



RESEARCH ARTICLE

THE ROLE OF TEXTILE INDUSTRY IN PROVIDING DECENT WORK: THE CASE OF ALMEDA  
TEXTILE FACTORY (ALTEX), ETHIOPIA

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ABSTRACT

Industrial development has immense potential for providing decent work for a large number of people. Particularly, the textile industry creates ample jobs for urban dwellers. In the context of Ethiopia, there have not been adequate studies that investigated the role of the textile and garment industries in providing decent work to people. The objective of this paper was to examine the role of Almeda Textile Factory (ALTEX) in providing decent work to its employees. The target population of the study consisted of 5421 from which a sample of 188 was selected using stratified and systematic random sampling techniques. Primary data were obtained from the target group using structured questionnaires and interview, and were analyzed using descriptive statistical techniques and descriptive narration respectively. The findings indicate that in aggregate ALTEX has been providing decent work to its employees when decency was measured in terms of employment opportunity, adequacy of pay, respect of workers' rights, security of work and provision of safe work environment. However, safety of work environment is relatively inadequate given the considerable number of occupational injuries and the inadequacy of compensation paid for such injuries. Therefore, it is recommended that the company management should enhance its safety standards either through benchmarking similar factories or the support of experts in the area. From the government side, introduction of compulsory insurance system for occupational injuries might ease the financial strain of employers and employees.

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INTRODUCTION

Productive employment and Decent Work are key elements to achieving a fair globalization and the reduction of poverty (ILO, 2012). Decent work 'sums up the aspirations of people in their working lives and involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men' (ILO, 2012). ILO has come up with four key strategic objectives to be incorporated in the agenda of decent work: rights at work, employment and income opportunities, social protection and social dialogue. These strategic objectives empower men and women by creating a sustainable institutional and economic environment; by ensuring healthy and safe working conditions; by ensuring a decent income; by improving social protection, social security and labour security (including income security and access to health care); by advancing social discussion and a tripartite approach to convert economic development into social progress and social progress into economic development and

by respecting, promoting and realizing fundamental rights at work in the agricultural, industrial and informal sectors of the economy (Ernst *et al*, 2012). From the industrial sectors, the textile and clothing industry plays a very significant role in terms of production and trade, especially in creating job employment. Textile and clothing industry is crucial in economic and social aspects of the people because it provides the people with incomes and jobs and thereby it brings sustainable economic development (Keane and Velde, 2008). There are a number of reasons that makes the textile sector to play such an important role in economic development. Most importantly the sector attracts large numbers of unskilled labor (Brenton and Hoppe, 2007) At the global level, however, there is lack of quality employment, and decent work for all is not yet achieved. In 2009, around 212 million people of the world suffered from unemployment (ILO, 2010a). In addition to the high rate of unemployment, most of the employed people get their income under the condition of vulnerable and insecure working area. About 80% of the global population does not have access to social protection whereas the remaining 20% enjoys adequate social protection (ILO, 2010b). In Africa, there is no adequate productive employment and there are also many problems with supplying decent work for all. In 2006, the overall unemployment rate in Africa was estimated at 10.3 percent, and in sub-Saharan Africa at 9.8 percent. Though

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Africa labour force has raised its figure by 9 million per year, the employment opportunity rises by around 8.6 million a year. Besides, there is high range of hunger, malnutrition and overall low living standards (ILO, 2007). For instance, in South Africa, 30-40% of the existing workforce is currently unemployed. This is not the only problematic issue; even those who are employed, especially in textile industry, are working in poor working conditions. They get low wages and work very long hours under unsafe condition (Bonnin, 2007).

The Ethiopia government, in collaboration with ILO, launched the 'Decent Work County Programme (DWCP)'. Its primary target is to incorporate a combination of measures in the components of decent work such as employment upgrading, workers' rights, social protection and social dialogue. This is supposed to play a key role in the realization of the objectives of the country's poverty reduction strategies, whose objectives, among other, is to raise the employability of labour resources in the industrial sector as a means of achieving off-farm employment (FDRE, 2009). From the industrial sector, the Industrial Development Strategy of Ethiopia (2002) gives much consideration to the textile industry for different reasons. One reason is textile industry is capital saving and labor intensive sector and plays a very crucial role in reducing unemployment by creating job opportunities for a number of citizens (Textile Industry Development Institute, 2012). For instance, this sector provided employment opportunity for more than 20,000 people in 2007/2008 (Eganet consultancy, 2011). In the context of Ethiopia, there have not been adequate studies that investigated the role of the textile and garment industry in providing decent work to employees. Mulat's (2002) study had focused on the agricultural sector. Therefore, this study was conducted to examine the role of the textile industry in providing decent work in the case of Almeda Textile Factory (ALTEX).

## OBJECTIVE OF THE STUDY

### General objective

The general objective of this study was to examine the role of the textile industry in providing decent work in the context of Almeda Textile Factory (ALTEX), Ethiopia.

### Specific objectives

The specific objectives of the research were

- To assess the role of ALTEX in providing employment opportunity and adequate earnings to the surrounding communities and beyond.
- To evaluate the practicality of ALTEX in recognizing & respecting workers' rights as provided in the Ethiopia labor law.
- To assess the role of ALTEX in providing safe work environment to its employees.

## Theoretical literature review and conceptual framework

### The Concept of Decent Work

The phrase "Decent Work for All" was initiated in the twenty-first century by Director-General Juan Somavia while he presented his first report to the International Labour Organization's annual conference in 1999 (ILO, 2002). And then the idea of decent Work, as a concept and an agenda, was introduced and first promoted by the International Labour Organisation. In both aspects, it comprises of four components: employment, rights, protection and dialogue. These four components of decent work have positive correlations, and that they collectively have great potential for creating a paramount condition for social improvement and development (ITUS, 2008).

As far as the agenda of Decent Work is concerned, one of its key building blocks is the ILO's 1998 Declaration of Principles and Fundamental Rights at Work and it's Follow-up. The Declaration is prepare based on the Conventions on freedom of association and the rights to organize and bargain collectively, forced labour, child labour and discrimination in employment. Moreover, it is formulated in a way that all member countries respect these rights which allow all working women and men "to maintain their reasonable share of wealth freely on the basis of equality of opportunity" (ILO, 2001) Therefore, the Decent Work Agenda is an approach to development that focuses on employment that is go along with rights, representation and protection. Decent work is appropriate and functional to both developed and developing countries, and even to all sectors and workplaces. The Decent Work Agenda requires adequate respect and protection for international labour standards and social dialogue and amalgamating them with development processes, rather than recognizing them as a goal to be attained for the future. Therefore, this is not only an issue of social justice, but also a significant factor in bring social and economic development: in various cases, labour standards and social dialogue help to realize development processes, by supporting social development. (Bell & Newitt, 2010)

### The pillars of decent work

Decent work is recognized as having four component pillars, which are inseparable to each other (Bell & Newitt, 2010; ILO, 2012). These are:

- Access to productive employment and income opportunities;
- Rights at work;
- Social protection and
- Social dialogue.

### Employment opportunities

Every person on earth should have access to job so as to sustain a good life in a way his/her basic needs are fulfill. In this case, employment is an important aspect for attaining this. This is why a considerable amount of efforts have been exerted on job creation. But any kind of job should be accompanied by decent jobs for everybody (WDDW, 2008). Employment is a one means of escaping out of poverty and social segregation. Similar to that of fundamental human rights, access to employment is one of the most important desires of people in every corner of the world (ILO, 2002). Employment is a very

important element of decent work. Employment in the context of decent work represents not only to wage-based jobs but also to all type of work such as self-employment, wage employment and work in home. It also represents to full-time, part-time and informal work and to works which are accomplished by women, men and children. To realize the existence of decent work, certain prerequisite conditions should have to be brought in to consideration. One of these is sufficient employment opportunities for all people who search for work. Work should be accompanied by remuneration (in the form of cash or kind) to attain the necessary needs of the worker and their family members too (ILO, 2006).

### Workers' right

The most excellent mechanism for jobs to progress is to be related with principles and rights. The most important objective of Labour laws is to legalize a worker to claim his or her rights (Ernst *et al.*, 2012). In 1998, workers right was fully recognize with the Declaration of Principles and Rights at Work, and its prime objective was maintaining of social justice and dignity at work. The approval and ratification of conventions, and the well-organized supervisory and complaints instrument has been playing a prominent role in injecting the concept in to national laws and putting it in to practice all over the world (ILO, 2002). Accordingly, Rights at work comprises both ethical and legal framework for all components of decent work. Their fundamental objective is to ascertain that work is linked with dignity, equality, freedom, reasonable remuneration, social security and voice, representation and participation for all workers of any occupation (ILO, 2006). Moreover, as far as their employment is concerned, workers have a set of human rights such as the right to organise, express their feeling, participate in the decisions that concern them, as well as the right to bargain collectively with regard to their work. These rights also include the right against discrimination, against forced labour and against child labour (ITUC, 2008). However, although all countries have incorporated labour rights under their national legislation, they may not exercise them in practice. Breaking of labour right among employers may be exacerbated by the refusal of being obedient to enforcement action. In this case, the nonexistence of trade unions at the level of enterprise or an inadequate number of labour supervisors can flourish (Ernst *et al.*, 2012).

### Social protection

Throughout the world, a few numbers of people have access to social protection. Most working people suffer from lack of social protection when they are unable to work. The main purpose of social protection is to maintain people from different problems which emanate from emergencies and vulnerabilities. These include illness, maternity needs, accidents, unemployment, poverty, severe economic fluctuations, natural disasters and civil conflicts. Social protection policies must be targeted on minimizing insecurity, anxiety and material scarcity (ILO, 2006). Currently, only 20% of the world's total population have access to social security. However, all persons, where ever they live, require a reasonable level of social protection and income security, which is described based on their society's context, capacity and level of development (ITUC, 2008).

### Social dialogue

Social dialogue contributes a lot in the process of building harmonized societies; it gives a great value to democratic and social issues and their shared economic, political, social, legal and cultural power that affect their life. Through the harmonization of the society, decent work in turn increases the number of people engaged in the political, social and economic processes, and enable them to enjoy a decent and secure income (Ernst *et al.*, 2012). Social dialogue, through information sharing, discussion, and negotiation, enhances situations of workplace, and it plays very significant role in identifying common consciences and reconciling conflict of interests (ILO, 2002). Social dialogue offer voice and representation to workers in the process of production. Such a dialogue enables workers to protect their benefits and safety, to participate in areas of their concerns and to negotiate and discuss with other actor concerning to the production system. Besides it consolidated the bargaining power of the workers in the market place (ILO, 2006). This collective bargaining which is taking place between employers and workers' representatives makes possible for workers to possess a protected rights and interests. At the same time it is essential to social security and boost growth and development. Therefore, social dialogue is a best means attaining the rest element of decent Work (ITUC, 2008).

### Conceptual frame work

Conceptual frame work for this study was developed by the researchers. The framework is constructed based on the four pillars of decent work: employment opportunity, workers' rights, social protection, and social dialogue and the various parameters that explain each of the pillars. (see Fig. 1)

## METHODOLOGY OF THE STUDY

### Description of the study area

Almeda Textile Factory is situated seven kilometers from the center of Adwa town on the main road to Axum and 1,006 kilometers from Addis Ababa and 233 kilometers from Mekelle capital of Tigray region. Almeda Textile (Pvt.) Limited Company is located amidst the beautiful mountains of Adwa. There is an Airport capable of handling cargo planes at Axum near the mills site. Apart from other alternatives, the factory is directly linked with the main seaport of Djibouti for import / export incidentals. Almeda textile Share Company is established in February 1996, with its factory premise occupying 350,000sqm of land. Almeda textile is one of the large textile factories in Ethiopia and the horn of Africa. Almeda is a non-governmental unit owned by Endowment Fund for Rehabilitation of Tigray (EFFORT) with a total investment capital of birr 594 million.

### Data type and source

In the study, both primary and secondary data of quantitative and qualitative nature were utilized in the study. The primary data was collected from the employees of the six production units. The primary data was supplemented by secondary data which were collected from annual report of the factory and article reviews.

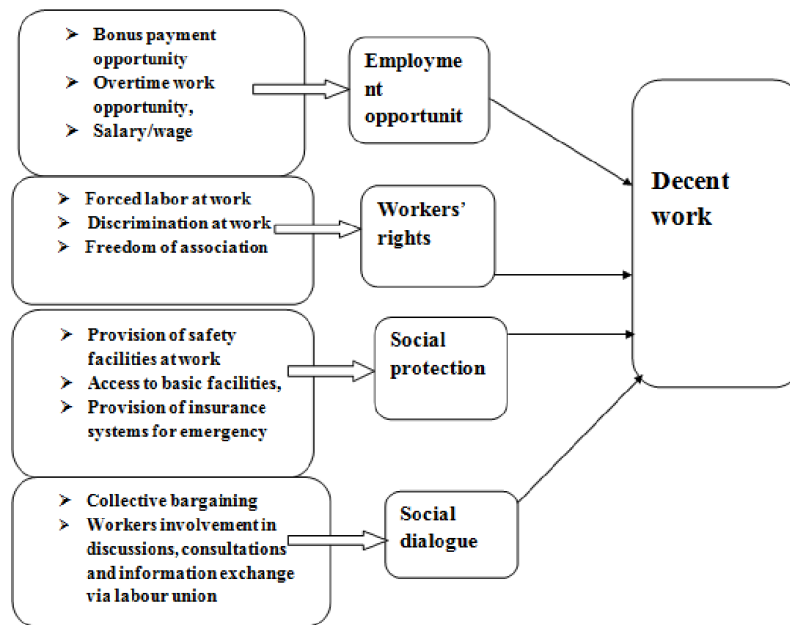


Fig. 1. Conceptual framework (adapted by the researchers, 2014)

### Sampling Design and Sampling size

The population of the study consists of 5421 workers who work in Almeda Textile Factory. The researchers used Kothari's formula of 2004 for determining the sample size. The arithmetic formula is given as follows:

$$n = \frac{Z^2 \cdot p \cdot q \cdot N}{e^2 (N-1) + Z^2 \cdot p \cdot q}$$

Where :

N = size of the population

p = sample proportion of successes

n = size of sample

q = 1-p;

z = the value of the standard deviate at a given confidence level

e = acceptable error (the precision)

Given: N = 5421 p = 0.02 z = 2.005 e = 0.02

$$\text{Therefore, } n = \frac{(2.005)^2 \cdot 0.02 \cdot (1-0.02) \cdot 5421}{(0.02)^2 \cdot (5421-1) + (2.005)^2 \cdot 0.02 \cdot (1-0.02)}$$

$$n = 188$$

The study focused on the workers of the six department of the production process of Almeda Textile factory. Stratified sampling method was utilized when selecting respondents from the six departments in proportion to their population size. Subsequently, the workers were selected using systematic random sampling technique by taking the list of the respondents from the organization's human resources department. The following table summarizes the total population in each department and the corresponding sample taken from each department.

Table 1. Summary of workers who belong to the six departments

Department/Stratum	Population	Sample
Garment	3108	114
Spinning	489	26
Weaving	402	19
Processing	188	14
Dying	135	9
Engineering	114	6
Total	5421	188

Source: Own survey, 2014

### Data collection instruments

The data collection tools that the researchers employed were questionnaires and interview. The researchers prepared questionnaires and disseminated them to the selected respondents. The nature of the questioners was a mix of both close and open ended questions. Semi structure interview was prepared to get detail information and to cross check the information received from the identified respondents.

### Data processing and analysis

After the data was collected, it was arranged and edited to ensure accuracy, relevance, consistency, reliability and completeness. The data were analyzed using descriptive statistical techniques

## ANALYSIS AND DISCUSSION

As it was stated in the methodology part, the sample size was determined to be 188. The actual response rate turned out to be 179 (95%) which is a high level of response rate and adequate enough to undertake the analysis provided in the forthcoming sub-sections.

## Demographic characteristics of respondents

The demographic characteristics of the respondents are briefly illustrated in the following table. The data was mainly gathered through questionnaires. So the table below shows sex composition, age structure, educational level and work experience.

**Table 2. Demographic characteristics of respondents**

Characteristics of respondents	Categories	Frequency	Present
Sex	Male	85	47.5
	Female	94	52.5
Age structure	Below 20	8	4.5
	20-29	128	71.5
	30-39	35	19.6
	40-49	8	4.5
	50 and above		
Educational level	Primary school	15	8.4
	Secondary school	58	32.4
	College diploma	60	33.5
	Vocational/technical school	17	9.5
	First degree	26	14.5
	Master	3	1.1
Work experience	0-4	71	39.7
	5-9	64	35.8
	10-14	33	18.4
	15-19	11	6.1
Resident type	19 and above		
	Urban	178	99.4
	Rural	1	0.6

Source: own survey, 2014

As Table 2 shows, 94 (52.5%) were female workers and 85 (47.5%) are male workers. According to the secondary data that the researcher got from the organization revealed that 3147 workers are female and the rest 1064 workers are male. This implies that women workers have more representation in the factory than their counter parts. According to ILO (2009) as far as decent work is concerned, men and women must have equality of opportunity to work. ALTEX's case demonstrates this fact.

Item 2 of Table 2 reveals that majority of the respondents [128 (71.5%)] were found in the age group ranging from 20-29 years followed by age group 30-39 [35 (19.6%)]. Whereas 8 (4.5%) of the respondents were in the age category of below 20 and the remaining 8 (4.5%) were belong to 40-49 age category. This shows that most of the workers are in the productive age group. Provision of descent work has significant implication to the productivity as well as goodwill of the factory in the sense that these groups are sensitive to any form of injustice, unfair treatment or violation of rights, and are less risk averse in terms of moving to other jobs. But they are so productive in terms of quick learning, flexibility, technology friendliness, etc if they would be provided with descent work. Regarding the educational level of the respondents, Table 2 indicates that the majority of the respondents [60 (33.5%)] and [58(32.4%)] have educational status of college diploma and secondary school respectively. 26(14.5%) of the respondents have first degree whereas 17(9.5%) and 15(8.4%) have achieved their vocational/technical school and primary school respectively. The rest 3(1.1%) of the respondents have completed their master degree program. These figures imply that these workers

are adequately literate to evaluate and strive to ensure the decency of their works in contrast to the education they have acquired.

Moreover, as it is depicted in Table 2, 71(39.7%) of the respondents have 0-4 years of work experience; 64(35.8%) have 5-9 years of experience; 33(18.4%) of the respondents have work experience of 10-14 years; and 11(6.1%) respondents have worked in the organization from 15-19. This result shows that the factory has been creating employment opportunity for many youngsters who have graduated from high schools, technical/vocational schools, and colleges. Besides creating employment opportunity to young people, it has the potential of creating a vibrant work environment in terms of injecting fresh ideas, creativity, innovation and energy in to the operation of the factory. As far as the respondents' residence type is concerned, Table 2 reveals that almost all of the respondents [178(99.4%)] have come from urban areas. The fact that textile and garment industries require some basic skills for their production processes might have put rural dwellers at a disadvantage as far as employment opportunity is concerned. Another possible explanation for this circumstance can be the fact that people from rural areas may not be interested to be permanently employed in a factory since they have to take care of their agricultural activities during rain seasons and for some months afterwards. However, the presence of thousands of salaried people in nearby towns provided them with temporary jobs during off-farm seasons and a viable market for their agricultural produces which may turn out to be a descent work for the rural people.

## Minimum Salary/Wage Practice and Overtime Pay

According to Ethiopian labour law and ILO, an employee is supposed to earn salary/wage which is, to the minimum, adequate enough to compensate for work done during a given time period and which cover the minimum needs of the worker and his/her family in line with the national economic and social realities (ILO, 2002). In the context of ALTEX, respondents have confirmed that they are receiving wage/salary in accordance with the country's minimum wage standards.

**Table 3. Workers receiving of reasonable minimum wage per month**

Variable	Cases	Frequency	Percent
Receiving of reasonable minimum salary/wage per month for your work	Yes	179	100
	No	0	0
	Total	179	100
Get payment for overtime work	Case	Frequency	Percent
	Yes	160	89.4
	No	19	10.6
Total	179	100	

Source: Own survey, 2014

The survey result depicted in Table 3 revealed that all the respondents [179(100%)] are receiving the reasonable minimum salary/wage per month for their work in the organization. This is farther strengthened by the interview with the managers and they replied that all workers have monthly payment (minimum wage) which is in line with what is stated in the labour proclamation of Ethiopia. However, this does not tell whether employees are well paid or not in comparison to

Ethiopian industry average. Overtime work and pay for such work is an integral part of decent work. The regular wage/salary employees earn may sustain the lives of the workers but employees need to support their families as well as their personal development through further studies or training or pursuit of other activities. In the context of ALTEX, majority of the employees have been able to work overtime and thus get paid for their extra work. Table 3 depicts this phenomenon. As it can be seen from table 3, the overwhelming majority of the respondents [160(89%)] have been working overtime and get paid for the same. Only 19(10.6%) of the respondents did not get this opportunity. This is so since not all factory operations require overtime work; the nature of the task dictates the prevalence of overtime work and pay. Therefore, majority of the workers have the opportunity to earn additional income in the form of overtime pay; this allows them to live decent life through decent pay.

### Respect for Workers' Rights

Respecting rights provided to employees is another important aspect of decent work. National and International Labour Laws provide different leave rights to employees, and organizations are supposed to respect these rights in pursuit of their commitment of to ensure decency of work and observance of these laws meant to ensure the same. In the context of ALTEX, the table demonstrates that such rights are well respected.

**Table 5. Provision of Permitted leaves at ALTEX**

Variable	Cases	Frequency	Percent
Annual leave	Yes	171	95.5
	No	8	4.5
	Total	179	100
Maternity leave	Yes	178	98.9
	No	1	0.6
	Total	179	100
Baby care leave	Yes	65	36.3
	No	114	63.7
	Total	179	100
Bereavement leave	Yes	152	84.9
	No	27	15.1
	Total	179	100
Court leave	Yes	148	82.7
	No	31	17.3
	Total	179	100
Sick leave	Yes	165	92.2
	No	14	7.8
	Total	179	100

Source: own survey, 2014

All the permitted leaves which are stated on table 5 are clearly stated in the labour standard of ILO and in the labour proclamation of the Ethiopian government. Hence, the question asked for the respondents is whether those permitted leaves are really recognized in the organization. In response, the overwhelming majority of the respondents agreed that annual, maternity, bereavement, court and sick leaves have been provided to employees. This implies that ALTEX has due regard to its employees' rights. The only exception is in the case of baby care leave in which significant number of respondents indicated that they have not been given the requested leave. This might be the case for the reason that the textile and garment industry is too competitive and providing such leaves would put the factory at a disadvantage owing to

the interdependence of operations and the work interruption that would follow suit as a result of such leaves.

### Safety of Work Environment

According to ILO (2012), "Occupational safety and health at work are vital components of decent work." Ethiopia has issued legal provisions which are in line with ILO standards and that recognize the importance of safe working environments (ILO, 2013). Accordingly, 'Ethiopia has adopted the Occupational Safety and Health and Working Environment Convention, 1981(No.155).' However, Ethiopia has not developed policy for guiding implementation of practical safety and health measures at the national and enterprise levels though a draft national occupational safety and health policy is submitted to Council of Ministers for adoption (ILO, 2013). In regard to safety issues at ALTEX, the study looked at the occurrence of injury, its frequency and provision of compensation for victims of injuries. The results are discussed below. Workplace or occupational injury refers to 'any personal injury, disease or death resulting from an occupational accident' (ILO, 2012). In the context of ALTEX, most employees have suffered one or more injury during operations.

As it is depicted in Table 6, majority of the 179 respondents [123(68.7%)] have suffered injury at workplace whereas 56(31.3%) of the respondents have not faced workplace injury yet. This indicates that there is considerable chance that an employee will get injured during the course of work at ALTEX. This may have occurred due to failure to ensure proper layout of machines or due to lack of information, instruction or supervision on safety issues as can be seen from items 2&3 of Table 7 in which 66.5% and 72% of the respondents have disagreed with the prevalence of safety information and proper layout of machines, respectively. The Labour Proclamation Article 92 of Ethiopia points out 'the obligations of an employer to take all necessary measures to ensure that workplaces are safe, healthy and free of any danger to ensure the wellbeing of workers' (ILO, 2013). However, employees may have shown negligence in adhering to safety requirements even though Article 93 of the Proclamation provides that workers are obliged to cooperate and complement the regulations and instructions issued by the employer in order to ensure safety and health at work places. Even then, it is not uncommon to observe significant level of injuries in the textile industry. For instance, Malik (2012) found that thousands of workers are exposed to various workplace injuries in Pakistan Textile Industry.

The prevalence of occupational injury tells part of the story. The frequency and severity of the injury employees suffer are important parameters for measuring workplace injury. The survey result in table 6 shows that out of 123 respondents (who have faced injury at the work place), 80(44.7%) have rarely faced injury at the workplace; 43(24%) have frequently or continually faced workplace injury. Therefore, despite the considerable number of employees facing injury, the frequency of occurrence is not quite high. Contrary to this finding, Malik (2012) found that workplace injury occurred regularly in Pakistan Textile Industry. In Ethiopia, there is no compulsory insurance system for occupational injuries but the Ministry of

**Table 6. Incidence of Injury, its frequency and level of compensation at ALTEX**

Variable	Cases	Frequency	Percent
Workers suffered injury at workplace	Yes	123	68.7
	No	56	31.3
	Total	179	100
Variable The organization ensures that layout of equipment (machines) do not put the health or safety of workers at risk	Cases	Frequency	Percent
	Yes	60	33.5
	No	119	66.5
Variable The organization provide workers with information, instruction and appropriate supervision for safety work	Cases	Frequency	Percent
	Yes	50	27.9
	No	129	72.1
Variable The frequency of injury occurrences at workplace	Cases	Frequency	Percent
	Always	12	6.7
	Sometimes	31	17.3
	Rarely	80	44.7
	Not applicable	56	31.3
	Total	179	100
Variable Organization provided compensation for work related injury	Cases	Frequency	Percent
	Yes	164	91.6
	No	15	8.4
Variable The extent of workers satisfaction with the amount of compensation they receive for work related injury	Cases	Frequency	Percent
	Very satisfied	1	0.6
	Satisfied	24	13.4
	Dissatisfied	36	20.1
	Very dissatisfied	103	57.5
	Total	179	100

Labour and Social Affairs is empowered to identify and require some enterprises to join a compulsory insurance scheme (ILO, 2013). Since this provision has not been materialized, the Labour Proclamation stipulates that an employer is legally responsible to provide compensation for a worker who has faced an injury at workplace provided the employee has not intentionally inflicted the injury (ILO, 2013). The findings pertaining compensation of work related injuries at ALTEX is provided in Table 6. Table 6 reveals that overwhelming majority of the respondents [164(91.6%)] replied that the organization provides compensation for work related injury whereas 15(8.4%) of the respondents responded that reparation for work related injury is not supplied by the organization. Therefore, this point out that the organization is good enough in respecting the legal right granted for workers facing occupational injuries which contributes to provision of decent work to employees.

As far as level of workers satisfaction in relation to their injury compensation is concerned, Table 6 depicts that out of the 164 respondents who received compensation, 103(57.5%) are very dissatisfied and 36 (20.1%) are dissatisfied with the extent of reparation paid for injury. On the contrary, 25 (14%) of the respondents are at least dissatisfied with the injury compensation. Therefore, from these findings, one can easily recognize that the organization did not provide adequate compensation for the injured employees or the compensation did not consider the seriousness of the injury employees suffered. Under such circumstance, the employees are forced to cover part of the expenses from their own pocket. This is contrary to the principle of decent work given the financial and psychological strain it imposes on the employees.

## Conclusion

Productive employment and Decent Work are key elements to achieving a fair globalization and the reduction of poverty (ILO, 2012). Decent work 'sums up the aspirations of people in their working lives and involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men' (ILO, 2012). This study focused on the role of textile industry in providing decent work to people in the context of Almeda Textile Factory (ALTEX). In accordance with the findings, it can be generally concluded that ALTEX has been providing decent work to its employees when the individual measures covering employment opportunity, adequacy of regular and overtime pay, respect of workers' rights and provision of secure jobs are aggregated. Specifically,

- ALTEX has been providing employment to significant number of people residing in the town where it is located, the nearby towns, and other parts of the country.
- ALTEX provides adequate salary/wage which is in accordance with the country's minimum wage requirements; employees also earn additional income from overtime pay.
- ALTEX is also committed to respecting workers' basic rights such as annual leave, maternity leave and others.

However, the company's working environment is not as safer as the employees would like it to be as far as occupational

injuries and compensation payable for such injuries is concerned.

### Recommendations

Based on the empirical findings, the researchers have recommended the following:

- ALTEX management should enhance its safety standards either through benchmarking similar factories or the support of experts in the area, and occupational injury compensation should be commensurate to the severity of the injury. This would help ATEX to fully discharge its obligation of providing descent work in accordance with national and international labour laws, and build its good image.
- The employees' labor union should negotiate with ALTEX management on upgrading of safety standards and reasonability of injury compensations.
- From the government side, introduction of compulsory insurance system for occupational injuries might ease the financial strain of employers and employees.

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