



Exploring Challenges of Women Labor Workers: In Ayehu Farm Enterprise, Amhara region, Ethiopia: A Qualitative Study

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Abstract

Women constitute half of humankind and 40% of the global workforce. Many gender issues which are very important to well being of millions of women and girls around the world got public attention. The participation of women in agricultural work, especially in private farm enterprises has been growing from time to time. However, the study about the challenges of women labor workers in the private farm enterprise is not well studied. From this gap, the study attempted to explore the challenges of women labor workers by taking Ayehu farm enterprise as a case. To meet the objective of the study, qualitative research method with case study research design was employed. In this study, eight semi structured interviewees, five key informant interviewees and twelve focus group discussants were participated. In this study, non probability purposive sampling and availability sampling was employed to select the participants of the study. This study was employed both primary and secondary data sources. Semi structured interview, key informant interview and focus group discussion were used as a tools for collecting

primary data and labor agreement document review for secondary data. The data collected were analyzed through thematic analysis methods. The findings of the study revealed that women labor workers of the farm faced different challenges concerning administrative, economic and social aspects. In terms of administration (bureaucratic despot, lack of follow up, lack of facilities and job insecurity); economic (lower payment and labor exploitation); social challenges (psychological trauma, gender based violence, and low respect from community). The study has concluded that women labor workers of the farm have faced several challenges. Based on the conclusion, recommendations are forwarded in line with the major findings of the study. Such as; the farm managers should give credit to their workers particularly to women's and provide different facilities, the farm and workers labor union should work to prevent labor exploitation, the labor and social affairs office should follow up their working conditions.

Key words: women workers, farm enterprise, challenges and opportunities.

1. INTRODUCTION

Women constitute half of humankind and 40% of the global workforce. As workers, entrepreneurs and service providers they contribute actively to social and economic development. Yet women's economic contributions and priorities have been largely overlooked. They are more likely to be unemployed than men, dominate the unprotected informal sector, are more likely than men to be in part time formal employment in most high income regions, spend more time than men in unpaid care work globally, have lower levels of productivity and earn less than men for work of equal value and are poorly represented in public and corporate economic decision makings. Many gender issues which are very important to well being of millions of women and girls around the world got public attention. Despite this progress women have remained disadvantaged in many ways (ILO, 2011).

Despite some advances, women continue to face significant challenges in entering the labor market and progressing in their careers. Barriers to participation, persistent occupational and sectoral segregation and a disproportionate share of unpaid household and care work prevent them from enjoying equal access to opportunities. This limits their economic choices, weighs on their social status and ultimately curbs growth and social development. Measures to raise the participation of women in the labor force and to improve their employment opportunities are therefore important to enhancing women's status, achieving higher output levels and reducing

poverty and income inequality. Increasing women's participation in the labor force has become a key policy issue, particularly in developed economies that face a rapidly ageing and shrinking workforce (ILO, 2007).

With more women in the labor market, an economy makes greater use of its productive potential. Since women account for half of a country's potential talent base, a nation's competitiveness in the long term also depends considerably on whether and how it educates and makes use of its women (WEF, 2015).

Women in the workforce earning wages or salary are part of a modern phenomenon, one that developed at the same time as the growth of paid employment for men, but women have been challenged by inequality in the workforce. The continued mediation of a large part of women's productive/economic labor and incomes derived from such unpaid labor by the household represents conditions of both economic dependence and patriarchal domination in the lives of these women workers (Indrani and Neetha, 2011).

Women make up a vital part of the economic and social fabric that holds their communities together, yet that work is rarely valued as is men's work. Women are disproportionately likely to be poor, under educated, employed in low wage or unpaid work, and subject to dismissal for getting married or having children. In many industries, female workers are systematically denied their rights to regular pay and regular working hours; equal pay for equal work. The voices and concerns of women are little heard at the national and global level. Increasing women's participation in the labor force has a positive impact on economic growth. Women are poor because they have fewer economic opportunities and less autonomy than men. Their access to economic resources, education and training and support services are limited. They also have very little participation in decision making. The rigidity of socially prescribed roles of women and tendency to scale back social services have increased the burden of poverty on women. The role that women play and their position in meeting the challenges of agricultural production and development are quite dominant and prominent however, their relevance and significance therefore, cannot be overemphasized (Devender, 2011).

2. RESEARCH METHODOLOGY AND MATERIALS

The aim of this study is to explore challenges of women labor workers. In line with the objective, the research question and the nature of the issue under investigation, qualitative method was employed. The study adopted a case study research design. The population for the study consists of all labor workers in Ayehu farm enterprise, Amhara regional state. In this study, to select participants and areas of the study, the researcher predominantly uses purposive sampling technique. In addition to that the researcher also used availability sampling technique to select the key informants. To conduct the study, a primary source of data was used and to collect this data interview, focus group discussion and key informant interview document review were used. The study also employed secondary data sources which include published and unpublished documents, journals, books and reports which are related to the issue under investigated and addressed in this study. To carry out this study, the researcher used thematic data analysis technique and to ensure trustworthiness of qualitative study in this research, the researcher triangulated the information gathered from the semi structured interviews with key informant interview and focus group discussions. It was done by tape recording conversations with the participants and assisting them to provide clear and vivid descriptions of their experiences.

3. RESULT

Challenges

The semi structured interviewees, key informants and focus group discussants were asked to identify the major challenges, opportunities and labor rights of women in Ayehu farm enterprise in accordance with their working conditions and how these challenges were affect their living conditions. According to their response, the following are the major challenges of women workers faced in the farm enterprise.

Administrative Challenges

Bureaucratic System

In this regard, the participants stated that they were doing their job under poor administrative service, irresponsiveness and bureaucratic despot. Good administration is a very important aspect for the workers and women workers too. Creating good working environment helps to prevent, manage and resolve work conflicts and paves the way to build harmonious working conditions.

In line with bureaucratic system one of the semi structured interviewees (I 1) expressed her concern in the following ways:

I stay in this farm enterprise for more than six years. When different problems face me in my work, I try to address problems to farm heads, but no one is responsible to solve the problem, rather they order me to go back to my work and agree with my caboo; if not, I will be fired from this work as soon as possible. Having heard this response from heads, I go to my work place with disappointment, frustration and embarrassment by the bureaucratic system and despot of the farm leaders.

Likewise, another FGD participant (FGD 7) stated her concern about bureaucratic system in the following ways:

The fish's stench is from its head. The proverb best describes the problem of Ayehu farm enterprise, as its problem is from the top company. The top company's leaders are unwilling to hear the problem of the farm employees. We are always complaining about the farm enterprise's autocracy for top company heads, but they give deaf ears for the problems raised by farm employees that seek urgent solution. Still now, problems related to administration were not tackled by farm enterprise respective leaders and we are oppressed by this old fashioned bureaucratic system.

In addition to this, one of the key informants (KII 1) manifested her view concerning administrative systems as follows:

One day, I went to the farm enterprise having women workers' petition regarding the enterprise's mal administration and salary deduction for an unknown reason. As a social affairs head of workers, I wanted to present the cases presented by women workers in the farm enterprise. I reported that many women were disappointed and complained about administrative problems and salary deductions, and on behalf of them I asked why? Irritably, he was not with me; he was rather doing his own work. After a while, he said that all I mentioned was not true and out of his recognition. He even directed me to ask other bosses if doubtful. Everything in the farm enterprise is good for employees.

From the above discussion, we can understand that women workers in the farm enterprise face serious bureaucratic despot by respective farm enterprise leaders and the leaders are very deviant and unwelcomed to tackle administrative problems raised by farm employees; and employees themselves were frustrated and disappointed by this administrative bureaucratic system. They lack self confidence and trust on the farm enterprise to ask and gain positive response promptly

than refraining to ask and seek solutions related to administration which was raised from women workers.

Lack of Follow up

Regarding follow up, the semi structured interviewees and focus group discussants agreed that they lacked follow up and control services by concerned bodies. Follow up and control service delivery is very important for employees of the farm in general and women workers in particular. This service helps to regulate employer-employee relationships.

In line with lack of follow up and control services, one of the semi structured interviewees (I 3) stated:

I joined this farm development five years ago. During this time, no government body or other concerned bodies asked me about my labor right protections and legal issues related to my work conditions. Even sometimes, different government officials, NGOs and other concerned bodies visited our working conditions, checked our salary and other related unsatisfactory services; and we told them our problems hindering our progress at different times in the farm and they wrote the reports for the sake of their official duties or simply for the sake of their report only. None of them had the initiation to address the problems we faced repeatedly and the government did not give due attention to the farm enterprise and farm employees too.

Furthermore, another semi structured interviewees (I 7) stated her feeling about lack of follow up and control in the following ways:

In this farm enterprise, almost all women workers are suppressed and exploited directly or indirectly. This suppression and exploitation of women workers are well known by different government officials and other concerned bodies. However, no one stood on our side; even justice and police officers negotiated with the farm leaders not to expose the ongoing exploitation on women workers. I personally told the problems I faced to the farm officials and kebele police officers, but a mere promise and sent me back home. Having this undefined response, I went back work. What I want to say here is we lack concerned bodies' to follow up and control our working conditions, so concerned bodies should take measures to reverse denial women's labor rights.

Likewise, one of the key informants (KII 3) from Women, Children and Youth Affairs Office expressed her concern on lack of follow up and control in the following way:

Frankly speaking, we lack follow up and control service for women's working conditions in Ayehu farm enterprise. Based on the complaints of women of the farm

enterprise, we try to contact the farm heads to address the problems these women faced, they argue that they have organized women farm workers into a 1:6 (one to six) group to evaluate their working conditions and tackle their problems. What I want to say here is as you know Ayehu farm enterprise is a private investment and we cannot easily address their problems, as it is private in which workers work based on their consent. Therefore, the farm enterprise can manipulate the workers labor as per their interest. Because of this, our office cannot take permanent solution for these workers; instead we negotiate with the farm not to exploit their labor with low wage.

From the above discussion, we can understand that women workers in the farm enterprise faced problems in terms of follow up and control measures from respective government offices.

Lack of Facilities

The participants of the study reported that they faced challenges in relation to accessing food, transport service, and access to housing which should be provided by the farm enterprise.

In this regard, one of semi structured interviewees (I 4) stated her concern on lack of facilities in the following way:

In terms of facilities rendered by the farm development, there are problems of food and drink access at meal time. If you observe other work places, there is food and drink access at mid day and sometimes in the evening to help and encourage women workers. In this farm development, however, no food and drink access at least once a day; this is one of the challenges for women workers who came from poor family.

Furthermore, one of semi structured interviewees (I 8) reported lack of facilities as follows:

As one of the permanent farm workers, I worked here for more than ten years. If you observe my house, you feel bad because my home is very small in size (4mx4m); it is so difficult to bring up a number of children here. To your surprise, this house will be returned to the farm if you stop working as you get old or pensioned; you cannot spend even one more night if you stop working. The farm throws us homeless upon retirement.

Likewise, one of the FGD participants (FGD 5) confirmed that lack of facilities as follows:

One day one of our friends was injured on transport as she didn't drop off quickly from a car (FSR). We collaborated to take her to clinic first where her got treatment and we reported the case to the woreda WSAO. Fortunately, the office in collaboration with WCYO promptly secured money from the farm enterprise to cover the injured women's medical expense. Since the transport service was not public transport, it was very difficult to easily enter and drop off especially for women.

In addition, one of the key informants (KII 1) confirmed lack of facilities in the following way:

In terms of facilities, Ayehu farm enterprise has serious challenges towards its workers in accordance with food provision, transport service, housing and other related services. In terms of food supply, workers cannot perform their work diligently without food, but the farm enterprise doesn't give any response. In addition to food provision, there is transport problem; they were transported via non public transport (FSR), 150 persons per trip like goods. It is life threatening for workers and we blamed the scenario, but the problem is still persists.

From the above discussion, one can understand that women workers in the farm enterprise face problems in accordance with lack of facilities such as lack food supply, lack of transportation services, lack of home supply and other related services. These all facilities are basic and fundamental for any workers who are involved at any work places however, lack of these facilities or unable to fulfill these facilities are the challenges and paves the way for servile working conditions for women workers.

Job Insecurity

Regarding job insecurity, the semi structured interviewees and focus group discussants agreed that we are full of frustration and lack freedom at work.

In line with this, one of the semi structured interviewees (I 2) stated her concern in the following way:

We are always in distrust/doubt on this farm enterprise because one day we may lose our work. Since it is a private farm enterprise, the farm may fire us from our work without question and this makes our work environment full of stress and anxiety. Personally, I do have a number of problems in relation to the farm enterprise, but I always want to choose silence from exposing the problems of the farm as I want to feed my families though I earn little income; this is because I do not have any option. If someone from the administration hears this interview, I may be exposed to either oral or administrative warning, as the administrators care little about workers, but only about themselves.

Furthermore, another semi structured interviewees (I 7) stated her expression about job insecurity in the following way:

Once up on a time, one of my bosses warned me because I exposed wrong doings of higher bosses in relation to employee-employer relationships. I was warned that when I may be fired from work if I continue disclosing the failures of the heads. He

underlined that I am option less, and the measure will come true if I stick to making the truth on worker exploitation public.

Likewise, one of the FGD participants (FGD 8) confirmed that:

Since, it is a private farm enterprise and profit making organization, it does not give priority to employees' rights and safety, rather wants to maximize its profit by putting its strong pressure on farm development workers by leaving alone different benefits for employees and extending their burdens on them for the good of the farm itself.

In addition to this, one of the key informants (KII 5) confirmed his concern about job insecurity in the following way:

As a justice office, we always stand for the proper protection and execution of workers' labor rights. In case of Ayehu farm enterprise, women workers are not voluntary to expose their labor rights denial/exploitation fearing that the farm enterprise leaders may fire them from work. We are vigorously exerting our best effort to preserve and protect women's labor rights through awareness creation and educating women workers in collaboration with woreda Labor and Social Affairs office to be conscious of their labor rights.

From the above discussion, one can understand that both temporary and permanent women workers faced problem of frustration of being fired from job; they are intimidated by their respective work bosses and higher company leaders. This affects their work and paves the way for pervasive labor exploitation and makes them lack of trust on their work.

Economic Challenges

Low Payment

Regarding their payment, the semi structured interviewees, focus group discussants and key informants agreed that, the amount of income in which farm workers earned is very low and does not go with the current economic inflation.

In line with the amount of payment, one of the semi structured interviewees (I 2) stated her view in the following way:

My fellow workers and I work in this farm with very low wage per day i.e. only 35 birr. Imagine what amount of consumption goods this money could buy? Almost the purchasing power is zero and the farm enterprise does not worry about the income paid per day and the economic inflation of goods and services. I work in this farm enterprise particularly in the area of construction and the employer assumed that this type

of work is easy and the pay (35 birr) is adequate for this work. This amount of money today is nothing, but I work here as I do not have any other option.

Furthermore, another semi structured interviewees (I 4) stated that the amount of payment per day as follows:

As you have seen it practically from the field observation, I am working in this agricultural site with my fellow workers. The amount of income I earn is 55 birr; this amount is improved this year after strong complaint made to the head office. Previously, we used to earn 35-40 birr; the head office considered our complaint and improved our wage. This decision is for the time being is good when we compare it with other women workers who are earning below this. And yet, the improvement came too late.

Likewise, one of the FGD participants (FGD 6) expressed her position about the amount of payment per day as:

We are working in this farm development with very low income per day 35-55 birr interval; you see 35 birr per day is the value of 1kg teff these days and we cannot fulfill our basic needs with this. I live with my elder parents: younger brothers and sisters; our means of living is based on this very low income. I tried to look for another work for a better wage, but my parents are aged and badly need my help and presence nearby.

In addition to this, one of the key informants (KII 1) supported the above view as:

When we compare the amount of wage paid to women workers in this farm enterprise with women of other work places, this is very low. Since, the enterprise is privately owned one; it mainly works to maximize profit. In terms of wage, the main beneficiaries are the top and middle level farm leaders than labor workers. According to WSAO, it repeatedly appealed for wage improvement, but still the response is not positive and lacks due attention and women workers specifically are the victims of the case.

From the above discussion, one can understand that the amount of wage is a major challenge for addressing different socio economic problems and to improve their living conditions and the amount of pay should be proportional to their work in order to satisfy the basic needs of workers.

Labor Exploitation

The semi structured interviewees, focus group discussants and key informants agreed that their labor was massively exploited by this farm enterprise ever since its foundation. Labor is one of the factors of production, so we need to preserve wisely and protect labor rights of workers so as to facilitate the production rates accordingly.

Regarding this, one of the interviewees (I 3) expressed her opinion about labor exploitation as:

I spent my entire life with in this farm enterprise ever since its foundation starting from bush clearing up to agricultural labor work. However, what I get in return is profit exploitation of my labor without any sort of asset/wealth to support future life. The current hand to mouth life is even made possible with strong labor as I am in productive age; I do not know how I can lead life upon old age. The farm enterprise has unfairly exploited my labor, for no any labor retirement or compensation. In short, our labor is exploited in vain.

Furthermore, another FGD participant (FGD 2) explained the problem of labor exploitation as:

“We never thought about labor right protection; our focus is on how to win life making a living. Obviously, the farm enterprise does not bother about workers’ labor rights and concerned government bodies lack proper follow up for farm workers, particularly for women farm workers”.

Likewise, one of the key informants (KII 1) confirmed that:

In this farm enterprise, women workers were not given attention about their labor right, and its practice contradicts with the national labor law. Women workers are majority in number compared to their male counterparts. By the same token, labor exploitation will also be high on women workers, and they were forced to work more than 8hrs per day without food access; this shows that labor exploitation was more vivid and massive on women farm workers than male fellow workers.

From the above discussion we can understand that the problem of labor exploitation in this farm enterprise is seriously exploited due to lower wage rate and needs more attention for women workers. Women’s labor should be treated as a human right issue and women workers should be encouraged and motivated as a back bone of the society than exploiting their labor exhaustively.

Social Challenges

Psychological Trauma

Psychological trauma was one of the challenges that women workers in the farm enterprise face. In this regard, the semi structured interviewees and focus group discussants explained that they are psychologically affected by their employers, respective bosses, caboos and even by their community members.

One of the semi structured interviewees (I 1) stated that:

While working in this farm enterprise, some employers, caboos and bosses do not have good image/attitude for us, which psychologically impacts workers’ labor rights

directly or indirectly. One day, my caboo insulted me as 'you are a seasonal daily laborer of AL-AMOUDI under my control'. He warned me that the only solution is negotiating with him (caboo). He confidently told me that no one, including the top farm officials would care about my psychological impact on the work.

In addition, another semi structured interviewees (I 4) stated that:

People always perceive us as dependents of the farm development and ridicule us as shepherd of AL-AMOUDI. This time, we feel bad because of people laugh at our daily labor work. This psychologically affects us; we think that daily labor work is the only destiny we have. People's mal treatment and negative attitudes towards our work affects our motivation towards our work.

Similarly, one of the FGD participants (FGD 4) explained that:

Many women workers are victims of psychological trauma by their caboo's, bosses, higher leaders etc; however, for the sake of their work, women give them deaf ears. When we use transport (FSR) early in the morning and evening, people ridicule and call us "□□□" (□□□□□ □□□□□ □□□□□). This again reminds us of our past pain and causes psychological damage.

In addition, one of the key informants (KII 3) added:

Women workers do not feel free about their labor work in the farm because they suffered from negative criticisms causing psychological trauma at work place, on transport and even at their surroundings too. They were insulted, ridiculed and laughed at by their caboos, bosses and higher leaders and also even by their families too.

From the above discussion, we can understand that ill treatments create psychological impacts and makes women develop inferior feeling towards their labor work, and this consequently degrades their motivation to work.

Sexual Harassment

The semi structured interviewees, FGD participants and key informant interviewees expressed that they were harassed by administrative staffs, respective work bosses, caboos and by their fellow men workers in the farm enterprise both inside and outside the farm.

In this regard, one of semi structured interviewees (I 3) expressed her concern in the following way:

After I joined the farm enterprise as a daily laborer, one of our colleagues asked me to be his close girl friend; unfortunately, I refused his request. However, he repeatedly seduced me, and yet, I refused. At the end of the day, he tried to harass me at work place

repeatedly, and he warned me outside as he will kill. I tried to tell him politely that I don't want to enter into love relationships, and as I can't be out of my family's permission. However, he did not listen me, rather frightened me. Finally, I reported the case to the farm leaders and they gave him last warning that what he was doing was against the work ethics of the farm, and stopped harassing me.

Another interviewees (I 6) stated her view about sexual harassment as:

One day, my caboo forced me to give him my cell phone and gave him my number. Then, he repeatedly calls and tells me that he loves me. He disturbed me by calling even at night while I am amidst my families. However, I refused; besides different impositions, he warned me to punish my salary by telling image destroying rumors to top farm leaders. Finally, I tried to honestly report the issue to the farm leaders and fortunately they changed me towards another work site led by another caboo.

Furthermore, another FGD participant (FGD 11) stated that:

After I was promoted to permanent office secretariat, one of my bosses tried to harass me repeatedly, but I said no. He promised to give me a sum of money and even other benefits such as better job opportunity by communicating with higher farm leaders. Then, he frightened me as when he off work. Finally, I tell the cases to the farm manager and he punished him as the farm enterprises ethical regulations of employer/employee relationships.

Likewise, one of the key informants (KII 4) confirmed that:

Women workers are usually harassed by their respective work bosses, field caboos and by managerial staffs. Once, I remember that many women workers were complaining about being harassed by farm officials both at office and outside office. Knowing that the weak side of women workers is economic, better paid farm workers sexually exploited women laborers using their money. As a result, many women were exposed to HIV/AIDS.

From the above discussion, one can understand that sexual harassment was a main challenge women workers faced in the farm enterprise at different times. They experienced sexual harassment by their male counterparts such as managerial staffs, caboos and work bosses in the farm. From their words it is possible to understand that women workers are prone to sexual exploitation due to their work status, personal characteristics and their minimal wage which doesn't even suffice for daily food. Many of them are daily laborers, whereas men occupy immediate supervisory positions which give the latter a chance to exploit them.

Low Respect from their Community

The semi structured interviewees, FGD participants and key informants agreed that women workers of the farm got low respect from their community unlike other daily laborers working outside the farm.

In this regard, one of semi structured interviewees (I 4) described the situation as follows:

When I returned home after work, community members consider me as a gangster. Not only me, my fellow women workers are also considered the same; this mainly attributed to the low wage we earn. One day, when I was coming back home from work, one of the community members said 'welcome AL-AMOUDI's bride; how is everything there? I hope everything is ok with you; is that not?' This ironical expression makes me feel so sad and I cried.

In addition, another interviewee (I 6) stated that:

Our community members considered women workers of the farm enterprise as promiscuous; they consider us that we join the farm in search of our sexual partners and boyfriends. This prevailing thinking in the community even motivated our fellow men workers to enter into seductive acts repeatedly. This negative image and low respect from the community makes many women farm workers quit job.

Furthermore, another FGD participant (FGD 7) stated about low respect from community in the following way:

Women workers were not considered as equals with their men counterparts and lack due respect by their community members. This problem hinders our socio economic growth and participation in different aspects in our community, and consequently, affects our labor right and there is also a probability of losing our job and become unemployed.

Likewise, one of the key informants (KII 3) added:

Our community still lacks awareness and recognition for women workers' labor right and they did not give equal value with men. Actually, the community has negative image for the farm enterprise itself, leave alone to its workers, but the negative image towards women is worse. Most community members have grievance against the farm; they believe that the farm investment has unwisely snatched their land in the form of land grabbing.

From the above discussion, one can understand that the attitude of community dwellers towards women workers of the farm is very low and negative compared to men. It is generally expected that women are not capable to perform and they will not succeed. This attitude of expected failure implies that there is low trust in women's capacity to achieve. The misconceptions on

women's capacities affect the opportunities given to them. Women are generally seen as unable to achieve anything.

4. DISCUSSIONS

Administrative Challenges

This finding showed that, women workers in the farm enterprise faces problems with follow up and control measures from respective government offices. Similarly, this finding is related to women participate in every kind of job opportunities even though women's labor does not get the appropriate attention and acknowledgment (Evans & Barbara, 2009).

The participants in this study rationalized their stance by saying that they lack facilities from the farm enterprise. Likewise, the previous researchers finding Eerdewijk, et al., (2015) find out that low or lack of facilities has negative impact to create good working conditions for workers. In most works the availability of facilities is problematic, might either be absent or badly maintained. Lack of facilities hinders women's ability to work on, especially when they are pregnant. Key facilities have a positive effect on women's performance in their working in access to housing and transport services. Moreover, Eerdewijk, et al., (2015) argue that when women workers do not live in the work sites or near by the availability of transport services becomes a critical concern.

Furthermore, as the researcher observed from his direct observation, can understood as the transport service offered by the farm enterprise is dreadful/awful for transportation system. Because, the farm workers were transported via FSR (non public transport) allowed for transporting goods and services. To this effect, the travelers were exposed for the fluctuation of coldness, hotness, and rain in times of traveling at early morning and evening down to their destination (See fig: 1).

In line with administrative challenges the participants of the study agreed that they were faced with job insecurity from the farm enterprise and feel job insecurity. This finding goes against labor law that referred to as an employment law relating to the employment of workers or a law that governs employment relationships. The main topics of a labor law are the contract of employment, the role of any collective bargaining and the statutory control of minimum conditions of work. Conditions of work such as; hours of work, probation period, leave, remuneration for work performed, health and safety of workers, and other conditions are set by

the law. Both parties may engage in collective bargaining in respect of minimum conditions of work as prescribed by law (ILO, 2011).

Economic Challenges

This finding showed that women workers faced a challenge of low income earnings. Likewise, the previous researchers finding Pennington & Belinda, (2009) they have always been vulnerable to temporary, part time work without proper agreements or trade union rights. They are paid less, particularly if they are young and inexperienced. Even when fully employed, large numbers of people lived in poverty because of the unevenness of wage rates and the existence of casual labor in many industries.

Moreover, women were the lowest paid workers in most job classification and more likely to be employed in seasonal and temporary work because a particular society saw their participation in the paid work force as a temporary phenomena short step in their progression towards the expected adult roles of wife and mother (Mercedes, 2007).

The participants of the study also agreed that, beyond lower payment there is wage gap among similar educational background and work experience between office workers because of strong kinship relations and some one's strong tie with higher farm leaders. Similarly, this finding is related to privatization can have an adverse impact on salary levels and structure and pay supplements. Privatization often causes a move toward more performance based pay schemes, more flexible working conditions (less security of tenure, increased use of non unionized contract labor, fewer benefits, and longer hours), and larger wage differentials (Bennel, P., 2002).

The result obtained from the participants of the study revealed that, women labor workers of the farm enterprise were faced with labor exploitation. Similarly, many jobs are conceived as male or female preserves for which members of the opposite sex are not considered. This is especially apparent in certain professional and supervisory occupations, which are reserved for men, and in some low skilled blue collar jobs for which only women are thought fit (ILO, 2002).

Furthermore, this finding contradicts the Ethiopian labor proclamation no. 377/2003 administration system as a whole, occupational safety and health and work environment, industrial relations, employment conditions through setting and enforcing minimum work place standards to address work place vulnerabilities. The labor proclamation prohibits employment of

children below the age of 14 years and the engagement of young workers (i.e. between ages 14 and 18 years) in types of employment which are considered hazardous (MoLSA, 2012).

Social Challenges

The information obtained from participants of the study revealed that, women labor workers of the farm enterprise were faced sexual harassment as they were harassed by administrative staffs, respective work bosses, caboo's and their fellow men workers at their work places and outside the farm. Similarly, this finding is related to the issue of sexual harassment and abuse has been given little importance in the labor sphere. Since, women confront and put up with similar aggressions in the home, sexual harassment and abuse in the work place is not considered a unique situation (Mena. and Silvia, 2005).

Likewise, women's are prone to sexual harassment irrespective of their status, personal characteristics and the types of their employment. They face sexual harassment at working places, educational institutions, on the way on transports and at home. Most of them are tend to be concentrated in the poorer service jobs, whereas men are in an immediate supervisory position, which gives them a chance to exploit them subordinate female (Barati et al., 2013).

The study finding showed that, women labor workers of the farm enterprise got low respect from their community dwellers unlike other daily laborers working outside the farm. In line with the above finding Pasque and Wimmer, (2011) argues that society has a false belief that women are by nature less intellectually and physically capable than men. Many liberal feminists explain women exclusion or inequality with reference to ideas of female inferiority or incapacity that inform the background and education of both men and women.

5. CONCLUSION

Based on the findings identified in this study area, the following conclusion is drawn. Women workers of the farm enterprise in Ayehu have faced different challenges concerning administrative, economic and social aspects. In terms of administration, they faced problems such as; bureaucratic despot, lack of follow up and control services, lack of facilities and job insecurity. Economically they faced problems such as; low payment or wage per day and labor exploitation. In terms of social aspects, women workers of the farm enterprise faced problems such as; psychological trauma, gender based violence and low respect from their community.

Generally, we can conclude that women workers of the farm have faced many challenges in relation to their working conditions. And yet, it is undeniable those women workers have benefited from opportunities working in the farm.

To conclude, even though women pass through both challenges with opportunities at work, many are still kept in low paid position. So, their challenges are serious than the opportunities they had. Because the information obtained from study participants showed that, many farm workers and women workers too faced with serious administrative, economic and social challenges than opportunities they reap.

Therefore, the farm enterprise should take permanent measures in order to benefit farm labor workers through Agro processing mechanisms that can save the lives of majorities of the farm workers, gender based violence is a challenge in the farm; the woreda Justice office and woreda Women, Children and Youth Affairs office should work to take corrective measures, women workers of the farm enterprise should enhance their self confidence by developing work habit and feel work security by avoiding job insecurity from the farm enterprise and the farm development should devise a strategy to help farm workers; particularly women workers have their own house so that they would not be in problem upon retirement.

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Acknowledgements

I would like to thank all research participants who gave me valuable information about the topic of the study.

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