



## Socioeconomic conditions of women workers in Blue Nile Plastic Manufacturing Company in South East Ethiopia

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Received 19<sup>th</sup> November 2018, revised 21<sup>th</sup> April 2019, accepted 15<sup>th</sup> May 2019

### Abstract

*This study aims to assess the social and economic conditions of female workers at Blue Nile Plastic Packing and Craft Paper Manufacturing Industry in Bishoftu town, South Eastern Ethiopia. In order to meet this objective, the study has used mixed research approach. This research is also cross-sectional and descriptive in design. Interview, observation, Focus Group Discussion and survey data collection methods are used to complete the study. The findings indicate that women are majority of the workers in the plastic manufacturing factory under study. This is because of their low educational level and have been found to be more responsible, committed with job than men; and family economy has also forced them to work in the company. However, working conditions of women are in problematic situation in the company due to some reasons. This includes low salary, long working hours, shift work, poor working facilities, high temperature rate, exposure to chemicals, sexual harassments, high workload in the company and domestic responsibilities at home. The company therefore, needs to improve the working conditions by implementing the national code of conduct for industry workers. In particular, the company needs to evolve its own guidelines and regulations for the safety of women workers before losing vital labor force which is significant resource for development of the country.*

**Keywords:** Women workers, plastic industry, gender role, economic status.

### Introduction

Plastics have been used as supporting material for personal care and cosmetic products for several years with early patents dating from the 1960<sup>1</sup>. Associated with that, plastic bag manufacturing industries was introduced in 1970's in the USA. The industry popularity increased throughout the global market in the approaching years. Currently, plastic manufacturing industries expanded all over the world. Particularly in the case of developing countries through Foreign Direct Investment, as an element of Liberalization Process and development strategy. The industry uses about 40% of the global plastic production, and consumers at household level use about 20% of the products<sup>2</sup>.

There are more than 120,000 plastic enterprises in developing countries. Most of these industries utilize old and poorly maintained equipment, and outdated technologies, supplies, and manufacturing designs<sup>3</sup>. In most of plastic manufacturing industries professional jobs are absent. Due to that, the jobs in this industry are poorly waged, which does not demand educational qualifications, where maximum numbers of women are recruited<sup>4</sup>.

Women in developing countries comprise about 60-70 percent of plastic industries workers<sup>5</sup>. Women in such industries usually perform unskilled works such as painting, assembly and wrapping of final products. However, only smaller group of

women are assigned in managerial or technical jobs like technicians and quality supervisors. Women in this industry employ in uneven place in low income range, which is more of unsafe employment position and in hazardous work environments<sup>6</sup>.

The increasing number of women participation in manufacturing industry and other economic activities has helped them to diminish the insufficiency of their income to satisfy their basic needs. Whereas the public and domestic burden has created complex social and economic problems at work and home, since they have a direct relation at household and socially given expectations<sup>7</sup>. Particularly women in plastic industries, works in unsafe working environment which may cause a biological healthy risk, since they are allocated in the chemical linked and labor demanding job types<sup>8</sup>.

According to the report of International labor Office, annually, about 2.34 million individuals decrease due to unfortunate accident at work place. About 317 million persons are also exposed for a disease from unsafe work related injuries. Annually throughout the world, particularly in developing countries, around 271 million people hurt because of related injuries. And 2 million people expire from injuries. It is likely that, the economic loss of human resources caused by work related injuries and disease is comparable with 4 percent of the globe's gross national product. In developing counties including Ethiopia, the work related injury damage is double (10 to 20 times higher), where the world's cheap labor forces exist<sup>9</sup>.

In 2012, Bhuiyan has conducted a study on the socio-economic status of garment workers in Bangladesh. This study showed that the majority of manufacturing industry workers are unskilled and employed as daily laborers. Further, products are export oriented by recruiting labor force at low wage without insuring any job security for workers. In particular women are exposed for such kinds of works as they are considered as cheap labor force. Besides, accommodation, saving possibilities and recreation activities in the garment industry are forgotten by the owners, since most of industries are established as profit leaning organizations<sup>10</sup>.

Currently, there are more than 139 plastic manufacturing industries in Ethiopia and over 13,000 workers are employed in this sector. These plastic companies produce polyethylene products, polyethylene bags, polyethylene mats, ropes, conduits, hessian cloth and woven bags; cement bags, bonded straw bags, compost baggage, farming sack, movable bags, shop bags, plastic carpets and liners<sup>11</sup>. Products from plastic companies are supporting the communities by minimizing the demand for imported plastic bag products. Particularly the farmers, sugar and cement producing factories are benefited from the industry by getting sacks easily from domestic producers<sup>12</sup>. In addition, those plastic industries in Ethiopia are exporting their products, which support the country with foreign currency exchange and tax revenues<sup>13</sup>.

In addition, in Ethiopia rapid industrialization is underway due to encouraging foreign direct and domestic private investment policies. It is also observed that increased number of industries and employment opportunities are generated. Nevertheless, detail practical information regarding economic, social, and safety issues of workforce in small scale industries is absent. In Oromiya region there are about 43 plastic manufacturing industries producing different plastic products. Blue Nile, Inova, Oxford, Addis Ababa Foam and Plastic Industry, Mebruk, Summit is some of the plastic industries found in this region. These manufacturing industries have paramount socio-economic contribution for the local community and to the country as well<sup>12</sup>. Similarly, Blue Nile plastic manufacturing industry found in Bishoftu town has created several job opportunities for local community. Despite this, no research is conducted concerning economic, social, health and safety conditions that meted in these industries. Therefore, present paper is aimed to investigate the socio-economic conditions of women workers in Blue Nile Plastic Packing and Craft Paper Private Limited Company located in Bishoftu town, Oromiya Regional State, South Eastern Ethiopia.

## Methodology

This study has employed both qualitative and quantitative research methods. The mixed research design has supported to get pertaining data and to accomplish general picture about the topic. Both primary and secondary sources of data are used in the study.

According to 2013 record, there are about 419 workers in the study industry, and for this study a total of 242 individuals were selected out of total workers to collect information. For this purpose, the study employed both probability and non-probability sampling techniques. About 42 sample informants were selected purposively to collect qualitative data. In order to collect quantitative data, around 200 informants were nominated through systematic simple random sampling tactic.

**Data collection methods:** The researcher has used observation method to obtain relevant data to understand the social, economic and safety conditions of women workers in the study industry. Additional data was also obtained through semi-structured interview which contained interview-guide to ascertain data on the socio economic conditions of women workers. Women and men who have work experience of more than five years from different departments were selected for the study. Heterogeneous and homogenous Focus Group Discussion was also employed to identify workers opinion toward the working condition, environmental and health impact and its socio economical implication of the selected organization. Finally the quantitative data has been collected through survey methods. This method is conducted in order to provide the study with statistical information regarding the topic. This method facilitated to collect large and wide amount of data.

## Results and discussion

This section of the paper discusses on the major findings and interpretation of the data gathered through questionnaire, focused group discussion, in-depth interview, non-participant observation and document review which were prepared to achieve the basic objectives of the study.

**Social Conditions of Workers: Employment Status:** Figure-1 show that, majority of the workers are women. Out of total sample, 90 % of them are employed in permanent basis and 10% are temporary workers. This shows that the workers are secure the permanent nature about their job and this condition motivate them to be active and productive in the work sphere. Whereas, majority of the temporary workers are male and that indicates this industry typically needs women workers. As women comprise vast majority of workers in the plastic manufacturing factory under study, in addition to their heavy workload. They may are also be vulnerable for health problems since they stand long hour at work place and for many years in their carrier.

In contrary, permanent workers are likely to have income though they complain about the insufficiency of salary for survival of their life. According to the recruitment policy of the company they prefer to employ labor on permanent basis. This is because, new and temporary employees need training, and experience to be effective in their jobs. Whereas, permanent workers do have better skill, experience and work communication than the temporary and fresh employees; and

demonstrate more responsibilities in conducting their job in the company. The company is also confident of their job potential, and thus, most of the jobs are recruited on permanent basis.

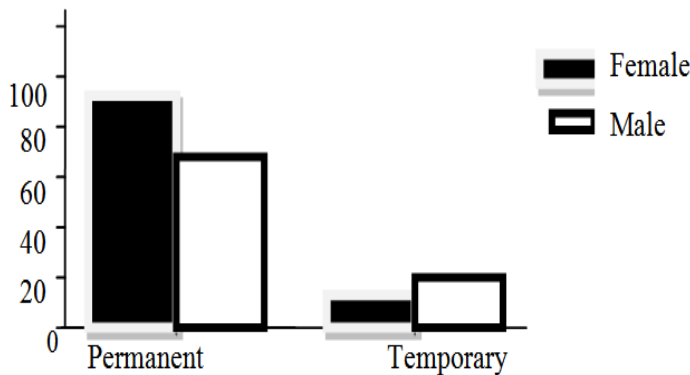


Figure-1: SPSS result of Employment Status.

**Workers Union and Association:** According to 2004 National Labor Law it is stated that, “Workers and employers shall have the right to establish and form trade unions or employers’ associations, respectively and actively participate therein.” Affiliate with the Law, the survey indicates that, the respondents are allowed to form unions. In Blue Nile Plastic Packing and Craft Manufacturing Industry there is regular meeting with workers association committee and they are working under rules and regulations of workers association regarding welfare of the employees. The company, workers freedom and right for union are strengthening the link between the employees and the owner of the company. In addition, group (A) discussants discussed about how workers communicate with the employers. Workers have the right and access to communicate with the supervisors and administrators of any problem regarding work and working conditions. Most of the employees approach individually to report and get solution for the problem of work. But big issues like increase of wages and asking for freedom at work place and rights are considered and discussed by the workers association committee and administrators. Moreover, a monthly meeting held constituting all workers and issues regarding their jobs and safety are used to be discussed.

The supervisor of the loam operator adds her view regarding the role of workers association in the company. She is 47 years old and married women. She stated that, she worked for 18 years in the company and since her employment; she is a member of the worker’s association. However, pleasant communication with workers association committee has started only since 2007, when the Mohammed International Development Research and Organization Companies (MIDROC) Technology Group bought the company. Before that the worker’s association was not influential in protecting worker’s right in the company.

Most of the workers (76%) are members of the worker’s association and the remaining (24%) decided to keep themselves away from the union. However, some informants are not the

members of the association due to the fact that the membership fee for the association is high and they cannot afford it with the existing salary. In addition, they do not depend on association in defending their right. Informants who do not belong to the worker’s association stated that exclusion from worker’s association is exposing them for maltreatment and neglecting by employers.

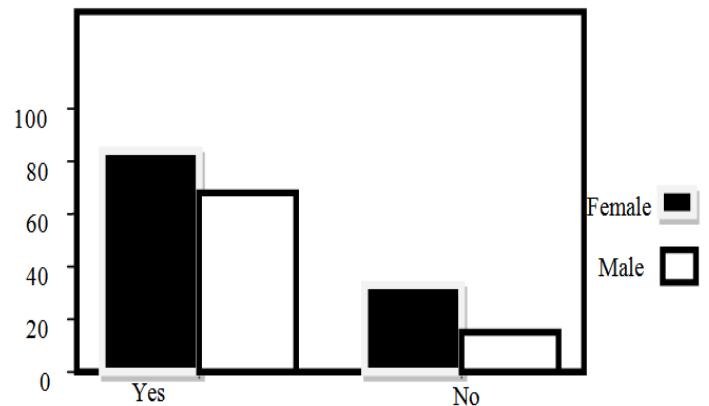


Figure-2: Member of workers association.

According to group (A) discussants, though they believe the worker’s association is important in protecting the workers’ rights; their association lacks adequate power to defend employee’s right. This is because, the written rules and agreements of worker’s association are not well implemented in the company. But they advice the workers to be enrolled as member of the association since a majority voice is essential to influence leader of the unions in defending worker’s privileges in the company.

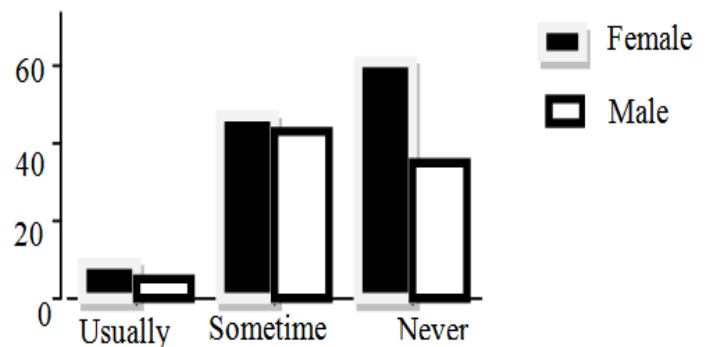


Figure-3: Do workers have received training?

According to Ethiopian National Labour Force Proclamation No. 377/2003, employer should prepare awareness on instructions concerning the hazardousness of their respective career. The proclamation also asserts that precautions necessary to avoid accidents and injuries as well for health, and ensure that directives are given. During the survey, workers were requested whether they have attained any work related trainings since the time of their recruitment.

About 45% of respondents said they got some training, and about 48% of respondents explained that, they did not receive any training since they are employed in the company. 2% of informants also mentioned that the company usually delivers training for newly recruited employs. Most of the trainings were concerned about the safety working traditions to improve their productivity in the company without creating potentially hazardous effect on workers' health. On the other hand, some informants have opined that providing training for employees is not an issue for the owners and supervisor.

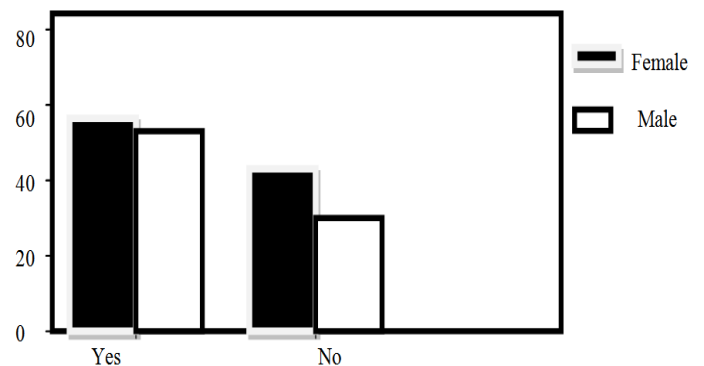
Further, informants were asked if the plastic manufacturing company helps workers to promote their personal development. According to the Ethiopian National Labor Code of Conduct, any manufacturing industry is expected to advance the workers personal development through education trainings in functional, professional, social and economic aspects. The majority of respondents stated that, the company does promote the personal development for workers. The informants have mentioned the company supports employee to engage themselves in training and skill development and make them adequate by skilled in their work. The Administrator said that some workers are benefited with educational promotion in which the company covered half of the costs of the employee who has pursued further training or education as necessitated to enable skills.

However, most of women workers are not interested in promoting themselves in education. This is due to the fact that, their high domestic responsibilities, lack of free time and money. Some of them also do not perceive themselves being competent in education and lack of encouragement at home. The respondents added that the personal development in the company is only written on paper, but there is a lot of tedious bureaucracy in practice. It is opined that if the company really intended to provide personal development, there should be smooth and proper communication, in which each worker can be a direct beneficiary. The company should also create awareness concerning the role of education for women empowerment and involvement in development process at family level and country level at large.

**Gender Issues:** According to respondents, though equal treatment among men and women exists, women issue does not get enough attention by the administrator of the study company. It is not only the problem of this company, most studies revealed that women equality and paying adequate attention is not yet the concern of manufacturing company, since there is lack of awareness for establishing gender sensitive environment between the owners and the employees.

Majority informants stated that women and men workers do have an equal treatment by the management, while 41 % of informants believed that women do not obtain appropriate attention related to work. The Administrator of the company express that, women are treated equally since they consider women potential and skill is competent with male workers. It is

observed in the production unit, production machineries and technologies are not standard are unsafe for workers particularly for women. Thus, it seems the company understands women equality by making them participant in jobs, but women's biological and social conditions are not taking in to consideration. Group A discussants mentioned that, female and male workers are perceived equally at workplace. Nevertheless a wage gap between male and female workers presents due to nature of the jobs they perform. So that women are engaged in waving and finishing works whilst men are allocated to perform building and maintenance works, which may attract better salary payment.

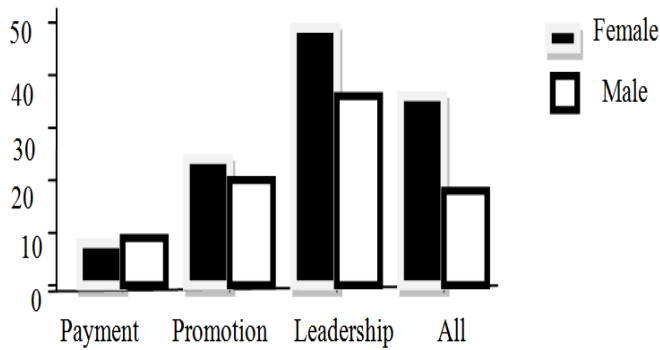


**Figure-4:** Are women and men workers equally treated by the company?

**Discrimination of Women Workers:** Based on the Proclamation of Ethiopian Labour Force, No.377/ 2003, article 5, "Women shall not be discriminated against as regards employment and payment on the basis of their sex." Majority of respondent pointed out that woman are discriminated in various aspects related to their work.

About 22 % of the respondents mentioned that women are discriminated in promotion; 42.5 % in responsibilities of leadership; 8.5 % in terms of payment and 27 % multiple discriminations. It implies when that, women employees have low salary, seldom promoted and normally do not obtain leadership chores. The Administrators and Supervisors stated that, this discrimination is not based on gender; rather education skill and work experience which considering for promotion and salary of the workers in the company.

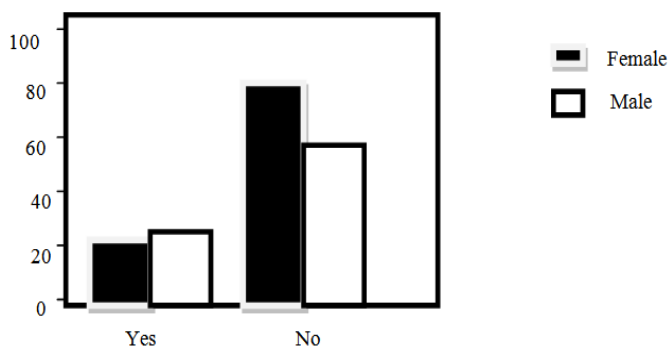
The workers mentioned that they are discriminated in the company by their administrators and supervisors regarding wage, promotion and leadership position as most of them have long years of work experience and they need advanced enhancement for their job. Supervisors and administrator of the company mentioned that though women and men are equally treated in the workplace, there is a wage difference because of diverse responsibilities and work positions in the nature jobs they engaged. So that women do most of the waving and finishing while men are assigned to undertake technical and machinery repairation works, which boast better wages.



**Figure-5:** Kinds of women discrimination in the company.

**Labor Division:** According to the Table-1, Blue Nile plastic manufacturing company has a specific division of labor by gender. This means that job responsibilities and duties are divided according to the role of both sexes; where females are participated on tasks which oblige commitment and whereas, men are responsible to physical potency demanding works. Women workers in this company undertake works such as plastic sack waving, sewing, storing, loom operation and mostly involve in finishing products. Some of the works carried out by men are like maintenance of machineries, plastic sack winding, printing and coloring final products, carrying and transporting plastic sacks and garments from the production unit to the customers.

**Sexual Harassment:** Sexual harassment at work places arises when individuals exercises their power to insist sexual affection from others in the form of oppression and sexual aggression<sup>14</sup>. This condition at work place may change women interest to accomplish their responsibilities and production of the company will be affected if there is no adequate mechanism to prevent such attitude and ensure safe work environment. Respondents were asked if sexual harassment exist in their company. About 27.5 % respondents stated that there is sexual harassment in the company.



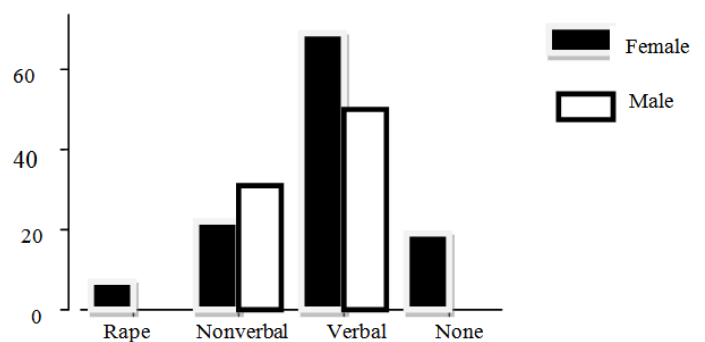
**Figure-6:** Is there sexual harassments on women worker?

Verbal and non verbal sexual harassment in any condition and environment has a consequence for the infraction of women

rights to be considered equal member of communities. The universal communities and human right organizations also accepted the declaration against sexual violence and the right to work with dignity in any working companies<sup>15</sup>. However, in the study company it is revealed that woman workers are not given appropriate attention regarding sexual harassment deeds. Since large numbers of workers are women in the company, there must be decisive measurement against the harassers. Otherwise, the damage goes to both women workers and the production of the company. Because, as the problem grows women might get tired of being harassed and will leave the company.

Most of the informants explained that there are verbal harassment to some extent and explains it in different way. About 59.5 % of the respondents mentioned that women are facing verbal sexual harassment, 26.5% women are facing non-verbal harassment and about 4.5% of respondents said sexual violence exists in the company. Yet women who have been harassed never reported to the administrators since they fear rumors and critics in the company.

**Gender Issue at Recruitment:** In survey questionnaire respondents were asked if there is a case where gender issue is significant during recruitment; preference of men or women employees. About 67% of respondents said that women workers are not discriminated at the time of requirement and most of respondents mentioned that women are major recruits in their company. Group A of discussants also mentioned how gender issue is working in the company. According to them, gender issue does not get special concern and any affirmative action concerning women employees is not practicing. They said that women are given equal opportunity based on the demand and the type of job that the company announced. Rather, there is gender based division of labor like printing, cutting of products and maintenance is assigned to male workers; waving and finishing work are assigned to women workers. Regarding affirmative action, women workers get only birth contraceptives for free which are also available in any other governmental hospital outside the company. Pregnant women are allowed to get paid maternal leave, medical care and mostly the company minimizes their work load by transferring them to less effort demanding jobs.

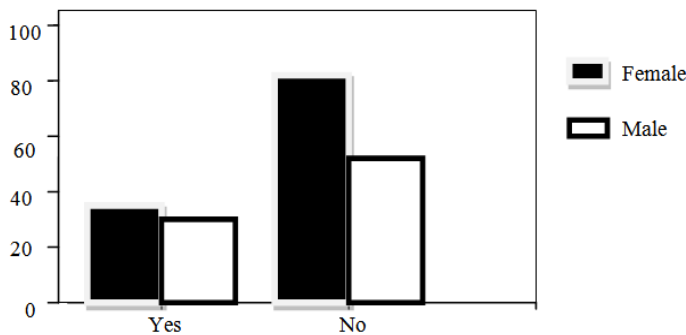


**Figure-7:** what kinds of sexual harassments exist?



**Table-1:** Distribution of respondents by division of labor

Job type		Waving	Windi	Welding shop	Maintenance	Printing	Quality controller	Packaging	Cleaner	Security	Transporter	Supervisor	Total
Sex of responder	F	46	-	-	-	-	25	26	6	2	-	12	117
	M	-	31	10	12	8	12	-	-	3	2	5	83
Total		46	31	10	12	8	37	26	6	5	2	17	200

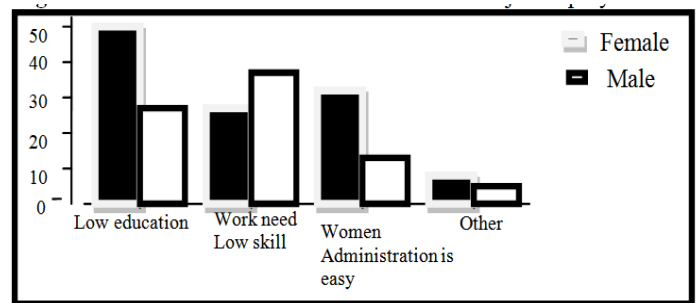


**Figure-8:** Is there gender base discrimination during recruitment?

**Why do females occupy as a majority of workers?** Survey respondents explained factors that women comprise as a majority of workers as shown Figure-9. 39.1% respondents stated that low educational background of women make them majority of the employees, 32.1% of respondents said that the work in the company do not need specific skill, 21.8% respondents opined that administrating and monitoring women is easy at work place. The rest of (6.9%) respondents mentioned that the reason for high number of women recruitment is that, the work behavior is monotonous which needs women labor force, as they are more devoted and committed than male workers. Some of other interviewee stated that, women are recruited because of low wage salary compared to men. The Administrator of the company pointed out that women are major employees since the unemployment is high among women. However, as of few informants there is a condition that men are privileged for attractive waged jobs during recruitment phases.

Women informants were also asked if women have received parenthood leave, required services such as rest room and bath room and medical access during pregnancy and post delivery. Majority of respondents affirmed that pregnant women are properly treated by the administrators, while some of respondents said that the management does not offer appropriate attention and care for pregnant women. According to the Ethiopian Labour Force Proclamation, Article 3, employer shall grant medical leave to pregnant women workers for medical examination and she shall be paid maternal leave for a period of 90 days. In the same way respondents mentioned the length of maternal leave in the company. Majority of informants said the provision for maternal leave is 12 – 14 weeks i.e. one month

before and two month after delivery. Women informants have also mentioned that during the time of pregnancy they transfer to easy jobs from difficult work load to minimize the hazardous working environment on them. Though the company does not have free medical service exclusively for pregnant women, the administrators allow them to get appropriate checkup in other hospitals. Thus, it is clear that the company is giving the required maternal medical care and maternal leave with full wage according to the constitution.



**Figure-9:** The Reason for women workers to be major employees

**Economic Conditions of Workers: Salary:** The respondents’ distribution based on the amount of salary they obtain is presented in above chart. From the table it is revealed that the salary payment in company is very low; considering in mind that the long hours they spent per a week, the laborious character of the job; and the years they spend in the company.

From the table, on the first row, it explains that only one man receives salary under 500 Ethiopian birr. The second row shows that most of female respondents (47) and (6) men receive salary between 500- 1000 birr. This may explain the education level and the position women workers in the company. The third row reveals that 42 male and 54 female receive salary between 1000 – 1500. In row the salary between the two sexes is somehow moderate. In the fourth row 15 women and 16 male workers receive salary between 1500-2000 birr. And, on the final row 1 woman and 18 men workers receive salary above 2000 birr.

The table explains that as women workers salary decrease as the payment amount increases. Thus, it can be concluded that, most of the women workers get between 1000 and 1500 birr in a month or in other word, they get 30-40 birr per day though they have to complete a lot of work load.

**Table-2: Monthly Salary of Workers**

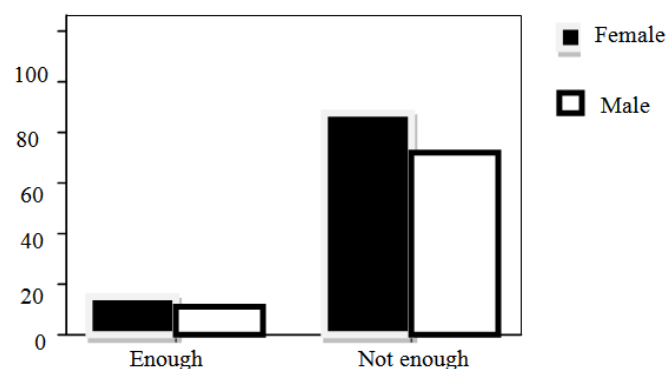
Salary (In Ethiopian currency Birr)	Sex	Respondents in	
		Number	Percentage
Under 500	F	0	0
	M	1	100
	Total	1	100
500 – 1000	F	47	88.7
	M	6	11.3
	Total	53	100
1000-1500	F	54	56.3
	M	42	43.8
	Total	96	100
1500-2000	F	15	48.4
	M	16	51.6
	Total	31	100
Above 2000	F	1	5.3
	M	18	94.7
	Total	19	100

NB: Birr is Ethiopian currency which is 1\$=20 birr, during the study year. Source: Survey result of research, 2014.

Group B discussants have expressed that being employee in the study company has been a very difficult experience. This is because of the heavy workload and also very low wages could not cover the household consumption. An amount of 1000–1500 Birr per month for permanent workers does not complete the growing cost of livelihoods, which is economic problem of most urban population in the study area. Informants also mentioned that they go to work with a hope that the wages will be increased with consideration of the rising cost of living. But, enough salary escalation has not appeared in the last few years. This problem worsens for workers who are breadwinner of large families.

Informants with long years of work experience in the company stated that proper wage increment has been made when the company was sold to domestic private investor called Mohammed International Development Research and Organization Companies (MIDROC) in 2007. Before this, the

company was owned and shared by a foreign investors and not only the salary, the whole working condition was more challenging than the present day. For example, the administration system was not well responding and non-attentive to the problems of employees in the company. Moreover, some of the supervisors are not professional and inexperienced to work with employees. In some case, the supervisors' education background is below the educational level of the average worker. Thus the inferiority issues lead them for mistreatment and exploitation of workers in different way. But now, majority of workers explained that they are receiving relatively better salary compared to previous time. There is also better workers' and supervisor's relation, that create a way to discuss and solve different work and safety related issues.



**Figure-10: Do the Workers Get Enough Salary?**

Workers were requested whether the salary they paid from the plastic industry is significant to maintain and cover all of their living desires. According to the above figure most (87%) of them responded that it is insufficient. Since some of the informants are breadwinner for household, they stated that working in the study industry barely support their basic needs. However, as the management of the study company mentioned, it is one of the profitable industrial sectors which gains high foreign currency via export of plastic products to Arabian countries. As well, it was explained that the worker's salary are revised according to profits that the company gains from its productions. Meanwhile, most of the employees are not satisfied with the payment because of rising living costs. Regarding wage payment of the Blue Nile factory, the group C discussants have mentioned that they are not satisfied by the wages and most of them are engaging in part-time work in other companies to meet their domestic financial spending. This reveals that the workers in the study company are not that much beneficial from the profit. Thus the government should give concerned for such kind of labor force exploitation in investment related industries.

**Additional Payment:** Workers have been asked if there is additional payment that the company pays them. About 51.5 % of the informants said that they have additional payment through over time works. They have mentioned that the workers

receive double day salary if they work on weekends (on Sundays) and other holidays. But most of the time, particularly during extra order, workers are obligated to work for 12 hours a day. Women workers complained about this condition that they get very tired to carry out their domestic works. The subordination of women whether socio economic experiences which are cultural or natural adapted by our world arrangement, it exposes them to take twofold responsibility at public and domestic works at home. He argued that such kinds of relation are due to capitalist economic structure that labor and worker's division is created in production system and women are integrated to the working classes of community.

The present study moderately confirms this perspective in a way that the company is owned by capitalist and oriented to maximize profit in which worker's socio economic gain and welfare is overlooked. Thus, it is found that, women are major victims both economically and socially while working in the company and home. They are not satisfied with the payment to cover their household needs, and therefore they have to work extra hours to cover financial shortage.

**Salary Increments:** Informants were asked if they obtain wage increments since their employment. Majority of respondents indicated that they did receive salary increment though the increment is inadequate and insufficient. The maximum salary increments that workers received were about 10 % – 25 %. Interview results indicate that salary increment varied according to the work position and proficiency and experience of workers in the company. Informants said that salary increments and promotion were not satisfactory because most of them do have long time work experience and the salary increment does not consider this condition. Most of the informants revealed that

salary was augmented only about thirty up to sixty birr in a year. During the salary increment process, women workers are not significantly beneficial since their payment is less than men in the company, as they are assigned for low paying works. In addition, they were asked whether they have provident fund facilities in the factory. Accordingly, more than half of the informants have access for saving fund system and register for provident funding.

Other issue regarding economic condition of workers in the company was how employees are benefitting from the organization. Most discussants and interviewees agreed that there is some sort of economic gain with their engagement in the company. Workers salary is somehow supporting their family. Women workers have become economically independent and they have developed cash saving culture. They have gained inclination to work hard inclination, and also gained social respect and acceptance with their involvement in the company. They have built up various social relations and have improved working skills. Supervisors also discussed about the contribution of the company. They have mentioned that is an opportunity created employment given the size of the company; satisfy domestic demand for plastic bag products and economic input for the community and country (tax, foreign currency). The surrounding community members have been asked about benefits of the company in their day to day life. Those groups stated that, they are advantageous from the company products. They utilize plastic bag products in minimum cost, some waste are used for washing clothes and to make mattress. In addition, there are shops, mini restaurant and a cafe after the company is established, which can also be used by the surrounding communities.

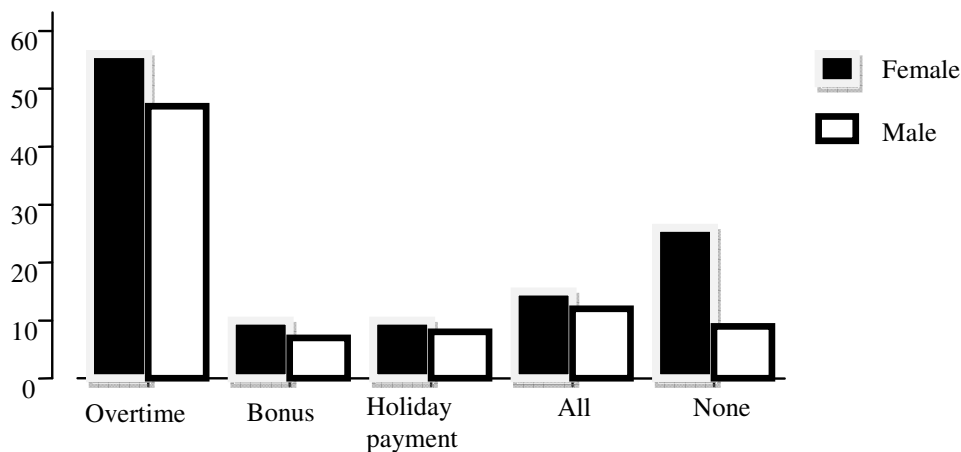


Figure-11: Additional Payments



## Conclusion

The study reveals that, women are found to be the major recruits in the plastic manufacturing company. Most of the women in the company are with low educational background and simple skills which are enough for the company. The job in the company demands patience of workers thus, women are found to be devoted and capable of handling their job. What is more is that female constitutes majority of unemployment rate in Bishoftu city, meanwhile the demand to get a job in the company is high among them. In the company, though job equality among men and women exist, still majority of women are occupied at a job with relatively low payment, due to their low educational background. Consequently, they face discriminations regarding promotion, and getting in to leadership position. Besides, female workers issues do not gained appropriate concern. Duration of working hours appears to be unfair and contrary to the national code of conduct that proclaims 48 work hours per week. While plastic manufacturing factory workers are subjected to heavy workload combined with long years of work experience, they are receiving lowest wages. The right to join workers association can be considered as a solitary achievement which allows workers to express their work related complaints. However, workers are complaining about the payment of membership fee to the association and they are in doubt about the potentialities of the workers union to defend workers right in the company.

In the study company workers do not obtain appropriate instructions concerning the existing and new job. This condition resulted workers to be unaware of their job and sometimes get physical injury and mental stress while working. Though it seems there is an opportunity to get personal development, the administrator lack bureaucrat effortlessness in practical which become a key constraint for workers to effectively perform their tasks as advanced and professional manner. Other point revealed in this study is related to sexual harassment on women workers. From the investigation it is evident that women workers are vulnerable to sexual harassment. Therefore, it can be concluded that the Blue Nile Plastic Manufacturing Company has created significant employment opportunities for unemployed men and women. Nonetheless, there are tribulations associated with recruits working conditions, basic workers right, income satisfaction and social security. This research confirms and goes with Marxist feminist theories<sup>16</sup> that argues that women's work in the industrialist neighborhood seems unbalanced and asymmetrical regarding over all working circumstances. The payment and other incentives are low which force most women hardly enough to survive their livelihoods. On the other hand, industry worker women are advantageous from some features of the emerging social value connected with their public work. Chiefly, women are becoming free and relatively independent from patriarch family control<sup>17</sup>. Consequently, in view of women work forces social and economic contribution in accomplishing the overall development, workers' rights, policy and working conditions

needs to reconsider by the government and owners of the plastic manufacturing industries for further improvement and implementation.

## Acknowledgment

I thank Mr. Tebaber Chanie for his guidance and suggestions during the research. I thank Dr. D. James Narendra Bondla, Department of Anthropology, Mekelle University for his critical comments on the earlier drafts of this paper. The University of Gondar deserves special recognition for the budget support to accomplish this study. Blue Nile Plastic Packing and Craft Paper Manufacturing Company and women workers need to be acknowledged for their support and willingness during study.

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