



**ST.MARY'S UNIVERSITY
SCHOOL OF GRADUATE STUDIES**

**ASSESSMENT ON VULNERABLE WOMEN PRIVATE SECTOR WORK CONDITION
IN THE CASE OF ROYAL GARMENT TEXTILE FACTORY IN ADDIS
ABABA,KOLFEKERANIYO SUB CITY.**

**BY
GETAHUN SISAY KASAY**

**JUNE,2020
ADDIS ABABA, ETHIOPIA**

**ASSESSMENT ON VULNERABLE WOMEN PRIVATE SECTOR WORK CONDITION
IN THE CASE OF ROYAL GARMENT TEXTILE FACTORY IN ADDIS
ABABA,KOLFEKERANIYO SUB CITY.**

**BY
GETAHUN SISAY KASAY**

**A THESIS SUBMITTED TO ST. MARY'S UNIVERSITY,
SCHOOL OF GRADUATE STUDIES IN PARTIAL FULFILMENT OF THE
REQUIREMENT FOR THE DEGREE OF MASTERS OF ART IN SOCIAL WORK.**

**JUNE, 2020
ADDIS ABABA, ETHIOPIA**

ST. MARY'S UNIVERSITY
SCHOOL OF GRADUATE STUDIES
ASSESSMENT ON VULNERABLE WOMEN PRIVATE SECTOR WORK
CONDITION IN THE CASE OF ROYAL GARMENT TEXTILE FACTORY IN ADDIS
ABABA, KOLFEKERANIYO SUB CITY.

BY
GETAHUN SISAY KASAY

APPROVED BY BOARD OF EXAMINER

Advisor: Asaye Legesse (PhD) Signature _____ Date: _____
External Examiner: _____ Signature: _____ Date: _____
Internal Examiner: _____ Signature: _____ Date: _____
Dean : _____ Signature: _____ Date: _____

Declaration

I, the under signed, declare that this thesis is my original work, prepared under the guidance of Asaye Legesse (PhD), my thesis advisor. All source of materials used for the thesis have been properly acknowledged, I further confirm the thesis has not been submitted either in part in full to any other higher learning institution the purpose of earning any degree.

Getahun Sisay Kasay

Signature & Date

St. Mary's University, Addis Ababa,

Endorsement

This thesis has been to St. Mary's University, School of Graduate Studies for examination with my approval as a university advisor.

Asaye Legesse (PhD)
St. Mary's University, Addis Ababa,

Signature & Date _____

Acknowledgment

First of all, I would like to thank Almighty God for giving me the strength to finish this research. My warmest and sincere gratitude goes to my Advisor, Dr. Asaye Legesse, for his excellent advice, follow up and constructive correction from the beginning to the end. His unreserved assistance and constructive comment were unforgettable. This research would not have been possible without the guidance and support of several individuals who in one way or another contributed and extended their valuable assistance in the preparation and completion of this Research paper.

I am deeply grateful to my second reader Ato Getachew Gebeyawu comments and suggestions and a heartfelt appreciation for my informants (vulnerable women private sector workers in Royal garment textile factory and management member and Kolfekeraniyo Sub-city Labor and Social Affairs office without their cooperation this study will not have been possible.

My special thanks also go to extend my gratitude to Meaza medium clinic for providing full financial support to attend the MSW program. The end but not last I also wish to express my love and gratitude to my beloved families for being with me not only to finish this research paper but also the whole academic year, endless love through the duration of my life. I specially thank to my brother Yirdaw Sisay for his infinite support throughout my life.

Abstract

*Women vulnerability to various problems is one of the dominant social problems. The main objective of this research is to explore the vulnerable women private sector in garment textile workers work condition. The population of the study is employees of Royal garment textile factory and the target population of the study was all women worker. Therefore, I used purposive sampling which is one of non probability sampling technique to select potential participants in order to investigate this particular study issue. I collected the data by qualitative data types of instruments employed to collect the data required for the study using personal observation. The findings of the study related to the factors, such as Unsafe work condition, lack of legal protection, lack of health care, economic problem, lack of education and lack of social support. The second part focuses on the challenges such as in adequate legal protection, inadequate health care, economic problem, psychological problem, poor educational performance, poor working condition such as human rights violations, exploitation and abuse such as lack of clear contract and incapability of contracts, long hours of work and over load, violation of privacy and poor payment and the third part presents potential coping strategies such as legal protection, health care, education and vocational training, economic opportunity and psychological support. Finally I gave social work implication for policy and program ,future research, social work practice and recommend that Volunteer professional committee should be organized. Establishing Institutionalization Program (YeserategnaMahiber),The Administration of textile factory should encourage the economic status of women, The MoLSA should design strong community based service provision for vulnerable women. Last but not least, the government of Ethiopia should encourage and support NGOs, fundraisers and significant actors who are engaged in vulnerable women private sector garment textile factory to bring fundamental change in the community through group effort. The finding calls attention to the need of practical access to service responses to the problems of women. **Key Words: Vulnerable, Protection, Private sector:***

Acronyms and Abbreviations

ILO: International Labor Organization

UNDP: United Nations Development Program

GOs: Governmental Organizations

NGOs: Non-Governmental Organizations

CBOs: Community Based Organization

MoLSA: Ministry of Labour and Social Affairs

LSAO: Labour and Social Affairs Office

UNCRW: United Nations Convention on the Right of the Women

EPRDF: Ethiopian People's Revolutionary Democratic Front

CSA: Central Statistics Agency

USAID: United States Agency for International Development

NASW: National Association of Social Work

BOLSA: Bureau Labour and Social Affairs

NWP: National Women Policy

SNNPR: Southern Nation Nationality & People's Region

Table of Contents

Declaration.....	iv
Endorsement	v
Acknowledgment	i
<i>Abstract</i>	ii
Acronyms and Abbreviations	iii
Chapter one: Introduction	1
1.1 Background of the Study	1
1.2 Statement of the Problem.....	2
1.3.Research Questions.....	2
1.4 Objective of the Study.....	3
1.4.1 General Objective of the Study	3
1.4.2 Specific Objective of Study.....	3
1.5 Significance of the Study	3
1.6 Scope of the Study	4
1.7 Operational Definition of Terms.....	5
1.8 Structure of Thesis	5
Chapter Two:	6
Literature Review.....	6
2.1 Theoretical Explanation for Vulnerable Women Private Sector Workers.....	6
2.1.1 Structural Theory	6
2.2 Basic Tenets of Structural Theory	6
2.2.1 Agency.....	7
2.2.2 Structure	7
2.2.3 Action	7
2.2.4 System	7
2.3 Structuration Theory and Social Research.....	8
2.4 Structuration Theory and Research Methodology	8
2.5 Empirical Framework	8
2.6 What is a Private Sector Worker?.....	9

2.7 National Laws.....	9
2.8 Formation of Contract.....	9
2.9 Working Hours and Working Condition.....	10
2.10 Conceptual Frameworks.....	10
CHAPTER THREE	12
RESEARCH METHODOLOGY.....	12
3.1 Research Approach.....	12
3.2 Research Design.....	13
3.3 Study Area	14
3.5 Sample Technique.....	16
3.6 Sample Size.....	16
3.7 Methods of Data Collection.....	17
3.7.1 Primary Data Collection	17
3.7.2 Secondary Data Collection	20
3.8 Data Collection Procedures.....	20
3.9 Methods of Data Analysis.....	21
3.10 Limitation of The Study.....	23
3.11 Ethical Consideration.....	24
CHAPTER FOUR:.....	26
RESULT AND DISCUSSION	26
4.1 Introduction.....	26
4.2 Factors for Women Workers’ Vulnerability in Private Sector garment textile.	29
4.2.1 Unsafe work Condition in Private Sector garment textile factory	29
4.2.1.1 Working Hours and Working Condition.....	31
4.2.2 Lack of Legal Protection.....	32
4.2.3 Lack of Health Care	33
4.2.4 Economic Problem.....	35
4.2.5 Lack of Education	36
4.2.6 Lack of Social Support.....	36
4.3. Challenges of Vulnerable Women in Private Garment Textile factory	37

4.3.1 Work Condition of Worker (working hours, rest, and privacy)	37
4.3.2. Health Problem	38
4.3.3 Economic Problem of Vulnerable Women	40
4.3.4 Psychological Problem of Women garment textile Worker	41
4.4 Coping Strategies of Vulnerable women garment textile factory	42
4.4.1 Legal Support.....	42
4.4.2 Health Care	43
4.4.3 Education and Vocational Training	44
4.4.4 Economic Opportunity/Strengthening	44
4.4.5 Psychological Support.	45
CHAPTER FIVE:	46
RESULT AND INTERPRETATION.....	46
5.1 Factors for Vulnerable Women Private garment textile factory	46
5.2 Challenges of Vulnerable Women in Private garment textile factory	47
5.3 Coping Strategies of Vulnerable Women in Private garment textile factory	49
CHAPTER SIX:.....	51
6.2 Recommendation	54
Reference	55
Appendices.....	59

CHAPTER ONE: INTRODUCTION

1.1 Background of the Study

The number of women private sector worker's in the global history estimate globally as reaching up to 73 million. These women private sector workers are often not aware of their rights and have little access to legal protection as they work within garment textile factory as well as vulnerable to "private abuse and exploitation (ILO, 2010:1). The existing literature indicates that women are exposed due to different reasons and they are facing different problems in private sector. In addition, the previous studies stipulated in detail the issue of vulnerable women private sector workers in garment textile factory. The 2018 human development index has identified Ethiopia as 11th best performer in terms of improving human development in the world. The average life expectancy has improved by five years from 51 to 56 and similarly gross national per capita income increased by 75 % (UNDP, 2018).

The finding indicates that being often the targets of human right abuse and experiencing discrimination and marginalization with regard to pay working conditions, legal right, and health care are the source of vulnerable women private sector workers. The situation of vulnerable women work condition is observable in the study area because there are many vulnerable women in area that have been exposed. However, this problem was not investigated by researcher to provide information for the concerned stakeholder's GOs, NGOs and CBOs in order to prevent and control vulnerability women in the study.

More over the overall assessment indicates that women did not get adequate service from the GOs, NGOs, CBOs and individual volunteers in private sector. This study on vulnerable women private sector workers in the case of Royal garment textile factory in Addis Ababa, Ethiopia focusing on Kolfekeraniyo sub city found that those women private sector garment textile workers in the study are had little no legal protection, health care and worked long hours of work were exposed to human right abuse and inadequate low payment(Hailu, 2016:213).

1.2 Statement of the Problem

The main purpose of this study is exploring the vulnerable women private sector workers work condition in garment textile factory and their coping strategies. The situation of vulnerable women work condition is observable in the study area because there are many vulnerable women in area that have been exposed. However, this problem was not investigated by researcher to provide information for the concerned stakeholder in order to prevent and control vulnerability women in the study. The finding added that the main challenges of vulnerable women in private sector are the health problems, lack of security and presence of discrimination and stigma. For instance, Getachew (2006) identified a couple of vulnerability of women in private sector garment textile factory worker due to low level of educational status.

The Ethiopian constitution enshrines the protection of certain worker rights that protects freedom of association and collective bargaining for workers (Article 42(1) (a),(3)), (Article 31) and the right of women to equal pay (Article 42(1)(d)). It also states that workers shall have the right to appropriately defined working hours, breaks, leisure, four month periodic leaves with pay, paid public holidays and safe and health working environment (Article 42(2)).

However, the labour law of proclamation number 377/2003 excludes women private sector workers from coverage. Although Article(3)(3) of the proclamation states that the council of ministries will be issued a special, regulation no such kinds of regulation is issued so far. They often lack legal protection from institution like from GOs, NGOs, CBOs and individual volunteers.

However, the finding did not come up with the issue of factors, challenges and strategies of vulnerable women. This has triggered an interest for the researcher to assess vulnerable women private sector in garment textile factory work condition and how they protect their human right, develop and integrate good working environment in private sector garment textile factory. The other rational is the document found in labour and Social Affairs Office of the woreda 02 showed that there are women registered for various support.

1.3. Research Questions

- How the national law explain the work conditions of vulnerable women private sector in garment textile workers ?

- What are the legal protections of vulnerable women private sector in garment textile workers?
- What are the services provided to vulnerable women private sector in garment textile workers ?

1.4 Objective of the Study

1.4.1 General Objective of the Study

The general objective of this research is to explore the vulnerable women private sector in garment textile workers work condition in Royal garment textile factory in Addis Ababa, Kolfekeraniyo sub city, Ethiopia.

1.4.2 Specific Objective of Study

Specific objectives includes

1. To explain the national law about the work condition of vulnerable women private sector in garment textile workers in the Royal garment textile factory.
2. To examine the legal protection of vulnerable women private sectors workers in garment textile factory.
3. To list GOs,NGOs delivering services for vulnerable women private sector workers in garment textile factory.

1.5 Significance of the Study

The works of this study added value for vulnerable women private sector workers in garment textile factory and for fulfillment of the requirement for the degree of masters of art in social work . The legal protection ,health care of private sector workers in garment textile factory to claim their rights are neglected under poverty(Ramirez-Machado2004).this study intended to assess the vulnerable women private sector workers work condition in the case of Royal garment textile factory in Addis Ababa using the lens of national labor rights.

Therefore, the finding of the study is expected to contribute an input for the study area concerned NGOs, GOs to prevent the root causes of vulnerable women private sector in garment textile factory and its adverse economical, social, Psychological effect on women. The finding of this study given an insight for responsible stakeholders to given special attention to solve the existing

and future challenges of vulnerable women private sector garment textile factory worker in the study are a helps to suggest ideas for designing programs to control the factor that exposed vulnerable women private sector workers in garment textile factory and sole their challenges in Ethiopia.

The finding of the study have had potential to inform policy makers to formulate policy pertinent to women private sector workers work condition in garment textile factory in Ethiopia the study served social workers to understand the problem of women private sector workers work condition in garment textile factory in order to intervene such problems.

Hence, the researcher submitted the document to labour and Social Affairs Office of the woreda 02 and MoLSA to use as a substantial reference to design programs for vulnerable women private sector workers in garment textile factory. Finally, this study have been used as one of the base lines for other researchers in Ethiopia who aim to deal more with the issue of vulnerable women and it filled the exiting knowledge gaps regarding women to improve services delivery in private sector workers of garment textile factory.

1.6 Scope of the Study

Scopes are characteristics that delimit and define the boundary of the study or defining the study control. In delimitation of the study, the researcher should explicitly state participants to enroll in the study, the geographic region covered and the profession or the organization involved (Simon, 20011). In terms of geographical scope, the study will be conducted in Addis Ababa, Kolfekeraniyo sub city Woreda 02 especially on Royal garment textile factory. The rational that the study is confined who demand the smallest geographical coverage and presence of the high number of participants in the area which confirmed by the researcher observation.

In terms of participants, the number of people who joined textile industries at least for a year and above participated, In terms of focusing issue, the study described factors for vulnerable women private sector workers, challenges and their coping strategies of vulnerable women private sector garment textile worker.

1.7 Operational Definition of Terms

Vulnerable: who is whose survival, care, protection or development might have been jeopardized due to a particular condition and who is found a situation that precludes the fulfillment of his or her right.

Protection: refers to preventing and responding to violence, exploitation and abuse against women (UNDP, 2017). But for the purpose of this research protection refers to protecting human right.

Private sector: the part of the economy sometimes referred to as the citizen sector which is run by private individuals or groups usually as a means of enterprise for profit and is not state controlled (UNDP, 2017).

1.8 Structure of Thesis

This research paper will be categorized in to six chapters. Chapter one is the introduction to the whole thesis and it gives an overview of the back ground of the study, the statement of the research problem, research question and objective of research, the scope of research, the limitation of the research ,the structure of thesis. Chapter two presents and discusses the description of the study area ,operational definition of basic terms, the theoretical literature that are relevant to the research problem, Empirical literature of the research problem and conceptual framework of research problem discussed to high lights the problem at hand.

Chapter three presents the research methodology and it discusses the research design ,research methods of data collection, sampling procedure, sampling frame, sampling size, data analysis it also describes the rational on which may study based and explained the means adapted to answer particular research question and analytical issue in relation to researching vulnerable women private sector workers work condition in textile factory and more particularly, those who work on Royal garment textile factory of Addis Ababa and also reflects my field experiences will be raised ethical consideration.

Chapter four gives the geographical setting as well as the health, legal, social economical profile of Ethiopia in general and study area particular. The purpose is to provide the setting and conceptual background within which the study under talked and presenting the major finding of the study. Chapter five begins with the about discussion of the major finding. Finally chapter six presented the conclusion, social work implications and recommendation based on major finding.

Chapter Two:

Literature Review

This chapter reviews a brief presentation of the meaning of vulnerable women private sector workers work condition, theoretical explanation for vulnerable women and summarize the empirical framework and conceptual frame work of the study.

2.1 Theoretical Explanation for Vulnerable Women Private Sector Workers

2.1.1 Structural Theory

Any theoretical position rests ultimately up on two philosophical components Epistemology gives guidance on how to work scientifically and ontology provides a basic for understanding the world .Giddens' structural theory is largely ontological in its orientation (Holt-Jensen1999). He has tried to develop ontology of human society and to consider the implication of this theorizing for the analysis of social institutions.

Giddens' Structuration theory tries to bridge the gap between structural determination and possible especially by criticizing both approaches for lacking an adequate notion of the acting subject or theory of practice. In the concept of structural determinism, individual are often portrayed as completely determined by structural constraints that left little room for the autonomy of consciousness.

In Giddens' model, the agents are not puppets they interpret and transform the empirical world but this interpretation and transformation in turn is constrained and enable by the structures at the real level (Holt-Jensen1999). Structural theory is an approach to social theory concerned with the intersection between knowledgeable and capable human agent, the wider social systems and structures in which they are implicated.

2.2 Basic Tenets of Structural Theory

The core of structural theory lies on the concept of agency, structure, action, social system. (Giddens 1984).

2.2.1 Agency

The social agent is primarily a reflexive actor capable of providing a rational justification for their actions and also entails practical consciousness, namely all the things that we know as social actors and must know to make social life happen but to which we cannot necessarily give discursive from structures set the condition for human actions. Individuals are formed by society and its institutions but they are also skilled agents who direct their own lives through actions or agency (Giddens, 1984).

2.2.2 Structure

Structure is conceptualized as the rules and resources that actors employ in interaction context that extend across space and time. Rules are generalizable procedures that are used by actors to reproduce structure where as resource are facilitates that actors manipulate to get things done. Giddens understands structure as being created and re-created through human agency the agent position is central. It is individuals who interact in the social system and who use rules and resource such individuals are motivated by deep seated motives for ontological security, trust and anxiety reduction and they use the power of discursive and practical consciousness to monitor actors in interaction context or social systems (Giddens 1979).

2.2.3 Action

The concepts of action represent the routine activities of daily life. It is regarded as a continued process rather than as series of isolated single actions with specific intentions or aim (Holt-Jensen 1999). For Giddens all of the actions undertaken by the agent happen with knowledge ability and consciousness although this is usually on practical consciousness. Action processes are embedded in the body of the agent and their cognitive activities.

2.2.4 System

System refers to the reproduced relations between people organized as regular social practice. Social systems are defined as the activities of human agents situated in various contexts where the activity is reproduced in space and time. Social systems are not independent of the actor but only constituted through social practice (Giddens 1984). Systems and structures are closely related concepts but Giddens distinguishes them. In his model, systems appear to be more dynamic than structures with the latter being relatively fixed and forming a framework for the

social activity that proceeds in systems. Social systems are structured by rules and resource (Giddens 1984), and by time and space (Holt-Jensen1999).

2.3 Structuration Theory and Social Research

Having given a brief description about Giddens key concept, I was first focus on the relevance of Structuration theory to empirical research in social science and then to this research in particular. In recent year one of the most hotly debated issues in social science particularly in human geography has been the nature of the relationship between theory and empirical work. There are three guidelines which Giddens offers for empirical research in the social science.

2.4 Structuration Theory and Research Methodology

The nexus any theoretical position rests ultimately upon two philosophical components: ontology provides a basis for understanding the world and epistemology that gives guidance on how to work scientifically Giddens' structural theory is largely ontological in its orientation (Holt-Jensen 1999). He has tried to develop ontology of human society and to consider the implications of this theorizing for the analysis of social institutions.

Structuration theory is close to the cultural anthropology of the social theory known as ethno methodology which he calls the practical consciousness of agents in everyday life. The habitual actions and discourses of routine and confident performance, Giddens' made a shift beyond the qualitative/quantitative methodological split which is neither a clear cut division nor a necessary opposition between qualitative and quantitative methods. In line with I will use qualitative methods.

2.5 Empirical Framework

Having given a brief description about Giddens key concept, I will first focus on the relevance of Structuration theory to empirical research in social science and then to this research in particular. In recent year one of the most hotly debated issues in social science particularly in human geography has been the nature of the relationship between theory and empirical work. In human geography at least two views have prevailed. For those who see it as an ordering framework , theory acts as a type of filling system for classifying empirical events ,whilst for those who see theory as a way of conceptualizing something theory provide an explanation for empirical events. (Giddens', 1994)

First, all social research is supposed to involve an ethnographic moment. Social research is an activity conducted by some people on other people. It necessitates the mediation of one set of concepts with those used by individuals show in daily social life. Last, Giddens maintains that empirical research must recognize the time space constitution of social life. He argued that researchers should see temporal and spatial structures as integral to the production and reproduction of social life. (Gregson, in Held & Thomson 1989).

2.6 What is a Private Sector Worker?

The private sector is the part of the economy that is run by individuals and companies for profit and is not state controlled therefore, it encompasses all for profit businesses that are not owned or operate by the government. The ILO convention on decent work private workers takes a broad definition of private sector. According to convention no.189, article 1 a private worker may work on full time or part time basis may be employed in the factory. (ILO.2010:1).

2.7 National Laws.

According to the Federal Constitution of Ethiopia (FCE) promulgated in 1995 serves as the main source of national laws that has demonstrated a renewed legislative support for women through its various articles. For instance, Article 25 of the constitution prohibits discrimination based on gender Article 35, which is entitled to exclusively deals with rights of women to equal rights, affirmative action, equal rights of property ownership, equality in employment, payment and other constitutional provisions embodied in article 7,33,38,42 and 89 also have a direct bearing on the protection of the right of Ethiopian Women (Biseswar, 2008; 413). However, the labour law of proclamation number 377/2003 excludes women private sector workers from coverage. Although article 3 of the proclamation states that the council of ministries will issue a special regulation but no such kind of regulation is issued so far.

2.8 Formation of Contract

Formation of contracts lays foundation for claiming one right convention No. 189 recognizes states that the need to promote the establishment of Ethiopian to ratify the ILO189 signed. The purpose of the discussion here is twofold helps us to organize the area of legal protection, health care for women private sector workers set and organize the framework on how this approach analyses the working conditions of women private sector workers in the study area.

Formal contract is to ensure that women private sector garment textile workers are informed the condition of employment in an appropriate verifiable and easily understandable manner and preferably where possible written contract in accordance with national laws, regulations or collective agreement (Article 7). According to the convention the contract should enable women private sector garment textile workers to know detail of the employer, the name of the organization, address, the job(work to be performed, normal working hours starting date and duration of contract labour law of proclamation number(377/2003)).

2.9 Working Hours and Working Condition

The Ethiopia constitution in Article 13 sub Article 1 states that “every worker has the right to a safe and health working environment” Article 9 also affirms that workers should be free to reach agreement with their employer on whether to reside in the factory as noted above the convention no.189 emphasize the need for working hours clearly in the contract.

In addition Article 10 sub Article 3 states that “ period during which women private sector workers are not free to dispose of their time as they please and remain at the disposal regarded as hour of work to the extent determined by national law, regulation or collective agreements or any other means consistent with national practice ” and sub Article 1 states “ each member shall take measures towards ensuring equal treatment between women private sector workers and employer generally in relation to normal hours of work, over time compensation, period of daily and weekly rest and paid annual leave in accordance with national laws ,regulations or collective agreements taking in to account the special characteristics of private work condition”(EPRDF,1991).

2.10 Conceptual Frameworks

The vulnerable women private sector garment textile workers to human right abuses that need to give adequate legal protection, health care for women private sector garment textile workers. According to Robertson et al.(2001,p.61). Individuals across different culture and countries have different experience to vulnerable women. Therefore, in order to determine the treatment experience people with vulnerable women, it is necessary to understand how people affect and follow vulnerable women in textile factory and identify factor that facilitate and hinder the

process. The literature reviewed above and the theoretical orientation discussed illustrate multiple and interdependent factors that promote vulnerable women.

Thus, in this study, I constructed the following conceptual frame work to guide me in data collection and cross examine the collected data with the concepts which I found though literature and theoretical reviews. Health factor: the health problem of Women, economic Factors: the economy of Women, legal factor: the availability, accessibility of legal protection and effectiveness of vulnerable women. The current state of knowledge, attached to women and ongoing support an encouragement from families.

I developed the conceptual framework based on the literature review and concepts drawn from the precaution adoption process model. The reason for constructing the conceptual framework is that it enables to see how various factors at different level influence the women in garment textile factory. I used conceptual frame work to design the interview guide and during data analysis this conceptual framework is used to create tentative codes that represent concepts and help to guide the analysis of the study.

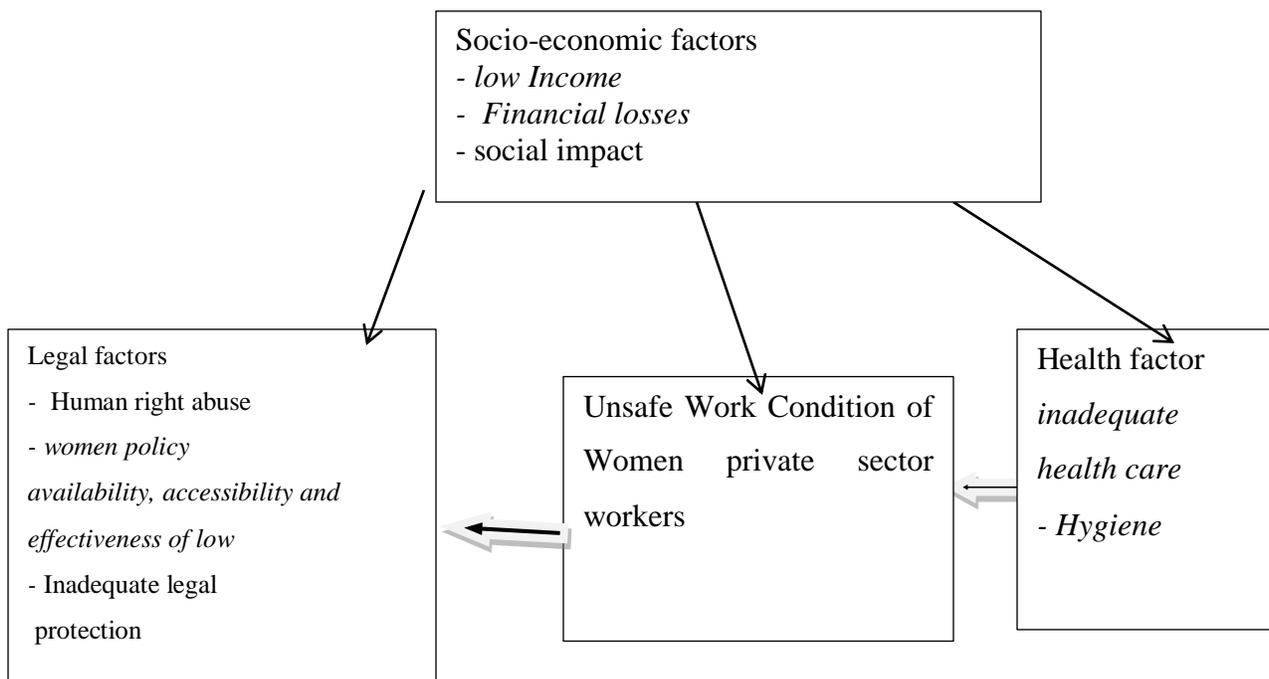


Figure: Conceptual framework

Source: Based on literature review

CHAPTER THREE

RESEARCH METHODOLOGY

This chapter describes the methodological contents which were employed to carry out the study. however,it has used observation,in depth interview and key informants interview from garment leaders,textile department supervisor and senior women staffs,research design,method of data collection,methods of data analysis, sample and sample size ,unit of analysis, Quality assurance, ethical consideration of vulnerable women in private sector garment textile worker work condition in Addis Ababa, Kolfekeraniyo sub city.

3.1 Research Approach

The purpose of qualitative research varies depending on the type of research question that the researcher wants to answer. Qualitative study brings philosophical paradigms that help the researcher in deciding to investigate the issue and brings the Owen set of beliefs on the study (Creswell, 2007). Therefore, there are different paradigms which show the view of the world in different dimensions either subjectively or objectively (constructivism or positivism). Those philosophical outlooks have the potential to determine the design of a particular study. In this study, the constructivist paradigm was used as a guiding framework to understand the view of the world including the researcher's philosophical stance regarding the phenomenon of the study. According to Creswell (2009). Constructivist philosophical stance can give room to look the complexity of views and meaning towards certain things or objectives.

This perspective can influence the type of questions used for the study to allow participants constructing their own meaning about the phenomenon though communication and interpretation because social constructive perspective recommended that the guiding question for the study should be more of open-ended and broad. In addition,qualitative researchers understand and explore the social world though own perspectives of participants and the construction of reality that offered by them (Ritchie & Lewis, 2003). Qualitative research perspective believes that knowledge is constructed through interaction and communication with the perception and interpretations of the individual (Vander stop & Johnston, 2009).

Accordingly, among the five type of qualitative research approach (ethnography, phenomenology, case study,narrative research and grounded theory) the I used qualitative case

study design. According to Creswell (2007), there are three type of case study such as single case study,multiple case studies and intrinsic case study. Hence,among these three case studies,the I used asingle case study to investigate deeply the issue of the study undertaken due to corona virus pandemic. Dark, Shanks, and Broadbent (1998) stated that single case study allows researcher to investigate phenomena to provide rich description and understanding.

Creswell(2007) stated that case study research involves the study of an issue explored through one or more cases within a bounded system (p.73). Meaning, a case study is not used in particular research without a bounded setting or context. Additionally,Zainal(2007) stated that case study method allows the researcher to closely investigate the study within a specific context and in most case,case study method choose a small geographical area as well as a limited number of individuals as the participant of the study . Further, it allows studying a contemporary real life phenomenon though detailed contextual analysis about a limited number of conditions and their relationships.

Therefore, considering the nature of social constructive perspective,the researcher draws the following points that influenced this particular study. (1) The researcher to listen carefully what participants said about their life situations regarding their working condition in private sector garment textile and coping strategies. (2) I prepared lead questions to initiate participants for discussion and construction of their own meaning about the working condition and experience they had. (3) Allow participants to express their feelings and understanding of their health care,legal aspect and economic condition. (4)As much as possible the researcher relied on what the participants to express towards their constructed meaning of things that they observed in their human right in the work place. Finally, data collection process was flexible to allow participants freely expressing anything came to their mind during the interview.

3.2 Research Design

Creswell (2007) noted that researchers cannot decide qualitative design without selecting the broad assumption central to a qualitative inquiry or a perspective that consistent with it. Meaning, the researcher should decide first the research paradigm as a guiding framework which is consistent with qualitative research. The nature of research problem determines the type of research design that the researchers employ (Creswell, 2009). Taking this in to consideration the researcher described the factors for vulnerable women private sector garment textile worker,

challenges related to their working condition in the garment textile factory and their coping strategies through qualitative research design. In fact qualitative research has its own features which lead researcher to choose as a guiding framework for a particular study. (1) It studies the constructed meaning of people lives of the real world situation. (2) it has the ability to represent the perspectives of the participants. (3) It has the ability to capturing the perspective of the participant that represents the meaning of the real live events and every day experiences of the people life that could be indicators of the real world event. Therefore, the researcher has limited participants and area of the study by focusing on the vulnerable women private sector garment textile worker who aged 18 and above with at least a year and above experience in private garment textile factory and the study was bounded in the context of Royal garment textile factory woreda 02 to describe the phenomenon undertaken, as a result, the participants of the study were vulnerable women who are working in garment textile factory.

3.3 Study Area

Addis Ababa, established in 1886, which is located in the middle of the country, it is situated at 9°01'29" N latitude, 38°44'48" E longitude. The total area is estimated at 540km and the population is above four million with annual growth rate of 3.8%. The average annual temperature is 23 C° and the average annual rainfall is 1089mm. the city administration system includes the city government at the top level,10 sub-cities in the middle level and 116 woreda at the bottom(CSA,2010).

Kolfekeraniyo sub city (9⁰, 49.75' N and 38⁰, 42', 21.49" E) is found in the waster part of city. There are more than 500 thousand inhabitants in it and covers61.25 km² (23.65 sq mi) in density the total population within the sub city is 556,219 from which 220,859 are male while 235,360 are female. Administratively it is bounded in the North by Gulale sub-city, in the west Oromiyaregion, in South Nifas Silk Lafto sub city and in the East Addis Ketema and Lidata sub cities. Kolfekeraniyo sub city occupies 5983 hectares. Sixteen woredas administered under the sub city.(Kolfekeraniyo city Administration Integrated Land Information Center,2018).

Woreda 02 is one of in the sub city and it is found in the west of woreda 03(Ayer Tena area),east of AlemeBank,North of Worda 04(Jemmo) and to the south of Welletie district in kara Area of Kolfekeraniyo sub city in Addis Ababa is selected as main area of emphasis for this study

because of two reasons for selection of the area. First, the area is relatively lower class residence areas that have the economic capacity to be hired vulnerable women private sector garment textile workers. Secondly, the researcher has been working in the area and knows the area well including the places where participants of the study. Thirdly, Royal garment Textile factory found in Kolfekeraniyo sub city woreda 02 near to the residence of researcher.

The researcher focus on this problem of vulnerable women in textile factory in the sub city is highly observed especially in Royal garment textile factory. This study attempted to investigate the causes for the problem of vulnerable women garment textile worker in the woreda 02. To achievethis objective qualitative method was employed.

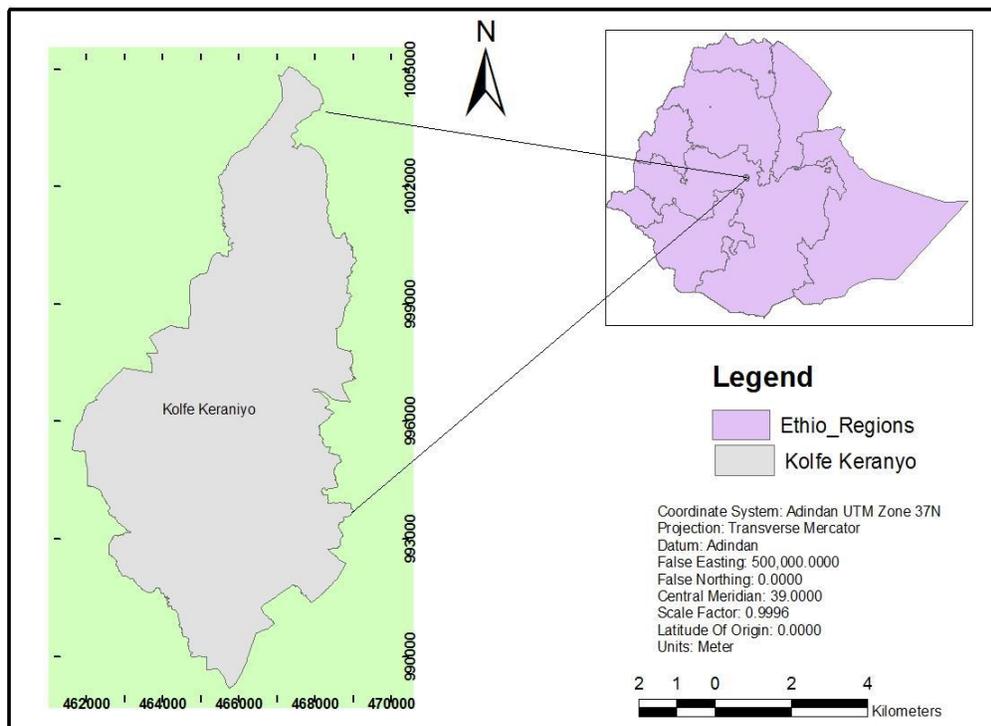


Figure 1: Map of the study area

Source:Kolfekeraniyo sub city land Administration.

3.4 Research population, Sample Frame ,Target Population and Sample

The theoretically specified aggregations of elements generally termed as a survey population. A survey population is an aggregation of elements from which a survey sample is actually selected (Rabbie, 1973:79). The population of the study is employes of Royal garment textile factory . the total number of employes are one hundred women and forty men worker in Royal garment

textile factory. the target population of the study were all women worker in garment textile factory . Therefore, the researcher focused of one hundred women worker and researcher used twenty samples of target population of the study because twenty percent of the total population used by using purposive sampling and from recent document of the woreda 02 vulnerable women list three vulnerable women were sample of this study employed. Therefore there are thirty women sample size used in the study of vulnerable women private sector garment textile factory worker.

3.5 Sample Technique

According to Krueger and Neuman(2006), the primary purpose of sampling in qualitative research is to collect specific cases,events or actions that can clarify and deepen understanding of the complex social phenomena . In order to investigate this particular study issue, the researcher used purposive sampling which is one of non probability sampling technique to select potential participants. Before data collection process begins, the researcher set pre specified criteria which lead to used purposive sampling to draw participants for in depth investigation.

Krueger and Neuman (2006) stated that when the researcher use or applied purposive sampling,the following three situations can be considered First,to select the unique cases that are especially instructive ,Second, to select ,embers of difficult to reach specialized population, third, when a researcher wants to recognize a particular types of cases for in depth investigation. Therefore, considering the aforementioned pre conditions the researcher applied purposive sampling method for the in depth investigation to describe the issue under taken.

3.6 Sample Size

In qualitative study, the sample size is determined on the basis of theoretical data saturation which the point in the data collection when new data no longer bring additional insights to the research objective (Mack, Woodsong, 2005). Likewise, Suri(2011) stated the data saturation associated with the stage when the farther collection of evidence provide a little in terms of further insight perspectives in qualitative research (p.72).

This study to select vulnerable women private sector garment textile worker, As a result, from the twenty vulnerable women private sector garment textile workers and three vulnerable women of registered in the woreda 02 Labour and Social Affairs Office were participated in the in depth

interview until the required main points are saturated. However, in terms of key informants, the researcher incorporated two participants who are experts from the Labour and Social Affairs Office to get additional insight in relation to the work condition of vulnerable women private sector garment textile workers in the woreda 02. In addition, the researcher also selected five key informants from representative (manager/deputy manager/supervisor of garment textile factory). Participants have participated in convenient place and time for the interview was arranged based on the participants' interest and preference in the garment textile factory for in depth interview participants and for key informants in their office.

3.7 Methods of Data Collection

Both primary and secondary data collection methods are employed and utilized.

3.7.1 Primary Data Collection

Primary data provide first hand information directly from the source if such collection methods are carefully applied with the right tool. It is reliable and accurate. Concordia University (2010) emphasized as A primary source is a document created at the time of your research subject about your research subject.

The data collection methods include semi structured and unstructured interview of in depth interview. Key informants interview, observation applied to collect detailed information on vulnerable women from garment leader, textile department supervisor and senior women staffs. This research used check list to fill the question by interviewing the women going to their garment textile factory.

3.7.1.1 Observation

Observation is a qualitative technique of data collection in which the researcher takes field notes on the activities of individuals at the study site. The researcher employed observation as a source of data collection technique to observe the work condition of vulnerable women private sector in textile factory. During observation, the research took notes about the work condition of women and their coping strategies in the study site as well as by the time of interview. Related with this, Yin (2011) stated that observation might be made through a field visit including those occasions . In addition, during the in depth interview, the researcher observed the observed behaviors and activities of vulnerable women in textile factory.

Therefore, the researcher obtained different observable behaviors of vulnerable women towards their work condition and coping strategies which can substantiate the data obtained from an interview. Yin (2003) stated that observation evidence is often useful in providing information additional about the topic being studied (p.93). Additionally, the researcher took photos and records of different areas in the field which was helpful to review again the missed concepts and observational data. Jupp and Sapsford (2006) noted that the advantage of observational data collection method for a particular study are (1) it provide information about the work condition of women in the garment textile can be recorded directly by the researcher without having to rely on the retrospective account of other. (2) The researcher may be able to see what the participants of the study. (3) The data obtained from observation can be a useful check on and supplements to information obtained from other sources.

Considering those advantages, the researcher employed observation data collection technique as a potential source of data in order to triangulate the evidence with an in depth interview, key informant interview and document review data. Finally, in order to generate observational data, the researcher prepared observation checklist. The observation check list was prepared consisted with the research objectives and associated points such as observed health condition of women, income generating activists of vulnerable women or economic condition, observable coping strategies being utilized. In addition, the observation check list was prepared as best to fit for cross checking with other sources.

3.7.1.2 In-Depth Interview

In addition to observation, the researcher employed in depth interview to generate potential data from study. According to Ritchie and Lewis (2003) in-depth interview has different features which show the relevance of the technique for a particular study in qualitative research. These features are an in-depth interview is intended to structure with flexibility. It is interactive in nature, it uses in arranges of probes and the interview is generative of new knowledge that likely to be created at some stages, it is always conducted by face to face interaction. In addition, an interview is a form of qualitative research that takes place in the face to face contact with participants and the researcher which involves unstructured and generally open ended questions to elicit views and opinions from the participants (Creswell, 2003).

Taking in to account the aforementioned features, the researcher prepared semi structured interview guide as best to fit the objective of the study. However, the researcher used probing during the interview in order to get detailed information from the participant about the issue undertaken. According to Corbetta (2003), when conducting a semi structured interview, the interviewer makes reference or an outline of the topic to be covered during the conversation by asking clarification if the answer is not clear to prompt the respondent to elucidate further. Ritche and Lewise (2003), stated that during an interview, mental and intellectual abilities of interviewer could influence the quality of the data generated from participants. So, the expected qualities of the interviewer during the in-depth interview are the ability to listen, clear and logical mind, good memory, showing interest and respect, ability to create a good rapport, efficient and carefully prepared interview guide. Therefore, the researcher had given special emphasis about the above mentioned qualities to spawn ample evidence during the in-depth interview as well as key informant interview.

According to, during the in-depth interview, the researcher employed five stages such as arrival, introducing the study, beginning the interview, during the interview, ending the interview and after the interview. These stages were relevant for the researcher by the time of the in depth interview with each participant and having more flexible nature of the interaction. These five stages are helpful for the researcher to produce potential in depth interview data that helps to arrive a comprehensive and accurate finding (Rithie & Lewise, 2003). In addition, the depth interview in Amharic. Finally, during the interview the maximum minutes for interview was thirty minutes and the minimum was twenty minutes.

3.7.1.2.1 Key Informant Interview

The other technique of data collection used for this particular study was Key informant interview with Labour and Social Affairs Office experts of the woreda 02. The key informant technique is a qualitative research data collection method which has been used extensively and successfully and it is an expert source of information (Marshal, 1996). The researcher employed interview of key informants to elicit a vivid picture of the participants perspective on the topic of the study because United States Agency for International Development (USAID) (1996) tersely indicated that key informant interviews are qualitative interviews of some selected people for their first hand knowledge about a topic of interest.

Key informant interviewees were recruited due to their unique viewpoints regarding the study undertaken, status in a culture or organization and knowledge of issue being studied (Bosch & Westmorland, 1998). Therefore, the researcher incorporated key informants to substantiate the data through preparing interview guide to get prolific evidence towards vulnerable women private sector garment textile worker.

3.7.2 Secondary Data Collection

Secondary data are collected from secondary source such as previous research, book, journal and any other written document that are relevant to the study.

3.7.2.1 Document Review

Documents can provide other specific details of data to substantiate much information from other different sources which are related to a particular study and when researchers doing case studies, documents such as newspapers, official reports or documents can play an obvious role in any data collection (Yin, 2003, p.189). These may be public documents such as newspaper, official reports or private documents such as personal journals and diaries, letters. Emails (Creswell, 2003, p.189).

Therefore, in this study, the researcher reviewed different written document which have been recorded about vulnerable women in the study area Labour and Social Affairs Office, social protection policy, different reports which were reported by the Ministry of Labour and Social Affairs and Ethiopian Constitution, during the document review, the researcher paid special attention whether the issues of vulnerable women were incorporated or not in each document. The data obtained from the document review was used to triangulate with the collected data from interview and observation in order to understand its practical implementation of the proposed service in the document for vulnerable women private sector garment textile factory.

3.8 Data Collection Procedures

The researcher collected the data by qualitative data types of instruments employed to collect the data required for the study and also gathered by interviewing selecting vulnerable women private sector garment textile workers using personal observation. The gathered data applied qualitative in nature and though in depth interviewing key informant interview and observation of

vulnerable women private sector garment textile workers to fill the questionnaires by pressing in their garment textile factory.

3.9 Methods of Data Analysis

Data analysis is one of the significant stages in research development. There are unlike approaches to the analysis of qualitative research. In qualitative data analysis the collection of words generated by interviews or observational data needs to be described and summarized, the research seek relationship between various themes that have been identified or to relate behavior or ideas to biographical characteristics of respondents such as age or gender.

In the research process of data collection, data analysis and report writing are not divergent steps in the process of research often interrelated and go on simultaneously (Creswel, 2007, p, 150). For the reason, the data analysis of this research started from the first day of data collection with the various activities that can provide more cores and the collected data was transcribed daily in order to have member checking while the researcher applied to the study.

According to Kregure and Neuman(2006), qualitative data are analyzed in terms of text, written words, phrase that are describing or representing people interpretations about events in social life. Therefore, the researcher employed thematic analysis to identify patterns in line with the research questions which shows the explanation vulnerable women private sector workers about the investigate issue . Braun and Clark (2006) stated that thematic analysis captures something important about the data in relation to the research question and it represents the level of patterned response or meaning within the data set and they further stated it is a method used for analyzing, identifying and reporting patterns of the data. Ritchie and Lewise (2003) substantiated that thematic analysis is used to classify and organize the data based on the key themes, concepts and emergent categories which can show the result of the finding in a thematic form. Therefore, while applying thematic analysis the researcher was guided by the following six steps which are adopted from Braun and Clark (2006). Especially, these six steps were applied on the data that has been collected from the in-depth interview and key informant interview.

Step one: Familiarization of the data

Familiarization with the collected data was applied through three potential activities. These include: (1) Repeatedly listing the audio recorded raw data (2) transcribing the Amharic recorded data in to English language (3) translating the transcribed data in to English language. During this

step, the researcher has highlighted ideas which could be potential for making meanings, concepts and developing initial codes. In addition, this step helped the researcher to immerse the entire concept of the collected data from the in-depth interview as well as other data collection methods.

Step Two: Generating Initial Codes

Following familiarization with the data and having an initial understanding of ideas about the collected data, generating initial code was applied. In this step, the researcher produced initial codes from the familiarized data which are potential to produce codes and themes. The identified initial codes were the most basic segment of vulnerable women private worker and their coping strategies.

Additionally, coding was generated through data driven which was collected from the study. Yin(2011) stated that the purpose of trying to code these items is to begin moving methodically to a slightly higher conceptual level (p.187). In doing so, the researcher used different colors to highlight patterns, meaning and concepts of the findings. The researcher used different colors of pens to highlight the observation data and the notes taken from the interview. Thus, the researcher collected all similar color highlighted patterns in one main code and made them ready for themes. Finally, through similar highlighted colors the researcher organized intended codes for developing themes.

Step Three: Searching for Themes.

Following all initially coded and collected data, searching for themes was employed. During the initial codes, the researcher found many concepts meaning and patterns across the data set. However, in this step, the researcher focused on sorting different codes in to potential themes and making meaning for the study. The researcher focused on how different codes combine in order to form overarching themes. Some initial codes of the collected data formed themes where other formed sub themes. In addition, the researcher found many themes which do not belong to anywhere, but the researcher created new themes which are potential findings of the study. Finally, the researcher ended this step with a collection of candidate themes and subthemes.

Step Four: Reviewing Themes

In this step, the researcher focused on the refinement of the candidate themes which are identified in step three. During the refinement step, the researcher identified themes with no

enough data to support them or themes to breakdown and making separate themes. At end of this step, the researcher made a good idea of what the difference themes and how those themes fit together and the overall data obtained from the participants were clearly articulated.

Step five: Defining and Naming Themes

The researcher begins by defining and naming themes after all themes satisfactorily presented in line with the data generated from the participants in this step, the researcher defines and further refines themes which present for analysis and the researcher identified aspect of the data that each themes and the aspects of the data were cross checked with the collected data in order to organize into coherent and internally consistent description.

Step six: producing the Report

After the entire themes work out, the researcher wrote the final analysis and report. During report writing, the researcher gave due attention for making coherence rational non respective and interesting description of the themes regarding the general study issue and cross case themes. Finally, the researcher focused on the essence of different themes in the finding of the study.

3.10 Limitation of The Study

While conducting this study, the researcher faced different challenges during the data collection process. The first challenges Corona virus pandemic (covid, 19) was difficult challenge related to accessing in depth interviewand vulnerable women private sector garment textile worker did not volunteer to take part in the study even they allow the researcher to build rapport with them in order to convince them about the purpose of the study.

The researcher got incredible support from both Labour and Social Affair Office of woreda 02 and the management of garment textile factory. After that, vulnerable women private sector garment textile worker were convinced by the above mentioned institutions to collaborate with the researcher. Hence, these vulnerable women private sector garment textile worker were given consent to participate in the study after deeply discussion. Following this, the second challenge was some of the participants were emotionally disturbed and tried to crying when they take about their current working conditions of women in private sector garment textile factory.

The third challenge was the main target group of the study in private sector garment textile factory is lack of time. This situation made the researcher quit interviewing some participants.

The combination of all these pressing challenges led rescheduling the time of data collection and forced not completing the data collection process as per the researcher schedule.

Beside all these challenges, the researcher obtained different experiences which were the most important for research investigation. The lessons that the researcher gained from the field are how to approaching the research participants and how to develop rapport, how to follow qualitative research data collection procedures, how to critically observe the needed data pertinent to the objective of the study.

3.11 Ethical Consideration

Researcher should not manipulate their data collection, analysis and interpretation procedures in the way that contradict with ethical principles and advance their own personal agenda (shenton, 2012). Therefore, before the actual data collection started, the researcher legality to conduct the study in Royal garment textile factory letter of cooperation was presented for Kolfekeraniyoworeda 02 Labour and Social Affairs Office to get consent for collecting the data from the target group of the study.

After the cooperation letter approved by the researcher collected the required data from the target participants guided by other potential ethical principles. Additionally, the researcher developed informed consent which was signed by the participants before they take part in the study. Before participants signed the consent form, the researcher justified about the aim of the study, the issue of confidentiality, the relevance of their participation, eligibility to participate, the right to skip questions during the interview and the right to withdrawal from the interview. All that information was clearly stipulated for participates for the sake of getting heartfelt willingness to participate in the study and to ensure the ethical principles of the study. Related with this, Bhattacharjee(2012) stated that researchers have an obligation to provide information about the study to potential participants before the actual data collection started to help them decide to participate or not.

According to Kreuger and Neuman(2006), and Bhattacharjee (2012) participation in the study should be voluntarily. They added that getting informed consent from the participant is not enough to protect them from any harm rather participants should know clearly about what they are being to participate. The other ethical standards which the researcher should give attention during and after dataCollection are anonymity privacy and confidentiality (Kreuger&Neuman,

2006). Therefore to ensure the anonymity of the participants the researcher employed assigned codes which represented the idea of participants.

According to Bhattacharjee(2012),researchers or reader of the final research report cannot identify a given response with a specific respondent. So, the anonymity of information was strongly maintained by the researcher in the whole process of investigation. In terms of confidentiality, information that was collected from participants were attached with assigned codes rather than attached with the original name of the participants and also it will keep in secret. Bhattacharjee (20012) stated that in which the researcher can identify in any public forum, report or paper.

Being guided by all the above ethical principles, the researcher collected the required data so as to meet the objective of the study. These ethical principals were potential to maintain the right of participants and successfully terminate the data collection process. Finally, after the data analysis process completed the researcher discarded the entire original recorded raw data which were collected from the study participants.

CHAPTER FOUR: RESULT AND DISCUSSION

4.1 Introduction

This chapter presents the findings of the study which were collected through in-depth interviews, key informant interviews and observation. In-depth interviewees of the study were vulnerable women private sector garment textile workers and vulnerable women who were registered women from woreda 02 Labour and Social Affairs Office. Key informant interviewees including manager/ supervisor of Royal garment textile factory and experts from woreda 02 Labour and Social Affairs Office. Twenty women private sector garment textile workers and three vulnerable women of women registered in the woreda 02 Labour and Social Affairs Office were participated in the in-depth interview, and two key informants were also participated in the study. Based on the emerged codes and categories of the data, and the findings of the study were interpreted in the three research objectives with different themes and sub-themes. The first part of the chapter presents the findings of the study related to the factors of vulnerable women in private sector garment textile workers. The second part focuses on the challenges of vulnerable women who have been facing because of their vulnerability. The third part of the chapter presents potential coping strategies which were employed by private sector garment textile factory. The researcher used assigned codes for the participants instead of their real name while presenting the finding of the study to ensure just confidentiality. P-1 with assigned numbers are used for vulnerable women private sector garment textile workers and vulnerable women registered in the woreda 02 Labour and Social Affairs Office who participated in the in-depth interview and KI-I with assigned numbers are used for key informants.

Table one: Socio-Demographic Information of Vulnerable Women Workers ‘in private Sector garment textile factory participated in the in-depth Interviews.

Assigned codes For the participants	Sex	Age	Marital status	Level of Education	Place of Birth	Year of Experience in textile factory
P-1	F	25	Single	Grade -5	Amhara	Six year
P-2	F	23	Single	Grade- 7	Oromiya	Nine year
P-3	F	27	Single	Diploma	Oromiya	Six year
P- 4	F	24	Single	Grade- 8	Oromiya	Six year
P- 5	F	28	Single	Grade -10	AA	Six year
P- 6	F	18	Single	Grade -10	Amhara	Two year
P-7	F	27	Married	Grade -8	Amhara	Two year
P- 8	F	25	Single	Diploma	Oromiya	Five year
P- 9	F	24	Single	Grade -9	SNNPR	Two year
P-10	F	21	Single	Grade -10	SNNPR	Two year
P-11	F	21	Single	Grade -5	SNNPR	Six year
P-12	F	25	Married	Grade- 11	AA	Ten year
P-13	F	28	Single	Grade -8	Amhara	Five year
P-14	F	30	Single	Grade -10	Amhara	Four year
P-15	F	36	Married	Grade -10	Amhara	Three year
P-16	F	29	Married	Grade -8	Amhara	Two year
P-17	F	32	Single	Diploma	Oromiya	One year
P-18	F	33	Single	Grade -9	Oromiya	Seven year
P-19	F	31	Single	Grade -10	Oromiya	Ten year
P-20	F	27	Single	Grade -5	AA	Eight year

Source: Researcher Filed in Depth-Interviews, April, 2020

Table Two: Socio-Demographic Information of Vulnerable Women Registered in the woreda 02 participated in the in-depth interviews.

Assigned codes For the participant	Sex	Age	Marital status	Level of Education	Place of Birth	Year of Experience in textile factory
PI-1	F	32	Single	Grade -6	Amhara	Seven year
PII-2	F	26	Single	Grade-9	Amahara	Six Year
PIII-3	F	30	Single	Grade-8	Oromiya	Five year

Source: Researcher Filed in Depth-Interviews, April, 2020

Table Three: Socio-Demographic Information of Key Informants participated in the in-depth interviews.

Assigned codes For the participant	Sex	Age	Marital status	Level of Education	Organization	Position	Work Experience
KI-I	M	30	Single	Degree	Labour &Social Affairs	Labour &Social Affairs Job Creation Innovation	Four year
KI-II	F	35	Single	Degree	Labour &Social Affairs	Labour &Social Affairs Officer	Ten year
KI-III	F	23	Married	Grade- 8	Royal garment textile factory	Supervisor	Four year
KI-V	F	29	Married	Degree	Royal garment textile factory	Manager	Five year
KI-VI	M	27	Single	Grade-9	Royal garment textile factory	Supervisor	Three year

Source: Researcher Filed in Depth-Interviews, April, 2020

4.2 Factors for Women Workers' Vulnerability in Private Sector garment textile.

Women workers in private sector garment textile have been exposed to vulnerability due to different factors which are risk that affect the wellbeing's of women in the private garment textile factory. Hence, the main factors are presented under the six major categories. These are: Unsafe work condition, lack of legal protection, lack of health care, economic problem, lack of education and lack of social support.

4.2.1 Unsafe work Condition in Private Sector garment textile factory

Women workers in private sector garment textile set and organize the framework on how this approach analyses the working conditions of women private sector garment textile workers work condition in the study area. Formal contract is to ensure that women private sector garment textile workers are informed the condition of employment in an appropriate verifiable and easily understandable manner and preferably where possible written contract in accordance with national laws, regulations or collective agreement (Article 7).

The finding of the study showed that there are two types of factors in relation to the issue of access to employment challenges: The first type women who demand job opportunity to generate income to fulfill their own basic needs. The second type is vulnerable women who demand employment opportunity to their broker of the job. In relation to the first type of factors, the finding indicates that they are not getting the opportunity because of discrimination from employers and lack of attention from government official to arrange and regulate the job opportunities of possible written contract in accordance with national laws. The second kind of factors of women, the findings indicate that they demand work opportunity at private sector garment textile factory which does not fulfill the regulation of country due to disvalue of rules and regulation of contract formant. In-depth interview participants such as P-1, P-13, P-19, and P-20 preferred to participate in relation to disvalue of rule and regulation of contract formant. However, they are discriminated because of the employers.

According to data obtained from P-2, women who is working at the private sector garment textile factory are disvalued to get work opportunities because of the employer's attitude towards women and lack of specific employment access for women. P-10, a woman who has experience

in private garment textile factory for the last two years and who faced discrimination explained in the following manner.

“I am always eager to work in my job to make money but I was discriminated by the employers”. Employers said that “I am not productive as compared to other skilled manpower or who had experience that worked in garment textile factory. They discriminate me from my work place in private sector garment textile factory but I know myself how much I had contributed to private garment textile factory”.

In addition, the data obtained from KI-I showed that key informant who participated in the in-depth interview revealed that the private sector tried to create job opportunity for women therefore, woman benefited from private garment textile factory even, lack of skilled or experience that worked in textile factory that leads may lack of getting. The finding indicates women used to have employment opportunities before they worked in the private sector garment textile factory. However, the data obtained from P-15 indicates that lack of skill or experience by itself has its own influence on job opportunities. It has been realized that lack of experience unwelcome discriminated. P- 4, 24 years old woman who experienced in private sector garment textile factory for the last six years explained that:

Before “ I worked in private sector garment textile factory I worked in different hand craft works however, there was no any association that protects the right of workers in garment textile factory as well as I didn’t want to take annual leave because of lack of money for my life. Therefore, I asked payment for my annual rest”.

On the other hand, the finding showed that there are vulnerable women who do not demand to participate in any income generating activities because of their health problems and lack experience working in garment textile factory. These women, for example, P-16 and P-8 want to have a direct support from the government, non-governmental organizations and other concerned individuals. Though, they demand to have their own income to fulfill basic needs of survival, health problem and economic problem hindering them from making money through participating in different activities. P-7, 27 years vulnerable women who experienced in private sector garment textile factory for two years explained that “ unsafe work condition in private sector garment textile factory in terms of annual leave, permission, human right, payment are a distinct issue because private sector garment textile factory exposed me to psychological problems.”

Additionally, P-17, 32 years vulnerable women explained that: *“I never tried to get a job and I will not demand to have a job as well. This is because my psychological problem hinders me from working functionally. Rather I would be happy if the government arranged direct support for private sector garment textile factory so that I would go out of the cycle of misery that I am facing currently because of vulnerability”*.

4.2.1.1 Working Hours and Working Condition

The Ethiopia Constitution in Article 13 sub Article 1 states, “Every worker has the right to a safe and health working environment”. Article 9 also affirms that workers should be free to sign agreement with their employer on whether to reside in the garment textile factory.

In addition Article 10 sub Article 3 states that “period during which women working in private sector garment textile are not free to dispose of their time as they please and remain at the disposal regarded as hour of work to the extent that determined by national law, regulation or collective agreements or any other means consistent with national practice “ And sub Article 1 states “ Each member shall take measures towards ensuring equal treatment between women private garment textile workers and employer generally in relation to normal hours of work, over time compensation, period of daily and weekly rest and paid annual leave in accordance with national laws, regulations or collective agreements taking in to account the special characteristics of private sector work condition” (FPRDF,1991).

According to the convention, the contract should enable women in private sector garment textile workers to know detail of the employer, the name of the organization, address, the job(work to be performed, working hours starting date and duration of contract Labor law of proclamation number (377/2003).

Working hours and working conditions is another factor for vulnerable women participants from an in-depth interview disclosed that the working hours and working condition in the private sector garment textile factory (privacy, working hours, and rest) highly contribute to vulnerability of women in private garment textile factory. The data obtained from among the in-depth interviewees shows that the working hours become one of the determinant factors for vulnerable women private garment textile worker.

In addition, the finding emphasized that the privacy and human rights abusing are the most dominant factors that cause for women which predicts vulnerable women has been doing in

private sector garment textile factory. P-5, 28 years old women explained that she had not stable working conditions because of experiencing invasion of privacy of varying degrees. In many cases, employers had a great degree of control over their worker personal affairs. For instance, employers get furious to find a mistake at her work place. Employers curiously control their employees and don't let them go to rest room without allowed time. But she resigns; she may not be able to afford the house rent.

Similarly, P-3, 27 years old vulnerable women who has been working in private garment textile factory for six years explained, *“when I was working in garment textile factory my right and privacy in the work place was not respected”* among the in –depth interviewee, there are vulnerable women who were extremely affected by bad working hours which lead them to the current misery working conditions they become poor due to lack of support from the government. The data obtained from P- 6, P-8, and P-11 indicated that privacy mainly exposed them to vulnerability. Because in relation to their work place they lost all relationship and support that they were getting there. PI-1, 32 years old vulnerable women clearly explained *“I lost significant right but how could I cope with survive my life I was working in Arabian country for survival, and returned to my country. Consequently, I have been working in private garment textile factory for seven years”*.

4.2.2 Lack of Legal Protection

According to the Federal Constitution of Ethiopia promulgated in 1995 serves as the main source of national laws that has demonstrated a renewed legislative support for women thorough its various articles. For instance, Article 25 of the constitution prohibits discrimination based on gender Article 35, which is entitled to exclusively deals with rights of women to equal rights, affirmative action's, equal rights of property ownership, equality in employment, payment and other constitutional provisions embodied in article 7,33,38,42 and 89 also have a direct bearing on the protection of the right of Ethiopian women (Biseswar, 2008; 413).

However, the finding of this study confirmed that one of the factor that leads women workers in private garment textile as the lack of legal protection from the concerned bodies such as the woreda 02 Labor and Social Affairs Office and other legal protection providers. The data obtained from KI-II, indicates that women lacked legal support from the woreda 02 Labor and Social Affairs Office which exposed them to the problem of vulnerable by private sector garment

textile owner, as a result, women become absolutely vulnerable and affected by lack of legal protection on the private sector garment textile factory. P- 9 24 years old women stated, “For two years, I was working in a private garment textile factory. I used to disagree with my boss, due to this; the garment textile factory ignored me. I tried to go to office of woreda 02 Labor and Social Affairs Office to appeal for my legal right. However, justice and special legal support to return my right were not initiated by the Labour and Social Affairs Office.

As a result, I stopped to follow the legal procedures against the company which fired me. My legal right was violated because of my financial and health problem. Forthwith, I become vulnerable. But if the woreda02 Labor and Social Affairs Office had supported me legally to protect my right, I might not have become a vulnerable woman now and affected by adverse problems. ”P-12, 25 years old women explained that she had not stable working condition at her work place because they had been experiencing invasion of privacy of varying degrees . In many cases, employers had a great degree of control over their workers personal affairs. Similarly, PII-2, 26 years old vulnerable women who has worked in private sector garment textile factory for the last six years explained, “while I was working in garment textile factory my privacy and human right in the work place was not guaranteed.” The finding of the study indicates that the law of Ethiopia, and its formulation regarding women was included in the constitution as well as social protection policy to ensure the rights of women. However, there is lack of effective implementation as per the constitution and legal frameworks of the country.

4.2.3 Lack of Health Care

“Everything is nothing without good health condition”, as directly narrated by PIII-3, 30 years old health problem is another factor for vulnerable women private sector garment textile worker. The finding indicates that women are exposed to health problem after they worked in the garment textile factory due to related health problems. Thus, the data obtained from in-depth interviewees indicate that their health problem lead them to poverty which is risk factor for vulnerable women. Furthermore, women explaining how private sector garment textile factory was a means for my life.”P-14,30 years old women has been working in garment textile factory for the last four years stated that she has been working in different textile factory for many years. During that time, she had good health condition and she was working properly.

Unexpectedly, she got accident while she has been doing her job at a textile factory. But the money she got from textile factory was not sufficient for taking medicine in the city. As result, she became vulnerable. If the accident hadn't happened, the vulnerability wouldn't have occurred.

4.2.3.1 Physical Disability of Vulnerable Women

In fact, physical impairment is the determinate factor that exposed women to the problem of vulnerability. Therefore, the finding of this study, obtained from P-9 and P-6 indicates that their physical impairment was one of the factors that lead them to the problem of vulnerable women in private sector garment textile factory. This is because physical disabilities hinder women from private sector garment textile factory for health problem happened inside. As to P-5, and P-6, elucidation their physical disability was associated with their work condition and it lead a long term problem that was hindering them from performing activity in their job. However, there are vulnerable women who have observed disability and their physical strength does not allow them to be functional to participant in garment textile factory. P-6, years she come from Ahmara region and she is vulnerable woman for the last two years explicate about the effect of the physical impairment on her current vulnerability in the following manner:

“Before my parent died I was living with them, but after they died, I came to Addis Ababa to work because I was not able to make money for house rent, besides, the ups and downs for life got out of my control. Therefore, I am working in garment textile factory now, However, God created everything for reason.”

Furthermore, when explaining how private sector garment textile factory was a means for my life. P-11, 21 years old women who worked in garment textile factory for the last six years stated that she has been working in different textile factory for six years, during that time, All of a sudden; she got machine accident while she was doing her job at work place. She got treatment from health center by help of the owner of the textile factory. Nonetheless it was not sufficient for her health because she still illness of body around that area. Therefore, she had chronic illness around that area. Therefore, she had chronic illness in her health due to doing in garment textile factory.

4.2.4 Economic Problem

The finding indicates that economic problem was one of the factors for vulnerable women in private sector garment textile factory. An in –depth interview with the participants confirmed that they are not able to cover the house rent due to their economic problem and that the amount of money paid for house rent has been too high . Not only in –depth interview participants but also the data gathered from key informants showed that unavailability of affordable houses in Addis Ababa was among the factors affecting the women private sector garment textile workers.

Vulnerable women private sector garment textile workers who participated in the study have no good incomes that enable them to cover the expected high cost of house rent. P- 4, six years old woman who was working for the last six years in private sector garment textile factory stated, “The owner of garment textile invested a lot in different place with high cost rather than maximizing cost of employees’ salary. I am getting insufficient payment from the garment textile factory for survival. Due to rising house rent and food expenses” therefore, they became vulnerable women due to economic statuses. To demonstrate the above idea concerning the effect of high cost of house rent and increased food consumption for the current vulnerable women private sector garment textile worker. P- 5, 28 years old woman who was vulnerable for the last six years explained, “When I came to Addis Ababa for the first time, I tried to rent a house. As life goes by, the cost of living became expensive, hence, I decided to join private garment textile factory for survival but I thank God who gave me as he want.”

In addition, the finding generated from P-1, and P-6, indicates that the community members of the city live out of their houses in high price which is not affordable to private sector garment textile workers. Among vulnerable women private sector garment textile workers who participated in the in-depth interview confirmed that they tried to tent in a house with minimum cost. As result, they have been working in private garment textile factory with minimum cost as the last option. Even though economic problem is one of the factors for vulnerable women private sector garment textile worker, education also another contributory factor for vulnerable women private sector garment textile worker.

4.2.5 Lack of Education

The finding indicates that education is one of the causative factors for vulnerable women private sector garment textile worker. Participants of in-depth interview revealed that: lack of education by far leads them to serve in private garment textile factory. Education is an asset for their survival to live in a safe and comfortable job by using different potential mechanisms because they add up knowledge, and skill of working of garment textile factory. However, they are not able to work with the minimum cost when they worked in the garment textile factory unless they accomplished their education. PIII-3, 30 years old vulnerable women explained about the impact of education in the following manner. *“ I was in grade six at that time, my parent were divorced and my mother wanted to marry another husband at times, but I separated with all of them, due to this I didn’t complete my education till grade eight. When my mother divorced with the first husband he took all the property that they accumulated together. Thus, I was my challenges then I decided to enter the private sector garment textile factory. However, before my family divorced, I had a stable living condition cooperated with them.”*

Furthermore, when explaining how private sector garment textile factory was a means for my life. P-10, 21 years old women who was working in garment textile factory for the last two years stated, *“ I have been working in different textile factory for three years by doing packing the cloth during that time, I stand many time but I didn’t got better position and better payment because of my educational status. Therefore, I would be making relationship with couples to support each other due to economic problem.”*

The finding identified from P-8, P-10, indicates that their lack of education leads them to economic problem which were the main risk factor for vulnerability. Economic status remains stronger for the couples who were in a marriage relationship. This helps the couples to support themselves finically and for other life concerns As the result of education, the inabilities for the women to support themselves became an issue and this also automatically leads them to the problem of vulnerability.

4.2.6 Lack of Social Support

In relation to Social support, which were exposed women to the problem of vulnerability in private sector garment textile factory? Vulnerable women do not have social support from GOs, and Volunteers regardless of their legal support that can provide and support legal issue and

awareness of the labour law of proclamation number 377/2003 for them. Vulnerable women lack significant social and psychological support from NGOs in the garment textile factory workers'. Therefore, lack of social support is one of the factors that leads woman to vulnerability because women become vulnerable due to they do not have any support.

“P- 2, 23 year old women who has worked in private garment textile factory for the last nine years stated, I have no any support from GOs, and NGOs that could support me legally and morally, I was doing many things to save myself from disadvantage in private garment textile factory, because I was able to generate income through doing different job in garment factory, but now I am not able to do that. In addition to this, I have no relatives which I could live double –up with them and I have no parents who could assist me”. On the other hand, the finding of the study indicates that women are not well supported in private garment textile factory due to lack of legal support, social and moral support and economic support from GOs, NGOs and volunteers.”

There are women who came from different parts of Ethiopia Regional State because they lacked support from their parents. In addition, the data generated from the in-depth interviewees indicates that the government, NGOs and volunteers' were not supported to protect them from the risk of vulnerability in private textile factory.

4.3. Challenges of Vulnerable Women in Private Garment Textile factory

Woman is a double jeopardy that exposed in private sector garment textile factory to multiple challenges. Vulnerable women suffer from social and psychological, economic, health problem because of disrespect of legal implementation of the country inside of private textile factory. Based on the emerged codes and categories of the data, challenges of vulnerable women are presented as four major themes with sub- themes. These are: (1) work condition of worker such as working hours, rest, privacy, (2) health condition such as medication payment (3) economic challenges such as benefit package, amount of payment (4)psychological problems such as loneliness, depression and self dishonor.

4.3.1 Work Condition of Worker (working hours, rest, and privacy)

The finding indicates that those vulnerable women garment textile factories are suffering from challenges in relation to doing different daily activities for their survival. They have faced

difficult working activity in the garment textile factory. Vulnerable women, who have participated in an in-depth interview, confirmed that the main activities they are performing in the garment textile factory for their own daily life.

However, vulnerable women suffer from many challenges for instance work load, limited rest, and limited privacy. Especially, these problems have been more exacerbated on women who are working in the packing of cloth because of they stand over time daily. Observation result indicates that there are vulnerable women who have suffering from working in garment textile factory as well as participating in different income generating activities outside the garment. In connection with this issue, P-7, 27 years old women who has worked in garment textile factory for the last two years explained, *“One of my privacy is not protected. I could not do further activities for myself due to the garment textile factory do not allowing the permission even I had a problem happened in my life. As result, there is no good working hours, not enough rest and respect my privacy in the garment textile factory at all.”*

4.3.2. Health Problem

Vulnerable women increase the risks of developing health problem because lack of access to health treatment and other associated factors in the garment textile factory. The observation data shows that vulnerable women are susceptible to health problems due to lack of awareness and access of health need in the garment textile factory. Therefore, they might also be exposed to health problem. Hence, vulnerable women who participated in an in-depth interview revealed that they were adversely affected by health service in the garment textile factory. The data obtained from an observation indicates that lack of health insurance covered in their working place might expose them to different health problems which affected women health wellbeing. P-9, 24 years old women explained in detail about the effect of vulnerability on her health condition in the following manner,

“ it is visible that working in the garment textile factory could expose someone to different health problems as a result of improper working conditions but there is no option due to low education level, poor family background this is because they do not have any options, which can help them to refrain from my problem” as a not have any options, which can help them to refrain from my problem” as result, in death interviewees disclosed that they were affected by influenza

and other associated health problems. P-6, 18 years old woman who has worked in private sector garment textile factory for the last two years explained,

“As researcher can observe from the place that I am working now, this place is not safe or secure simply because it is just difficult to around machine. To mention a few, I felt sick twice this month due to breaking of the material of the machine. This place seems to be better now. But there is still the problem; you cannot imagine how it is like when the machine gets failure”.

Furthermore, the data obtained from P-6 and P-8 indicates that *“ even though garment textile factory becomes one of the causal variables to the deterioration of women health condition on the private garment textile factory. In general, the entire in-depth interview participants revealed that they have been suffering from lack of cost –free health treatment textile factory.”*

4.3.2.1 Medication Cost

Vulnerable women are facing critical challenges to get medical access due to the irritability to make money for their medication cost. The finding of the study indicates that there is no access to cost free health care services in the Royal garment textile factory which could benefit the women. When vulnerable women demand health treatment in the clinic, the Administration of Royal garment textile factory did not allow them to get free health care support as well as to get service with a minimum cost.

In fact, the data obtained from all key informants, in-depth interviews and observation indicate that vulnerable woman are in a risky health condition because of the situation they have faced on the garment textile factory. This health problem is more exacerbated when they lack medication cost for their health problem treatment.

In relation to challenges for accessing medication cost, p-5 , 28 years old women explained in the following manner. *“ once upon a time I went to the health center for needle infection treatment, and experts ask me 300 birr for needle infection treatment, but at that right moment I was not able to pay that amount. Thus, I decided to return back to my home because I had nothing on my hand to pay. to tell you the truth, I am regularly facing health problem due to my working condition here on the Royal garment textile factory. I would be happy if the garment textile (what?) factory when I get sick. “*

In addition, the data obtained from KI-III, indicates that there is no possibility that women are getting free access to health treatment because of economic problem KI-III, explained” the

problem of medication cost for vulnerable women in the following manner, “I have been working for the last three years as a head of labour and Social Affairs Office of the woreda 02. I tried many possibilities communicating with the owner of the garment textile factory for vulnerable women to make them get health treatment for free. However, the garment textile factory Administrators never paid attention for the Labour and Social Affairs Office of the woreda 02 demanded concerning the vulnerable women”

Rather, they said that they tried to solve such problem in the garment textile factory. This is the most determinate factor for providing access to free health treatment and other services for vulnerable women in the garment textile factory. This also discourages us (Labour and Social Affairs Office of the woreda 02) to do more for vulnerable women in the garment textile factory. It is not surprising that we assume ourselves as deserved poor because we are working in the place where everything is inaccessible for women”

On the other hand, vulnerable women have tried to save money for their health problems but it is not sufficient to fulfill their food consumption let alone the cost of their medication. In- depth interview participant except P-3, revealed that they were saving money for their medication cost through eating less preferred food per a day. However, all these mechanisms that vulnerable women employed to save money for medication cost are in turn the most risk factors for their health problems.

P-11, 21years old woman who experienced working for the last six years narrated in the following manner. *“I was sick two times in the last three months. When I went for medication, I paid 190 birr for the first time and 230 birr for the second time, which made me, feel better. This is the result of saving by reducing my daily food consumption. But if I did not have money during that time, I might have died. “*

4.3.3 Economic Problem of Vulnerable Women

It is not surprising that vulnerable women are facing many economic challenges such as house allowance cost, medication cost and access to clothes. Because among the factors identified from the findings which exposed women to the problem of economic problem has been identified as the leading factor. Therefore, the finding of the study confirmed that vulnerable women who participated in the in-depth interview are facing the following challenges because of economic problems.

4.3.4 Psychological Problem of Women garment textile Worker

4.3.4.1 Loneliness and Depression

The finding of the study indicates that vulnerable women have been at risk of social isolation due to lack of social contact with their families and other significant members of the community as well as they are come from part of Ethiopia regional states. This is the result of psychological problem that leads vulnerable women for feeling loneliness. Due to lack of social network with the family member and relatives, they feel a great deal of loneliness. P- 8, women who experienced loneliness and depression because of working in the garment textile factory explained this as follows: *“The deep feeling of isolation due to my family negligence to support and treatment has affected me. I never play and chat with them like I used to do before; all these things make me disappointed and feel loneliness because I believe that I am rejected due to my family.”* Surprisingly, all this rejection never happened in my life before I began working in garment textile factory. “On the other hand, the finding indicates that women are affected by depression because of the problem they are facing on the garment textile factory. Associated with their working in the garment textile factory, there are many factors which considered as a causative factor to their depressions such as lack of affordable basic needs, regular health problems, and lack of social contact with their family and other significant person”. In general, the finding showed that loneliness and depression are daily experiences of vulnerable women who participated in the study.

4.3.4.2 Self- Degrade

The finding indicates that the determinate factor for the vulnerable women is self degrade. as it has been narrated by – 15 . women are disvalued because of their vulnerability and being they are working in the places which are not intended for habitation, the finding showed that women are discriminated because of their educational status and they lack to actively participate in garment textile factory. This also led them to the feeling of shame and self-stigmatization because their living standard to day on the garment textile factory.

In addition, the humbleness from their families has affected women to find the solution for their problem because they considered themselves as useless and hopeless. Among the participants from vulnerable women working on private garment textile factory, do not want to create a social

relationship from the employer and seeking social support from relatives due to the perception that they develop as they are not fit economically.

Finally, among the challenges of vulnerable women in private sector garment textile factory, economic problems needs revision because these challenges were the basic needs which should fulfill for survival of life and economic problem have been more affected women in private sector garment textile factory MOWA (2010).

4.4 Coping Strategies of Vulnerable women garment textile factory

Even though women have been facing different challenges in the private sector garment textile factory, they try different potential coping strategies to minimize these challenges. The finding showed that there are five coping strategies being employed by women in garment textile factory. These are: legal support, health care, educational and vocational training, economic opportunity/strengthening, psycho-social support for future.

4.4.1 Legal Support

Among the coping strategies that women employed, legal support is the major potential source used to minimize their challenges. Throughout the in –depth interviews and key informant interview, participants revealed that legal support is rooted in the principles of vulnerable women protection, developing and implementing programs that place the best interests of the women. Thus, programs should include efforts to confront and minimize the reality of dishonor and social neglect faced by private sector garment textile factory. The desired outcomes of legal support for women receive legal information and accesses to legal service are protected from all forms of abuses, violence and neglect. It aim to reduce stigma, discrimination and social neglect while ensuring access to basic rights and service to protect for vulnerable from violence, abuse and exploitation.

The legal support for vulnerable women who work in the private garment textile factory as legal service are free for strong referral networks are established between stakeholders service and information is easily understandable and accessible as well as services are provided proactively to women instead of the women having to search for legal service .

As to the finding of the study, in addition, the observation data indicates that vulnerable women working in the private sector garment textile factory in order to keeping their legal support.

According to the participant P-3, “ when missing of rule and regulation of law of the country as well as labour work proclamation in the private sector garment textile factory there is no one who concern our issues to obligate as narrated by PII-2, vulnerable women, furthermore, who participated in the study revealed that there no concerned bodies to protect my legal support, P-16 women who has worked in private sector garment textile factory for the last two years stated “while I was asking in private sector garment textile factory for the last two years, I was asking for my right to respect to labor proclamation of the country due to this I was abused by private garment textile factory but I covered the cost of attorney to respect my right”.

4.4.2 Health Care

Health care programs must take active measures to meet the general health needs of women at private sector garment textile factory. The health care Programs must aggregate health requirements and interventions by garment textile factory as the health needs and recommended interventions differ significantly among these women, and programs should facilitate access to primary health care for women. According to the standard service delivery developed by MOWA(2010) the desired outcome for health care service for vulnerable women are access to health service including prevention care and treatment did implement in private sector garment textile factory and barriers to health care service are assessed and addressed. Therefore, the finding shows that the misconception that vulnerable women hinders them from finding solutions for the problem they are facing on the private sector garment textile factory because of unavailability of health service. PIII-3, Vulnerable women who has worked in private garment textile factory for the last five years stated, “ My interest to get support from my family but they considered me as I always seek help from them, this leads me to anger and hopelessness which hindered me from seeking solutions for my challenges which I was facing due to my job. When I saw my friends, I was ashamed myself because of my living condition which is quite different. Currently, I lost all things I was dreaming of before I became low level of economic status women. I never think of asking a food to eat for a single day from whom I knew before I became poor because I felt shame, rather I prefer to beg from whom I do not know and who does not know me”.

4.4.3 Education and Vocational Training

Research on women demonstrates that education can leverage significant improvements in the private sector garment textile factory. Schools not only benefit the individual women, but can also serve as important resource centers to meet the broader needs of women that can provide women with a safe environment, the emotional support and supervision, and the opportunity to learn how to interact and develop social networks. An education is the key to employability and can also foster a women's developmentally important sense of competence (UNICEF,2009: 32). According to UNICEF, (2009) communities must identify the barriers to education. Especially, women in school. Programs must give special attention to the women by addressing the disproportionate level of risk they face when leaving school at an early age. Schools must also be made safe especially women. Education is an important area for leveraging additional resources at both national and local levels. Education services seek to ensure that women receive educational, vocational and occupational opportunity needed for them to be productive women and vocational training is an important component of life preparation. Conversely, the lack of opportunity to learn a trade or the lack of a sponsor to enter vocational networks can compromise an adolescent's long term economic prospects (UNICEF, 2009:32).

4.4.4 Economic Opportunity/Strengthening

Economic strengthening is often needed for the family/ caregivers to meet expanding responsibilities for welcome women in to family member. They need to learn how to provide for them and gain sustainable livelihoods to linking vulnerable women in garment textile factory with programs providing economic opportunities is important to look for programs that base their economic strengthening activities on market assessments and undertake joint efforts with organizations, government cooperation with garment textile factory owner.

The desired outcome economic strengthening for women as sufficient income to survive for women in garment textile factory that should have access to financial resources. The finding indicates that vulnerable women have created a social network between themselves who are working in the private garment textile factory. The data obtained from observation showed that vulnerable women lack of economic strength in the garment textile factory.

In addition, in-depth interview participants confirmed that they are discussing different issues about women economic condition with the owner of private garment textile factory.

Furthermore, economic strength of women among participant women serves them to minimize their feeling of economic crisis, P- 14, women who has been working in private garment textile factory for the last four years explained, “ My payment which I got from the garment textile factory is not enough to survive my life due to house rent, food consumption difficult in the city ,this also immensely helps me to minimize my feeling which I have been experiencing daily”

4.4.5 Psychological Support.

Women need emotional support, and the opportunity to express their feelings without fear of dishonor and discrimination. Programs should provide women with support that is appropriate for their work condition in private garment textile factory and recognize that women often respond differently to their psychological support that aims to provide women with the human relationships necessary for normal development. It also seeks to promote and support the acquirement of life skills that allows in particular participating in activities such as recreation and work place. Access to psychological support for women includes training and other service , every women has access to counseling with Para-professional or laypersons, and with professionals if needed or requested all private garment textile factory are accessible regardless of gender, disability etc. women has information about where and how to access resources/ service environment and participation are free from stigma and discrimination all service in garment textile factory are related counseling is confidential and high quality because women have access to guidance and therapy as needed private sector garment textile factory.

CHAPTER FIVE:

RESULT AND INTERPRETATION

This chapter discussed the major findings which are presented under the data presentation part with the pre-existing empirical findings. Even though there is no enough works of literature found in Ethiopia context regarding women worker in private garment textile are employed to discuss the findings of this particular study. Three main factors are identified from the findings which lead vulnerable women private garment textile factory worker. Therefore, the first part discussed the factors for vulnerable women in private garment textile factory worker which was identified from the study. The second part discussed the challenges that women faced in private garment textile factory. Finally, the discussion part ends with presenting the coping strategies being employed vulnerable women private garment textile factory.

5.1 Factors for Vulnerable Women Private garment textile factory

Unsafe work condition if among the factors for vulnerable women private garment textile factory as identified from the findings. The finding of the study shows that women who demand employment opportunity to generate income to fulfill their own basic needs, but they are not getting the opportunity because of discrimination from employers in the work place. Lack of legal protection is the second factor, because of lack of attention from government official to arrange and regulate the employment opportunities of possible written contract in accordance with national laws, regulations or collective agreement according to the convention the contract should enable women private sector textile workers to know detail of the employer, the name of the organization, address, the job(work to be performed, normal working hours starting data and duration of contract labor law of proclamation number(377/2003)).

In line with this , labour law of proclamation number(377/2003) shows that women face and lack attention from government official to arrange and regulate the employment opportunities of possible written contract in accordance with national laws, regulations or collective agreement, normal working hours starting data and duration of contract exposes more seniors to the risk of ownership. This implies that there is a lack of effective implementation of the National Plan and

other international conventions in which Ethiopia signed to ensure the right and well being of women.

Health problem is third of the factors identified from the finding which exposes vulnerable women private garment textile factory hindering women to be active workers to receive salary to fulfill their own basic needs. In addition, the finding indicates that impact of machine is among the factors for their vulnerability. Likewise, Levinson and Ross(2007) noted that impact of machine is the most determinate factor that leads women to vulnerable. Diaze and Roberts(2007) also reported that due to health problems, women stop working and subsequently experiences a financial problem. Consistent with this finding, Levinson and Ross(2007) confirmed that extremely low income is the main factors that lead women to be affected by the health problem. In addition, the finding of National Coalition for Women in Canada (2009) commonly agreed that health problem is the most contributing factor for women vulnerability.

The finding shows that economic problem the fourth factor for women to come private textile factory because they are affected by the economic problem. Thus, economic problems which contribute to women in garment textile factory. At the same time, unaffordable end the costs of necessities of living condition in the city are rising which leave women at risk of poverty. Lack of education and lack of social support from their parents and other significant members including the government are among the factors for women vulnerability in garment textile factory. This implies that since women do not have accumulated economic capital, the only guarantee for their care and support from their family.

Especially family relationship is an asset for women, similar to this finding, Shinn,Gottlieb,Wett, Bahl,Cohen, and Ellis, (2007) noted that human capital, social capital, and life events are the most important determinant factors. They added that women lack social supports from their family before becoming garment textile factory. In general, all the factors identified from the finding indicated that there is a lack of policies and strategies that used to preventing women. As a result, protecting women from vulnerability in private garment textile factory and associated challenges is not being managed properly.

5.2 Challenges of Vulnerable Women in Private garment textile factory

Women are facing economic, legal, health and psychological challenges because of low education back ground and working in private garment textile factory. The findings added that a

woman in private garment textile factory is disastrous as compared to other work place of people. This shows that unresolved vulnerable women have multiple implications in leading to different problems as a result of lack of support service provisions and different stakeholder's participation to ensure their well-beings of women. This finding is supported by other finding as well. Sussman,etal,(2016)noted that bodily realities and mobility problems made women difficult to survive because of inadequacies of different support and service and their collapse impact on their life.

The health problem was the other factor identified from the study that women are facing for lack of access to health treatment. Especially, women health problem was more exacerbated when they lack access to medication cost or access to free health treatment from private garment textile factory. Correspondingly, Chenier(1999) confirmed that the main barriers to having a good health among vulnerable women are the lack of accessible, adequate, safe and affordable housing that associated with access to get employment, family support and health care access. This indicated that vulnerable women are not benefited from the right to health service. However, access to health care is more difficult for vulnerable women who work in private garment textile factory.

The finding shows that vulnerable women have been facing health, economic problems. Women are challenged to health, economic and legal protection because of health problems and discrimination from employers. Vulnerable women do not get interested in having a job to fulfill their own basic needs because of shortage of salary which have been hindering them to participate in garment textile factory. On the other hand, the finding showed that vulnerable women who demand job opportunity was not benefited due to employers "negative attitude towards them due to lack of good educational background".

Therefore, unresolved discrimination and negative attitude towards women imply that there is the lack of training and awareness of the job delivered for the employer in the garment textile factory. By the same token, Avery (2014) stated that vulnerable women are an experience that offers barriers to employment different in private garment textile factory. Vulnerable women are impacted by health status, lack of legal protection, lack of education, lack of social support barriers and structural inadequacies as well as unavailability of appropriate employment opportunities. The finding indicates that vulnerable women have been facing the lack families

due to their low economic status. It implies that the role of families for vulnerable women had found very critical life task of vulnerable women.

In like manner, Resis and Sprecher(2009) confirmed that lack of positive social relationship with family and presence of negative relationship can contribute to vulnerable women working in private garment textile factory. In addition, the study conducted by Reynolds,etal(2016)noted that women believe that social relationship is important to filling lives with meaning, but vulnerable women exposed them to be missing out important life an event that leads working now in private garment textile factory due to lack of education.

Moreover, the finding of this study agreed with the study conducted by Crane (2001) that showed many women are isolated and either lack to have connection to family or has no contact with relatives for many years. For further findings agreed with this study's finding pertinent to vulnerable women social exclusion of family. Vulnerable women are affected by depression, loneliness, and self-dishonor especially, women who are isolated from their education status, the dishonor from other members of the family and feeling of stigmatized and shamed by vulnerable women are the risk factors which are hindering to find a solution to get out them from the garment textile factory. Therefore, a vulnerable woman is one of the causes of the psychological problem for women.

Furthermore, Sanders and Brown(2015) noted that loneliness describes the experience of being unable to attain a relationship with family, built on trust, mutual benefit and support because of their education. Finally, all the findings related to the challenges of vulnerable women shows that right to work with freedom, getting support from the institution from the government to solve the challenges of vulnerable women in private garment textile factory.

5.3 Coping Strategies of Vulnerable Women in Private garment textile factory

Vulnerable women employed different coping strategies which could potential to minimize their challenges in private garment textile factory. The finding of the study confirmed that vulnerable women employed to address their challenges. They beg different services such as legal protection, health protection, economic strength, education and social support as well as safe work condition which are essential for human survival. In addition, the finding of this study showed that the payment they get from garment textile factory is important for them because

they do not have another option to have food and medication cost, there is no government sponsored health treatment and garment textile factory also too.

As a result, when vulnerable women got sick they don't cover their medication cost. This indicated that vulnerable women are not passive in reacting to of the challenges rather they tried to solve their problems actively based on what they have. If they do not have money for medication cost they prefer to pray to God as a coping strategy. Similarly, the finding indicates that vulnerable women used traditional medicine for their health problems. However, the finding is contradicted with the finding of this study on the issue of government free health care service.

CHAPTER SIX: CONCLUSION AND RECOMMENDATIONS

6.1 Conclusion

This chapter presents two major parts. The first section presents the conclusion which is drawn from the findings pertinent to the three research objectives. The second section presents recommendation based on the finding of the study which offered considerations to solve the problems of vulnerable women working in private sector garment textile factory.

Women vulnerability to various problems is one of the dominant social problems in Kolfekeraniyo

sub city woreda 02. A significant number of women scarify due to various factors such as in adequate legal protection, in adequate health care,poor education performance and poor working condition from private garment textile factory characterized the women under study.

To address the plight of vulnerable women there are Government,Non-government organization and volunteers in the study area. This qualitative descriptive study was conducted with amajor objective of describing working conditions in private sector garment textile factory and their coping strategies of vulnerable women. Accordingly,three specific research objectives were addressed. These include: the main factors of women that lead them to vulnerability, challenges and coping strategies of women. Participants of the study were women who are working in private sector garment textile factory and who have at least one year and above experience.

The finding of the study show that is a rhetoric commitment to women rights in the county. This has been declared in the constitution (article 35)of the country which declares equal right of women in every aspects including in work and in some way calls for the affirmative action to balance historical injustice against women. Many human rights articles directly taken from the Universal Declaration of human rights conventions are included in the constitution calling for human rights observation in the country. Similarly, the National women policy(NWP) goals aim at bringing a quality of women in the ground. However, such law is not issued in the garment textile factory workers.

The study found that women workers in private sector garment textile factory in the study area are subject to gross human rights violations, exploitation and abuse such as lack of clear contract and incapability of contracts, long hours of work and over load, violation of privacy, inadequate health treatment and poor payment. However, it is fairly difficult to argue that these agonies of private sector garment textile factory workers emanate from the sole result of lack of legal protection from any concerned body.

The case is not bring the paternalistic articles in the civil code, (which are contrary to the human rights approach where workers should be given accommodation right not as a form of charity as stated in the civil law) but to demonstrate that even when legal protection exist, these have not been implemented. As a result the study has showed that although legal protection for women is limited in Ethiopia, due to illiteracy and severe poverty among workers themselves, are contributing towards the persistence of abuse against women workers in garment textile factory and also has limited the spectrum for advocacy by civil societies mainly through the NGOs law of the country getting their funding from abroad to work in human right issues.

The finding of the study showed that women vulnerability to various problems is one of the dominant social problems due to various factors. Inadequate legal protection, inadequate health care, poor education performance and poor working condition from private garment textile factory characterized the women under study. This indicated that vulnerable women are not benefiting from access to incomes which could be potential to save them from private garment textile factory. Because they get employment opportunities, they can pay the expected amount of hours rent and they would be able to save money for future use.

Health problems including physical disability were exacerbating the problem of the vulnerable women in private sector garment textile factory. Especially, disability inclusive in garment textile factory is not ensured. Because, lack of social support from the garment textile factory. Moreover, vulnerable women private sector garment textile factory which could be relevant for protecting them from health problem.

On the other hand, when vulnerable women working on private garment textile factory they are not able to sue due to health and economic capacity problems. Therefore, it was noticed that women lack legal support from the government administration. Beside all these factors, education status was the most determinate factor for women in private garment textile factory. Finally, the primary factors of vulnerable women private sector garment textile factory exposed to difficult catastrophic challenges.

Finding show that women faced mobility problem to access monthly income due to the health problems and weakening of their economic strength. On the other hand, women faced health problems due to inaccessibility of free health treatment from garment textile factory, bad living or living together with their friend due to expansiveness of house rent related problems economic problems such as lack of access to food, medication cost and lack of affordable cloths were also identified from the finding.

Vulnerable women private sector garment textile factory were excluded from families because of they come from far of Addis Ababa. Moreover, psychological problems such as loneliness, depression and self-dishonor are still part of the finding that vulnerable women private sector garment textile factory have been facing never witnessed before they become the problem had been exacerbated after they become private sector garment textile factory and the decline of their economic status. Despite the multiple challenges, vulnerable women were using different mechanisms to deal with their challenges. These include; safe working condition, health protection, legal protection, economic maintained, education and social support. Vulnerable women are active to solve their challenges rather than passively expecting every life matters from others. However, these coping strategies are not potential to get out from private sector garment textile factory and fully access the monthly income of survival.

6.2 Recommendation

Government, policymakers, program designers, non-governmental organizations, organize, facilitating and establishing civil society concerning vulnerable women will be potential to solve problems that vulnerable women have been faced as a result of interpersonal communication will ensure attitudinal change on the women in private sector garment textile factory to serve and empower vulnerable women private sector garment textile factory.

Volunteer professional committee should be organized: from social workers, lawyer, psychologists and other related fields of study professionals should be organized by woreda 02 Labour and Social Affairs Office to advocate and lobby for women in garment textile factory. This professional committee should work on behalf of vulnerable women to reintegrate with their former residence as well as liking them with service. In addition, the committee should be organized in the way to provide free counseling service regarding their living situation, working condition and directing them to the solutions of their problems.

Establishing Institutionalization Program (Yeserategna Mahiber): there are women who are working in private garment textile factory to provide care and support for them. Therefore, the garment textile factory administration should establish an institution to support for such type worker in the garment textile factory. The private garment textile factory Administration of private garment textile factory should encourage the economic status of women who working in the textile factory by using increasing their income of the garment textile factory as well as protect health, legal, economic and social problems in the garment textile factory worker.

The woreda 02 Labour and Social Affairs Office and Ministry of Labour and Social Affairs should design strong community based service provision for vulnerable women private sector garment textile factory in the study area. Therefore, the woreda Labour and Social Affairs Office should make awareness rising programs in line with the national and international legislations which promote the right of women in particular. Last but not least, the government of Ethiopia should encourage and support NGOs, fundraisers and significant actors who are engaged in vulnerable women private sector garment textile factory to bring fundamental change in the community through group effort.

Reference

- Ashenafi, H.(2006). Exploratory study of Private worker in Ledeta sub city of Addis Ababa.
Un published Master's Thesis, Addis Ababa University. Addis Ababa,
Ethiopia.
- Anney, V. (2014). Ensuring the quality of the finding of qualitative research: Looking at trust
Worthiness criteria journal of Emerging Trend in Educational Research and Policy
Studies.5 (2), 272-281. Retrieved from Jeteraps.scholarlinkresearch.org
- Braun & Clark (2006) Qualitative methods in organizational research: A practical guide,
Sage Publication Ltd, London.
- Bosch & West moorland, (1998)'Structure and agency: contested concepts in human geography
Savage in the compendium of history of private sector worker.
- Biseswar. (2008)'A New Discourse on gender in Ethiopia: African Identities 6(4):405-429
- Creswell, J. (2007), Qualitative inquiry & research design: Choosing among five approaches
(2nd ed). Thousand Oaks, CA, USA: Sage.
- Creswell, J. (2009), Research design: Qualitative, quantitative and mixed methods approach.
(3rd ed). Los Angeles, CA, USA: Sage.
- Creswell, J. (2012). Educational research: planning, conducting and evaluating qualitative
Research. (4th ed), University of Nebraska-Lincoln: Pearson Press.
- Creswell, J. (2014). Research design: Qualitative, quantitative and mixed method approaches

- (4thed). Los Angeles, London, New Delhi, Singapore, Washington DC: Sage.
- Corbetta,(2003). The Protective Environment: Development Support for Women Protection, Human Rights Quarterly, Volume 27.
- CAS(2010) . Central Statistic Agency.
- Darke, P.Shanks,G.&Broadbent, M. (1998). Successfully completing case study research: Combining rigor relevance and pragmatism. Monish University, Victoria Information System Journal.8, 273-289.
- Federal Democratic Republic of Ethiopia (2004) ‘Labour Proclamation no 377/2003’. Addis Ababa: Federal NegaritGazeta
- Federal Democratic Republic of Ethiopia (1995). The Constitution of the Federal Democratic Republic of Ethiopia Proclamation no 1. 1995,
- Giddens, A. (1984) The Constitution of society: outline of the theory of Structuration, Cambridge: Polity press.
- Giddens, A. (1979) theconstitution of society: outline of the theory of Structuration Cambridge: Polity Press.
- Gregson in Held &Thompton. (1989). Qualitative research: application in organizational Communication , Hamptons press, New Jersey.
- Hailu. (2006). The Composite and Dynamic Risks and Vulnerability of Ethiopian women: The case of Women in Addis Ababa, Journal of Human Development and Capabilities.
- Human right watch,(2008) ‘ As if I Am Not Human’’: Abuses against Asian Private Workers in Saudi Arabia
- Human Rights Watch and Joint International Law Program (2006) Swept Under the Rug: Abuses against Private Workers around the World.Vol.18.Human Rights Watch
- Holt-Jensen, A (1999) Geography: History and concepts, a student’s guide, the Cromwell Press, sage Publications, London
- ILO (2010). Decent Work for Private Workers,99th session of International Labor Conference (report IV (1)). Geneva: Switzerland
- JuppandSapsford, (2006). Legal responses to women protection, poverty Journal of Social Welfare.

Krueger, L.& Newman, W.(2006). Social work research methods: Qualitative applications
Boston

New York, San Francisco, USA.

Kolfekeraniyo Sub city Atlas. (2014). Addis Ababa city Administration: Integrated Land
Information Center.

Marshal,(1996): Concepts, a student's guide, the Cromwell Press, Sage publications, London.

Mack,Woodsong (2005). Women Development and Private Sector Protection Workers, London:
Jessica Kingsley Publishers.

Neuman (2006) Private Workers: Their wages and work in 12.

Ramirez-Machado, J.M.(2004) Private Worker Conditions of Work and Employment: A Legal
Perspective International Labour Office.

Ritchie. J &Lwise, J. (2003).Qualitative research practice: A guide for social science students
and

researchers (1sted). London, Thousand Oaks, New Delhi: Sage.

Rabbie, (1973:79). Women Protection and welfare: cultures, policies, and practices. European
Journal of Social Work.

Rapp,Pwttus&Gosha, (2006). Private sector Workers: From Modern- Day Slavery to
Equal Rights

Suri,H.(2011). Purposeful sampling in qualitative research syntheses. Qualitative Research
Journal, 11(2)

Stiles,W.(1993). Quality Control in Qualitative research. Miami University, Oxford,
Clinical Psychology Reviw, 13,593-618.

Shenton,A. (2004). Strategies for ensuring trust worthiness in qualitative research
Projects, Northumbria University, UK,IOS Press.

Van Wynsberghe,R.&Khan,S. (2007). Re defining case study.6(2),1-10. International Journal of
Qualitative Methods.

Vander Stop & Johnston, (2009), Challrnges facing Women protection, Women Abuse and

Neglect.Flick, (2009). Social protection and Women's right in developing countries, Journal of
International and Comparative Social Policy.

Welbourn, P. and Dixon, J. (2016). Women protection and Welfare: cultures, policies, and practice.

European Journal of Social Work.

Yin, R. (2011). Qualitative research from start to finish (1st ed). A division of Guilford Publications, Inc. New York.

Zainal. (2007). 'The best kept secret: Violence against Private Workers' Seminar.

Appendices

Appendix I

Saint Merry University, Department of Social Work

1. Overall Description of the study

Title: Assessment on Vulnerable Women Private Sector Work Condition in the Case of Royal garment textile factory in Addis Ababa, Kolfekeraniyo Sub city.

1.1. Nature and Purpose of the Study

Dear participant, my name is GetahunSisayKasay who is second year post graduate student in Saint Merry University, Department of Social Work. This study is conducted for the partial fulfillment of master's degree of Art in Social work. The researcher has chosen the issue of this study based on self interest to investigate women working conditions in private sector garment textile factory and their coping strategies in the study area. especially, the factor that lead lack of legal protection, health problem, economic problem, challenges and coping strategies being utilized by vulnerable women for their challenges. Primarily, the purpose of conducted this study was for the partial fulfillment of degree of masters of art in social work in Saint Merry University. However, the result of the study served as a baseline for other researchers and policy makers to deal more about vulnerable women in the private sector garment textile factory.

1.2 Benefits

Participation in this study is voluntarily based, so, being a participant in the study does not signify any direct benefit obtained from the researcher but the researcher is determined to provide free mobile cared, water for the in-depth interview participants.

1.3 In- depth Interview Procedures

A voluntary based participation in the study involves conducting face to face in depth interview that will take approximately fourth minutes to understand vulnerable women working in private sector garment textile factory and their coping strategies by using semi-structured interview with mainly probing questions. During the in-depth interview the researcher used audio recorder to grasp all the descriptions of women working condition. The in-depth interview determined by the

interest of the participants that makes them to feel comfortable during the interview. The researcher will make an observation in order to see the participants 'feeling, behavior and the practical working conditions. Finally, all those procedures applied based on the informed consent of the participant that they offer voluntarily.

1.4 Confidentiality

The report of the study based on the information that you give for the researcher and the information seriously kept confidential. Only the researcher transcribed the original data gathered from in depth interview, note taken and observation. After transcription and analysis done, the researcher discarded all the collected original data. The gathered information in the study analyzed for the purpose of report without any personal information's such as participants name and address rather the researcher used assigned code instead of name. the final research document submitted to Saint Merry University, Department of Social Work and graduate Office of the University. Finally, all these issue succeeding based on your written or oral consent on the appendix II consent form to justify your willingness to undertake in the study.

Appendix II

Informed Consent Form

2.1. For the Participant

I am vulnerable women whose age is....the researcher of this study has informed me about The nature, purpose of the study orally to get consent from me to participate in the study. I understand all the above procedures and rights of the participant during interview and issues of confidentiality after the data collection. If I feel discomfort, I have the right to withdraw during the interview and skip questions, which, I am not happy to answer at any time. Taking in to account all the above points, I will offer honest answer for all forwarded questions from the researcher regarding Assessment on vulnerable women private sector workers. In addition, I allow being audio recorded, the use of direct quotes while writing the report and I am member checking when the researcher needed. Therefore, I, the under signed that agree to take part in the study.

Name of participant: _____ Researcher Name: GetahunSisayKasay

Signature: _____

Signature: _____

Date: _____

Date: -----

Thank you in advance for your willingness!!

2.2 Questionnaire guide to Respondents

Dear Respondents:

I am Getahun Sisay a student at St. Mary University Graduate Studies Program Department of Social Work for partial fulfillment of master's degree. Kindly would you please take a few minutes to complete the following questionnaire by ticking in the space provide you think that can help me in my research. The research questionnaires have been prepared in order to facilitate the collection of data for Assessment on vulnerable women private sector workers work condition. Your answer will be kept completely confidential and strictly for research purpose. You are required to be free in responding the questions. I will be most grateful for your cooperation and sincerity.

Part one: Interview Guide Questions for vulnerable women related with respondent characteristics.(Dear respondents tick the right option in your choose for the following questions)

1. Assigned code for interviewee : _____
2. Age: Between 18-27 Between 28-37
 Between 38-47 above 38 years
3. Sex: Male Female
4. Marital Status : Single Married Divorced
5. Level of education you attained (please tick only one of them)
 Primary 5-8 High school 9-10
 Preparatory school 11-12 Diploma Degree Post graduate
6. Place of birth:
 Addis Ababa Amhara Oromia SNNPR Other (Specify)____
7. Year of work experience in Textile factory:
 0-2 3-5 6-8 9-10
8. Tell me how you begun to work in the textile factory? Through whom you get employed?
9. How do you describe your freedom of forming Association in the garment textile factory?

10. How do you describe your work condition in the garment textile factory (probe privacy, working hours, and rest). Are you obliged to remain in the garment textile factory during your time of rest?
11. How do you describe the amount of pay you get?
12. Have you ever heard of human rights? What do you think it means?
13. As a person working for another garment textile factory, what do you think are your rights?
14. How do you explain the psycho-social support provided from Gos, NGO institutions?
15. How do you explain the consequence of inadequate health care in garment textile factory?

Thank you very much for your cooperation!!

Appendix III

Part Two: Interview Guide for manager, deputy manager and supervisor.

- Assigned code.....
- Sex.....
- Age.....
- Educational level.....
- Position.....
- Work experience

1. What are the major problems that women face in garment textile factory?
2. What are the major factors that contribute towards vulnerable women private sector workers?
3. Who is the perpetrator in the vulnerable women private sector workers? Explain the reason?
4. Describe the regulation regarding vulnerable women private sector workers in the textile factory?
5. How does the institute protect vulnerable women private workers in the textile factory?
6. Give your suggestions regarding the actions to be taken to tackle the problem by the institutes as well as by other concerned bodies?

Thank you very much for your cooperation!!

Appendix IV

4. Interview Guide

Part Four: Interview guide for Key Informants (BOLSA officials)

- Assigned code.....
 - Sex.....
 - Age.....
 - Educational level.....
 - Organization.....
 - Position.....
 - Work experience
1. Have you any Personal contact with vulnerable women private sector workers in textile factory in the town?
 2. Is there any program/intervention that your office is implementing in relation to vulnerable women private sector workers in the textile factory?
 3. Any assessment or survey result that you have share me in relation to vulnerable women Workers' in the private sector garment textile factory?
 4. Did your office ever receive any complaint from vulnerable women private sector workers in the textile factory? If yes, would you summarize the mains issues of complain so far? What did happen to the complaint?
 5. What do you know about the contents of ILO Convention No.189 that talk about rights of vulnerable women private sector workers? If yes, which of the rights contained in the convention are practiced?
 6. Do you think Ethiopian law recognizes private sector workers protected? If yes would You direct me to the relevant laws? If not, what is the position of your office on whether they need to be recognized as workers or not?
 7. What do you think that the factors that limited the legal protection, health care of vulnerable women private sector workers in the textile factory?

Thank you very much for your cooperation!!

Part Four: Observation Check List

1. How does the physical health condition of vulnerable women in the textile factory look like?
2. Are there your institutions that cover vulnerable women in the textile factory health need cost?
3. Is there is any means for vulnerable women in the textile factory to generate incomes?
4. Are the vulnerable women in the textile factory participating in employment opportunity? What types of work they are participating?
5. Is there is any place for the vulnerable women in the textile factory to access water for hygiene and sanitation in your garment textile factory?
6. How does the social contact among vulnerable women in the textile factory look like?
7. What are observable coping strategies employing by vulnerable women in textile factory?

Thank you very much for your cooperation!!