-Jarso Woreda. I plan to involve participants from both categories that one group from young workers and another group from Woreda leaders, representative of labor and social affairs and the owner of the mining sites or contractors; who can contribute their personal experiences with in relation to work experience of young workers so as to gain a better understanding of the young workers based on their personal and professional experience in AM. Your participation in this study is completely voluntary.

There are no risks associated with this research. You are free not to answer any questions that may make you feel uncomfortable. Your interviews will be strictly confidential, despite the fact that it will be shared with the other participants of the focus group discussion during the staging of the FGD session by itself. Your name will not appear in any report of results. No one will use the information in any way that could cause problems for you. Interview will take approximately 40-50 minutes. If you agree to participate, I will schedule an interview time and location that is convenient for you.

If you have questions at any time about the study or the procedures, you may contact me, Kindalem Mesfin, phone number: 0912719381 or at man.kindach@gmail.com.

If you have read this form and agree to take part in this study, please put signature below.

Signature -----

Thank you very much for your participation!!!

1. Is there any challenge that faces by young worker?

2. Do you think that the firm is working in line to the law and standards regarding to safeguarding the benefits and rights of young workers? Let as see information in relation wage, safety material, age and gender issue of young workers involved in AM _____

3. Are the young workers being benefited from the AM site or firm? What are the ways of manifestation of the benefits of young workers? Please provide me a detailed information _____

4. Is there any contribution of the owner or firm in improving the life condition of young workers? Let as see more in relation health, Education, sanitation and empowering young, give training and the status of infrastructure _____

5. Do you think that the values that are attached by young workers to the AM site are increasing or diminishing across time and the young workers life has been changed following their involvement in AM?

6. What kinds of government support or programs are available for you as a miner in the formal sector? A. Education, b. Technical training, c. Exploration equipment, d. marketing of products,

7. How do you see gender differences in occupations, earning capacities and school enrolment and retention rates intersect _____

Any Other Comments

Finally, is there anything else you'd like to say, anything else about the experience of young workers in artisanal mining, or anything else we have talked about?

መረጃ መሠብሰቢያ ቅጽ
 የአዲስ አበባ ዩኒቨርሲቲ
 ማህበራዊ ሳይንስ ኮሌጅ
 ሶሻል ወርክ ትምህርት ቤት

Appendix D: ለወጣት ሰራተኞች በፈቃደኝነት ላይ የተመሰረተ የቃለመጠይቅ ፎርም

እንደምን አደርክ/ሽ/ ዋልክ/ ዋልሽ?

ክንዳለም መስፍን እባላለሁ በአዲስ አበባ ዩኒቨርሲቲ የሶሻል ወርክ ትምህርት ቤት የሁለተኛ ዲግሪ ተማሪ ነኝ በአሮሚያ ክልል ወረ ጃርሶ በወጣት የማዕድን ቁፋሮ ሰራተኛ ላይ ጥናታዊ ፅሁፍ እየሠራሁ እገኛለሁ በመሆኑም የእነዚህን ወጣት ሰራተኞች ልምድና ተሞክሮ የበለጠ ለመረዳት ይረዳኝ ዘንድ በቃለ መጠይቁ ላይ ለመሳተፍ ፈቃደኛ የሆኑ ወጣቶችን እፈልጋለሁ

እናንተም የወጣት ሠራተኛ ችግሮችን በተለይም በስራው ላይ የሚያጋጥሙ ሁለንተናዊ ተግዳሮቶችን ዘላቂ መፍትሔ ለማበጀት ጠቃሚ የሆኑ መረጃዎችን በመስጠት እንድትሳተፉ ተጋብዛችኋል። ሁሉም ነገር በፍቃደኝነት ላይ ብቻ የተመሰረተ ነው፤ በእናንተ ላይ ጥናቱ ምንም የሚያመጣው ችግር የለም። ያልተመቻችሁ ጥያቄ ካለ መልስ አለመስጠት ትችላላችሁ። ፍቃደኝነትን መሰረት በማድረግ ቃለመጠይቁ በመቅረጸ ድምጽ ሊያዝ ይችላል። ይህም ስም አይገልጽም ማንም ሰው ይህንን መረጃ እናንተን በሚጎዳ መልኩ ሊጠቀምበት አይችልም። መጠይቁ ከ 40-50 ደቂቃ ሊወስድ ይችላል። ፈቃደኛ ከሆናችሁ ለእናንተ በሚያመች ጊዜና ቦታ መርጠን ቃለመጠይቁን ማካሄድ እንችላለን።

ማንኛውም አይነት ጥያቄ መጠየቅ ይቻላል። ለበለጠ መረጃ በስልክ ቁጥር 09 12 71 93 81 በመደወል ሊያገኙኝ ይችላሉ።

ይህን ፎርም ካነበባችሁ በኋላ ለመሳተፍ ፍቃደኛ ከሆናችሁ በፊርማችሁ አረጋግጡልኝ።

ፊርማ _____

ለወጣት ስራተኞች የተዘጋጀ ቃለ መጠይቅ

የግል መረጃ

1. ጾታ _____
2. ዕድሜ _____
3. የትምህርት ደረጃ _____
4. ሀይማኖት _____
5. ብሔር _____
6. የጋብቻ ሁኔታ (የትዳር) _____
7. በዚህ የማዕድን ማውጫ ስፍራ ለምን ያህል ጊዜ ስርተዋል? _____
8. ከየት አካባቢ ነው የመጡት? (ክልል እና ከተማ) _____

ከወጣት ስራተኞች ጋር ተያያዥነት ያላቸው መሰረታዊ ጥያቄዎች

1. እባክህ/እባክሽ. ስለ ስራህ/ሽ ሁኔታ ንገሪኝ/ንገረኝ። መልክዓ-ምድራዊ ሁኔታ፣ ማህበራዊ ሁኔታ፣ _____
2. እባክህ/እባክሽ. በስራህ/ሽ ላይ ስላለው የጤናና የደህንነት ሁኔታ ልትነግረኝ/ሪኝ ትችላለህ/ትችያለሽ? የስራ ላይ ደህንነት አልባሳት አሏችሁ? በስራ ቦታ አካባቢ የጤና መርጃ መዕከል አለ? አስፈላጊውን እርዳታ የሚያደርግ የጤና ባለሙያ አለ? በቀን ለምን ያህል ሰዓት ትሰራለህ/ሽ? በቂ የእረፍት ጊዜ አለህ/ሽ? _____
3. እባክህ/እባክሽ. ስለ ማዕድን ማውጣት፣ ማዘጋጀት፣ ሽያጭ ያለህን(ሽን) እውቀት ንገረኝ(ሪኝ) ስልጠና ወስደሃል(ሻል)? ያለብህ(ሽ) የስራ ጫናና የሚገኘው ጥቅማጥቅም ከስራው ሁኔታ ጋር ተመጣጣኝ ነው? _____
4. እባክህ/እባክሽ. በማዕድን ማውጣት ስራ ላይ ስትሰማራ(ሪ) የገጠመህ(ሽ) አስቸጋሪ ሁኔታ ነበር? አዎ አልነበረም እባክህ/እባክሽ. ቢያብራሩልኝ _____

ሀ/ ከትምህርት ለ/ ከጤና፣ ሐ/ ከምጣኔ ሀብት መ/ ከማህበራዊ ግንኙነት አንጻር ንገረኝ(ሪኝ)?

5. ከማዕድን ማውጫ ስራ ያገኘኸውን(ሽውን) ገንዘብ ለምትፈልገው(ጊው)ተግባር አውልህዋል(ሽዋል)?

ሀ.ትምህርት ለ.ለጤና ሐ.ለምግብ ሠ.ለልብስና ለቤት ፍጆታ_____

6. ስለወደፊት አላማና ግብ ንገረኝ(ሪኝ)

Appendix E: የውል ስምምነት ለተመረጡ ባለሙያዎች

እንደምን አደርክ/ሽ/ ዋልክ/ ዋልሽ?

ክንዳለም መስፍን እባለሁ በአዲስ አበባ ዩኒቨርሲቲ የሶሻል ወርክ ትምህርት ቤት የሁለተኛ ዲግሪ ተማሪ ነኝ። በኦሮሚያ ክልል ወረ ጃርሶ ወረዳ በወጣት የማዕድን ቁፋሮ ሰራተኛ ላይ ጥናታዊ ፅሁፍ እየሠራሁ እገኛለሁ ለዚህ ጥናታዊ ፅሁፍ መሳካት ይረዳ ዘንድ የወረዳ አስተዳደር የከተማ ሀላፊ፣ ከአሰሪና ሰራተኛ ጉዳይ ባለሙያ ለማናገር እንዲሁም ከማዕድን ማውጫ ባለሀብቶች ጋር በመሆን ስለወጣት ሰራተኞች በማዕድን ቁፋሮ ላይ በመሳተፋችሁ የሚገጥማቸው ተግዳሮቶች እና ስለተለያዩ ህጎች ስለምታውቁ እንዲሁም በስራ ክፍላችሁ ሀላፊነት ስላለባችሁ ጥሩ መረጃ ከእናንተ አገኛለብ ብዬ ስላሰብኩኝ መጠየቅ ለማድረግ አስቢያለሁ።

እናንተም የወጣት ሠራተኛ ችግሮችን በተለይም በስራው ላይ ለሚያጋጥሙ ሁለንተናዊ ተግዳሮቶች ዘላቂ መፍትሔ ለማበጀት ጠቃሚ የሆኑ መረጃዎችን በመስጠት እንድትሳተፉ ተጋብዛችኋል። ሁሉም ነገር በፍቃደኝነት ላይ ብቻ የተመሰረተ ነው፣ በእናንተ ላይ ጥናቱ ምንም የሚያመጣው ችግር የለም። ያልተመቻችሁ ጥያቄ ካለ መልስ አለመስጠት ትችላላችሁ። ፍቃደኝነትን መሰረት በማድረግ ቃለመጠይቁ በመቅረጸ ድምጽ ሊያዝ ይችላል። ይህም ስም አይገልጽም ማንም ሰው ይህንን መረጃ እናንተን በሚጎዳ መልኩ ሊጠቀምበት አይችልም። መጠይቁ ከ 40-50 ደቂቃ ሊወስድ ይችላል። ፈቃደኛ ከሆናችሁ ለእናንተ በሚያመች ጊዜና ቦታ መርጠን ቃለመጠይቁን ማካሄድ እንችላለን።

ማንኛውም አይነት ጥያቄ መጠየቅ ይቻላል። ለበለጠ መረጃ በስልክ ቁጥር 09 12 71 93 81 በመደወል ሊያገኙኝ ይችላሉ።

ይህን ፎርም ካነበባችሁ በኋላ ለመሳተፍ ፍቃደኛ ከሆናችሁ በፊርማችሁ አረጋግጡልኝ።

ፊርማ _____

ለተመረጡ ባለሞያዎች የተዘጋጀ ቃለመጠይቅ

የስራ ኃላፊነት _____

1. በዚህ አካባቢ ለሚገኙ ወጣት ሰራተኞች ማዕድን ማውጣት ብቸኛውና ዋነኛው የገቢ ምንጭ ነው?

አዎ አይደለም

እባክዎ ከህብረተሰቡ ህይወት ጋር ያለውን ተዛምዶ መሰረት በማድረግ ይንገሩኝ

2. የማዕድን ማውጫ ስፍራ በአካባቢው ላይ ማህበራዊ ቀውስ አስከትሏል ይላሉ?

አዎ አይደለም

እባክዎ

ሀ/ ከወንጀል፣ ለ/ አመጽ፣ ሐ/ መገለል መ/ ከሌሎች ጥቃቶች ጋር በማዛመድ ይንገሩኝ።

3. የማዕድን ማውጫው ቦታ ውስጥ ተቀጥረው የሚሰሩት ወጣቶች የስራ ሁኔታ በኢትዮጵያ እና በአለም አቀፍ ደረጃ ያሉ የሰራተኛ መብት ስምምነት እና ድንጋጌዎችን መሰረት ባደረገ መልኩ ነውን? ከእድሜ፣ የስራ ሰዓት፣ የደህንንት ሁኔታና የክፍያ ስርዓትን መሰረት ለማድረግ ያብራሩልኝ?

4. ወጣቶች በማዕድን ማውጣት ስራ ውስጥ መሳተፋቸው ተጠቃሚ አድርጓቸዋል ብለው ያምናሉ?

አዎ አይደለም

እባክዎ ያብራሩልኝ

ሀ/ ከማህበራዊ፣ ለ/ ከምጣኔ ሀብታዊ ሐ/ ሌሎች ጥቅማ ጥቅሞች ጋር በማዛመድ ያብራሩልኝ

5. ወጣት ስራተኞች በማዕድን ማውጫ ድርጅት ውስጥ ሲሰሩ የሚያጋጥሟቸው ችግሮች አለብለው ያምናሉ?

አዎ አይደለም

እባክዎ ያብራሩልኝ

ሀ/ ከማህበራዊ፣ ለ/ ከምጣኔ ሀብታዊ፣ ሐ/ ከጤና እና መ/ ከትምህርት ጋር በማዛመድ ይግለፁልኝ።

6. የማዕድን አውጪው ባለቤት ለወጣት ስራተኞች ሞቹ የስራ ሁኔታን ለማመቻቸት ጥረት ያደርጋሉ?

አዎ አይደለም እባክዎ ያብራሩልኝ

የስራ ቦታውን ምቹ ከማድረግ እና ከተቀረፀው ፓኬጆች፣ ፕሮግራሞች ጋር በማዛመድ ያብራሩልኝ።

7. መንግስትና ባለድርሻ አካላት ይህንን ችግር ለመፍታት ምን ማድረግ አለባቸው ብለው ያስባሉ?

ሀ/ የጥንቃቄ እቃዎችን ማቅረብ ለ. የማዕድን ቁፋሮ ቦታዎችን ህጋዊ ማድረግ ሐ/ በማእድን ቦታ የሚሰሩ ወጣቶችን ማሰልጠን መ. ክፍያውን ወጥ ማድረግ ሰ/ የወጣት ስራተኞችን መሰረታዊ ፍላጎት ማሟላት ረ/ ተጨማሪ አስተያየት ካለዎት ቢያብራሩልኝ?

በመጨረሻም የማዕድን ማውጣት/ቁፋሮ ስራ ውስጥ ካለላሉ ወጣት ስራተኞች ልምድ እንዲሁም ሌላ ቀረ የሚሉት ነገር ካለ ቢያወያዩኝ

Appendix F: የውል ስምምነት ለዋና ቡድን

እንደምን አደርክ/ሽ/ ዋልክ/ ዋልሽ?

ክንዳለም መስፍን እባላለሁ በአዲስ አበባ ዩኒቨርሲቲ የሶሻል ወርክ ትምህርት ቤት የሁለተኛ ዲግሪ ተማሪ ነኝ በኦሮሚያ ክልል ወረ ጃርሶ ወረዳ በወጣት የማዕድን ቁፋሮ ስራተኛ ላይ ጥናታዊ ፅሁፍ እየሠራሁ እገኛለሁ ለዚህ ጥናታዊ ፅሁፍ መሳካት ይረዳኝ ዘንድ ሁለት የቡድን ውይይቶችን ለማድረግ አስቤአለው የመጀመሪያው ከወጣት ስራተኞች ጋር ሲሆን ሁለተኛው ደግሞ ከእድሜ ባለፀጉች፣ ከሃይማኖት አባቶች፣ ከሰራው ጋር ብዙ ግንኙነት ካላቸውና ከማዕድን ተቋራጮች ጋር በመሆኑ ወጣት ስራተኞች ስለራሳቸው ጉዳይ የሚወያዩበት እንዲሁም የሁለተኛው ተወያዮች ደግሞ የራሳቸውን የግል አስተያየት ስለወጣት ስራተኞች የስራ ሁኔታ በተመለከተ መወያየት አስቢያለሁ።

እናንተም የወጣት ሠራተኛ ችግሮችን በተለይም በስራው ላይ የሚያጋጥሙ ሁለንተናዊ ተግዳሮቶችን ዘላቂ መፍትሔ ለማበጀት ጠቃሚ የሆኑ መረጃዎችን ለመስጠት እንድትሳተፉ ተጋብዛችኋል። እናንተም የወጣት ሠራተኛ ችግሮችን በተለይም በስራው ላይ የሚያጋጥሙ ሁለንተናዊ ተግዳሮቶችን ዘላቂ መፍትሔ ለማበጀት ጠቃሚ የሆኑ መረጃዎችን ለመስጠት እንድትሳተፉ ተጋብዛችኋል። ሁሉም ነገር በፍቃደኝነት ላይ ብቻ የተመሰረተ ነው፣ በእናንተ ላይ ጥናቱ ምንም የሚያመጣው ችግር የለም። እንዲሁም በቃለ መጠይቁ ውይይት ላይ የምንሳተፍ ተሳታፊዎች ሚስጥር ጠባቂ እንድንሆን በእኔ በኩል ግን የቡድን ሚስጥር የምጠበቅ ሲሆን ስማችሁንም በማንኛውም የጥናቱ ቦታ የማላካትት መሆኑን አረጋግጥላችኋለሁ። ያልተመቻችሁ ጥያቄ ካለ መልስ አለመስጠት ትችላላችሁ። ፍቃደኝነትን መሰረት በማድረግ ቃለመጠይቁ/ውይይቱ በመቅረጸ ድምጽ ሊያዝ ይችላል። ይህም ስም አይገልጽም ማንም ሰው ይህንን መረጃ እናንተን በሚጎዳ መልኩ ሊጠቀምበት አይችልም። መጠይቁ ከ 40-50 ደቂቃ ሊወስድ ይችላል። ፈቃደኛ ከሆናችሁ ለእናንተ በሚያመች ጊዜና ቦታ መርጠን ቃለመጠይቁን/ ውይይቱን ማካሄድ እንችላለን።

ማንኛውም አይነት ጥያቄ መጠየቅ ይቻላል። ለበለጠ መረጃ በስልክ ቁጥር 09 12 71 93 81 በመደወል ሊያገኙኝ ይችላሉ።

ይህን ፎርም ካነበባችሁ በኋላ ለመሳተፍ ፍቃደኛ ከሆናችሁ በፊርማችሁ አረጋግጡልኝ።

ፊርማ _____

የዋና ቡድን ውይይት

1. እስኪ ወጣት ሰራተኞችን በማእድን ስራዎች ውስጥ ሲሰማሩ ስለሚገጥሙ ችግሮች እንወያይ?

2. እስኪ የማእድን ማውጫ ባለቤት የሰራተኞችን መብትና የደህንነት ሁኔታን በሚደነግጉ ህጎች መሰረት የሚንቀሳቀስ ይመስላችኋል? እባካችሁ ብታብራሩልኝ
ሀ/ ከሰዓት ክፍያ አንጻር፣ ለ/ ከደህንነት ቁሳቁስ አንጻር ሐ/ ከጾታን ጉዳይ አንጻር

3. ወጣት ሰራተኞች ከማእድን አውጪ ድርጅት ተጠቃሚ ናቸው?
መልስዎ አዎ ከሆነ ተጨባጭ ማስረጃዎችን በማጣቀስ ያብራሩልኝ።

4. የወጣት ሰራተኞችን የኑሮ ደረጃ ለማሻሻል የማእድኑ ባለቤቶች ያደረጉት አስተዋጽኦ አለ ብላችሁ ታስባላችሁ?
እባካችሁ ብታብራሩልኝ

ሀ/ ከጤና፣ ለ/ ከትምህርት፣ ሐ/ ከዕዳት፣ መ/ ወጣቶች ከማብቃትና ሠ/ ከተለያዩ የመሰረተ ልማት አውታሮች ጋር በማዛመድ ብንወያይበት

5. በማዕድን ማውጣት ስራውስጥ ከተሳተፉ በኋላ ያገኙት ጥቅም አለ?
እባካችሁ ብታብራሩልኝ ከገቢና የማህበራዊ ህይወት ጋር በማዛመድ ብንወያይበት

6. በማእድን ቁፋሮ ስራ ለተሰማሩ ወጣቶች የሚመለከተው አካል በምን አይነት ፕሮግራምና ዘዴ ወጣቶችን ተጠቃሚ ቢያደርግ ጥሩ ነው?
ሀ. ትምህርት ለ. በስልጠና ሐ. በጤና እና ራስን በማጎልበት መ. በሌላ

7. እስኪ በማዕድን ቁፋሮ በወጣት ሰራተኞች የጾታ፣ የገቢ አለመጣጠን እንዲሁም ከትምህርት የማቋረጥ ችግር አለ ብላችሁ ታስባላችሁ? ወይም ተጨማሪ አስተያየት ካላችሁ

በመጨረሻም የማዕድን ማውጣት/ቁፋሮ ስራ ውስጥ ስላሉ ወጣት ሰራተኞች ልምድ እንዲሁም ሌላ ቀረ የሚሉት ነገር ካለ ብንወያይበት።

Appendix G: Observation Checklist

NO	Things to be observed	Type and Description	Remark
1	Work setting: Presence of sufficient inputs, Resources and facilities related to health and safety of workers, Organizational structure, The presence of trained personnel, Types of support services, The presence of desk or office that follows about workers, The presence of groups or clusters of workers, The presence of representative of labour and social affairs bureau in the woreda, The presence of representative of women, youth and children bureau in the Woreda		
2	Dominant economic activities of the community: Agriculture, Trade, Fishery, Mining or other,		
3	Health facilities and Toilets and Sewerage facilities		
4	Transportation infrastructure and Housing conditions		
5	Access to water and Schools and their facilities		
6	Changes in life conditions of young workers		
7	Organization of patterns of support system in the Woreda: Developing intervention mechanisms, Organizing workers		
8	NGO which Empowering workers to manipulate the organizational resources		
9	Agenda and content of the work package: Range of activities, Contents of manuals and guidelines, The goal of the work package		

Appendix H: Checklist for Documentary Review

No	Issues to be considered	Explanation	Remark
1	Guidelines and strategic plans: Organizational Goal, Priority areas, Activities, Inputs, Outputs		
2	Policy, regulatory and legislative context, Section for vulnerability to injury and disease in the Woreda		
3	Production process related issues: Actors, Scope and methodology of extraction,		
4	Approaches, processes, Principles of adequacy and equality of load and benefit, stakeholder participation, Financial management frameworks, Ensuring the involvement and assistance of relevant stakeholders,		
5	Workers in the AM: Recruitment criterion, Place for special population(children, elderly, people with disabilities and women)		
6	Types of works, Expectations from Yong workers		
7	Values and Contexts: Place for human dignity and worth, Place for socio-economic justice, Principles of fairness, Cultural sensitivity, Principles of empowerment,		
8	Monitoring and evaluation mechanisms: Follow up mechanisms, Health and safety quality frameworks, Weigh options and using cost effectiveness analysis,		
9	Conducive work setting related indicators, Principles of upwards and downwards accountability.		
10	Effectiveness, Efficiency, and Impact: Effectiveness of production mechanism, Impact of work on the young workers (education, social and economic).		
11	Moving Forward: Framework for reforming the work package, Institutional and political accountability of the firm, Promoting economic independence of workers		

Declaration

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

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Signature: _____

Date of Submission: June, 2014