

**ASSESSMENT OF FOREIGN DIRECT INVESTMENT PRACTICE IN
RELATION TO EMPLOYEE LABOUR RIGHT: THE CASE OF
HAWASSA INDUSTRIAL PARK**



SCHOOL OF GOVERNANCE AND DEVELOPMENT STUDIES

M.A THESIS

BY

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MAJOR ADVISOR: ASFAW ZEWDIE (ASST.PROF)

JUNE, 2024

HAWASSA, ETHIOPIA

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**M.A THESIS SUBMITTED TO THE SCHOOL OF GOVERNANCE AND
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HAWASSA, ETHIOPIA

HAWASSA UNIVERSITY
SCHOOL OF GRADUATE STUDIES

DECLARATION

I hereby declare that this M.A Thesis entitled “Assessment of Foreign Direct Investment Practice in Relation to Employee Labour Right: The Case of Hawassa Industrial Park” is my original work and has not been presented for a degree in any other University, and all source of materials used for the thesis has been duly acknowledged.

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ADVISORS' APPROVAL SHEET

This is to certify that the thesis entitled “Assessment of Foreign Direct Investment Practice In Relation to Employee Labour Right: The Case of Hawassa Industrial Park” submitted in partial fulfilment of the requirements for the degree of Master of Arts in International Relations and Diplomacy, the Graduate program of the School of Governance and Development Studies, and has been carried out by Abraham kuse wayesa under our supervision. Therefore, we recommend that the student has fulfilled the requirements and hence hereby can submit the thesis to the school.

Name of Major Advisor

Signature

Date

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ACRONYMS AND ABBREVIATION

CSR	Corporation Social Responsibility
EB	Ethiopian Birr
FDI	Foreign Direct Investment
GFG	Governmental Framework
HIP	Hawassa Industrial Parks
ILO	International Labour Organization
IMF	International Monetary Funds
IPDC	Industrial Parks Development Corporation
MoLSA	Ministry of labour and Social Affairs
MNC	Multi-National Companies
OECD	Organization for Economic Cooperation and Development
SPSS	Statistical Package for Social Sciences
UN	united nations
UNCTAD	United Nations Conference on Trade and Development
WB	World Bank

ABSTRACT

This study was conducted with the aim of assessing foreign direct investment (FDI) practices in relation to employee labor rights in the case of Hawassa Industrial Park (HIP). Employing a descriptive research method, a mixed research approach incorporating qualitative and quantitative methodologies was employed, with data gathered through surveys and interviews. 20,364 employees from the target population of the study (392 sample size) were included across eleven companies within the HIP. Purposeful and systematic sampling techniques were used for the representative data collection. The findings of the study revealed concerning Workers at the Hawassa Industrial Park faced significant problems, including low wages, unfavorable working hours, discrimination, and harassment, which led to labor rights violations among employees of the Hawassa Industrial Park. Ineffective enforcement of regulations exacerbated these issues, while weak foreign direct investment practice enabled exploitation by companies. Furthermore, inadequate governmental framework oversight was weak to adequately address labor rights violation problems. The findings of this study concluded that massive labor rights were violated by the practices of FDI companies and the government framework. Finally, it was recommended that FDI companies and the government follow these steps: enhancing the transparency of labor rights policies, reinforcing enforcement mechanisms, encouraging the formation of labor unions, providing proper payment to increase their monthly salaries, and providing comprehensive training programs. By implementing these, promote labor rights and respectful working conditions in the HIP.

Keywords: Employees, Foreign Direct Investment, Government, Hawassa Industrial Park and Labour Rights.

CHAPTER ONE

INTRODACTION

1.1. Background of the Study

Historically, foreign direct investment began under the reign of Pharaoh, either by official investment or by private enterprises from Middle Eastern nations such as Egypt, Phoenicia, and Greece, among others. Israel was also one of the countries that made significant expenditures during King Solomon's time building the temple (Munyamahoro, 2017).

In recent years, foreign direct investment (FDI) has been a major contributor to economic growth since the 1960s. It has accelerated industrial progress in developed and developing nations, shared technology, encouraged entrepreneurship, created employment, and accelerated globalization and economic integration and also foreign direct investment (FDI) increased after WWII as a result of improved infrastructure and distant company administration, as well as the necessity for reparations for war-damaged nations. Furthermore, the establishment of international institutions such as the World Bank (WB) and the International Monetary Fund (IMF) provided financial assistance and promoted foreign investment. Furthermore, governments throughout the world gradually adopted more open and liberal economic policies, allowing the flow of foreign direct investment (FDI). As a result, multinational firms began to extend their operations abroad, seizing new possibilities and contributing to the fast expansion of foreign direct investment (FDI) in the following post-war era (Mohammad, 2015).

Following their independence in the 1970s, African nations attracted significant investment due to their huge natural resources and economic growth potential. However, several nations struggled to effectively employ these funds, resulting in insufficient economic progress and a rising gap between Africa and the rest of the world (Sp, 2021). Between 1960 and 1980, during this time period, African nations were wary of multinational corporations due to the perception that they were perpetuating neocolonialism through their focus on profit over community development. Many believed that these corporations were putting indigenous enterprises at a disadvantage and hindering economic autonomy. As a result, there was a rise in dissatisfaction and efforts to create economic self-sufficiency within African nations (Munyamahoro,

2017). However, in the 1990s, foreign direct investment (FDI) led to improved investment climates through multilateral agreements, competition laws, and regulatory changes. Corporations provided advanced technology, managerial expertise, and financing, promoted local enterprises, and created jobs, contributing to the overall development of host nations (Carbonell, et al. 2018).

In Ethiopia, the government is attracting foreign direct investors through various incentive packages, including exemption from import duties, export tax exemption, and one- to five-year tax holidays (Parks & Aynalem, 2019). And the government promotes foreign direct investment through industry zones, incentives, and protections. Ethiopia's favorable investment climate, abundant natural resources, and youthful labour force have attracted investments in the manufacturing, agriculture, and energy sectors to ensure continued economic growth and achieve development goals (Saidatulakmal Mohd, 2021). Therefore, Ethiopia's Hawassa Industrial Park has drawn foreign direct investment because of its advantageous location, large labour pool, and supportive government policies. The park has helped Ethiopia's economy grow by increasing export revenue, transferring technology, and creating jobs and the Hawassa Industrial Park (HIP) provides various incentives for attracting foreign direct investment, including tax exemptions, duty-free imports, subsidized electricity and water, and access to a large pool of low-cost labor (Park, 2019a). The Ethiopian government is striving to attract Foreign Direct Investment (FDI) to enhance economic growth (BIZUNEH, 2019). However, Ethiopia confronts significant challenges regarding workers' rights and working conditions, including substandard job quality, insufficient household incomes, a growing incidence of excessive working hours, occupational segregation, increasing workplace injuries, and limited labour force rights through collective bargaining. These issues are exacerbated by the lack of effective enforcement of labour laws and regulations, as well as the limited capacity of labour inspection services (Asnake, 2016).

This study investigated how foreign direct investment (FDI) and governmental frameworks affected employee labor rights and working conditions. It aimed to determine whether the understanding of foreign direct investment practices undermined labor rights in the workplace. The findings informed policymakers, FDI companies, and labor unions, facilitating the development of measures to uphold employees rights in FDI companies.

1.2. Statement of the Problem

Foreign direct investment (FDI) and labour rights share a complex relationship. FDI, which involves an investor from one country taking an ownership stake in a foreign company, is closely linked to labour rights. These rights are crucial in attracting FDI, as investors tend to prefer countries that respect these rights. FDI can also enhance labour rights by stimulating economic growth and job creation. However, FDI also has the potential to drive economic growth, demonstrating its diverse impact (Im, H., & McLaren, J., 2023). The interplay between foreign direct investment and labour rights continues to be a topic of debate in the global political economy. Research suggests a complex relationship, with the potential for favorable labor rights conditions to influence foreign direct investment (Garriga, 2016). Conversely, some research suggests that foreign direct investment can negatively impact labour rights, especially in nations with poor governance. These issues often arise in discussions about multinational corporations in developing countries, where there are concerns about worker exploitation, environmental harm, and neglect of labour rights (Villegas, 2020).

While, Investment agreements often overlook issues related to labour rights, as they are primarily concerned with safeguarding the rights of investors and advancing economic interests. However, there is growing awareness of how investments can affect labour rights, especially in nations with weak governance systems (Jacob, 2010). Foreign direct investment in democratic societies can sometimes lead to an increase in labour rights violations due to the liberalizing effects of democracy, which allows for dissent (Bjørge, 2020). Often, the countries hosting these investments lack strong legal structures and the necessary infrastructure to effectively oversee and regulate the operations of multinational corporations. This lack of regulation can create opportunities for the exploitation of both natural resources and local communities (Fekadu, 2020). However, industrial park development and expansion serve as crucial tools for drawing in investment, facilitating technology transfer, boosting exports, and creating job opportunities, thus driving economic transformation. The advancement of industrial parks holds significant potential for enhancing Ethiopia's attractiveness for investment and business. Despite recognizing the monumental impact of industrial parks on Ethiopia's industrialization journey, the concept itself, along with effective approaches and institutional procedures, is relatively new to Ethiopia's

administrative landscape. As industrial park development is a recent phenomenon in the country, there is a notable lack of comprehensive legal frameworks, organizational structures, and strategic plans. Moreover, there exist gaps in understanding the processes involved in establishing, managing, and governing industrial parks, as well as in devising models for their development and operation (Zhang et al., 2018).

Therefore, Employees in Hawassa Industrial Park experienced labor rights violations and poor working conditions, including low pay, long hours without fair compensation, unsafe conditions, a lack of time off, limited social security, and difficulties forming unions. However, several researchers who had studied the impact of foreign direct investment on labour rights in the context of Hawassa Industrial Park had been cited by critics of labour rights abuses in the park. Some of them were as follows: Gifawosen Markos (2019) conducted research on the examination of labour relations and worker grievances; Laka Lalego (2020) conducted research on the assessment of labour exploitation in foreign companies at industrial parks; Selamawit Teku (2019) conducted research on the assessment of workers' housing conditions in industrial parks; and Melkamu Abreham (2020) conducted research on the observance of international labour law by foreign direct investors in the Ethiopian industry parks. Therefore, there is a need for a more comprehensive and nuanced understanding of the challenges faced by employees in the industrial park to inform policy interventions and improve labor rights protections.

However, the Previous study lacked a full analysis of foreign direct investment practices in relation to employee labour rights in Hawassa industrial parks. This gap is addressed by examining the practices of foreign direct investment and the existing governmental framework in relation to employee labour in the study area. Finally, the researcher aimed to provide information and create a better understanding of the practice of foreign direct investment and the governmental framework in relation to employee labour rights at Hawassa Industrial Park.

1.3. Objective of the Study

1.3.1. General Objective

The general objective of the study was to assess foreign direct investment practices in relation to employee labour rights: the case of Hawassa Industrial Park.

1.3.2. Specific Objectives

The specific objectives of this study are:

- To analyze the current situation of employee Labour rights at Hawassa Industrial Park.
- To examine the challenges faced by employees in relation to labor rights in FDI companies at HIP.
- To explore the government frameworks regarding to employee Labour rights at Hawassa Industrial Park.

1.4. Research Questions

Based on the stated objectives, the researcher attempted to answer the following research questions.

1. What is the current situation of employee Labour rights at Hawassa Industrial Park?
2. What challenges do employees face in relation to labor rights in FDI companies at Hawassa Industrial Park?
3. What are the government frameworks regarding employee Labour rights at Hawassa Industrial Park?

1.5. The Significance of the Study

The significance of the study placed in assessing foreign direct investment practices in relation to employee labor rights within Hawassa industrial parks. The study provided valuable understandings that could inform policymaker, government agencies Like (Labour and social affairs and investment commission of sidama regional state) and foreign direct investment involved in industrial park development, enabling them to address labor rights violations and improve working conditions. Moreover, it guided future research by identifying critical factors

related to labor rights violations, motivating further studies. Additionally, it served as a literature source in the field of study.

1.6. Scope of the Study

Geographically, the coverage of this study was limited to Hawassa Industry Park. Conceptually, the study was delimited to assess foreign direct investment practice in relation to employee labor rights. Methodologically, the researcher applied a descriptive research design with a mixed research approach. Regarding the time scope, this study was conducted from August 2023 to May 2024.

1.7. Limitations of the Study

During the course of conducting this study, the researcher faced the following limitations: respondents lacked willingness to fulfill the questionnaire, and interviewees were busy with their own work to be interviewed. The organization's management system was full of bureaucracy while collecting data from workers. Finally, to overcome these limitations, researchers used some mechanisms, like ensuring the confidence of respondents by clarifying the purpose of the study, contacting respondents outside of their organization and out of regular work hours, and also having appointments at other times and frequently attending their workplace to interview them.

1.8. Organization of the Thesis

The thesis consisted of five chapters. Chapter one presented the background of the study, statement of the problem, objectives of the study, significance of the study, the scope of the study, and limitations of the study. Chapter two included a review of related literature. Chapter three presented the methodology that was used in the thesis. Chapter four presented the results and discussion part of the study. Finally, a summary of major findings, conclusion, and recommendations of the study was presented in chapter five.

CHAPTER TWO

LITERATURE REVIEW

2.1. Conceptual Literature Review

2.1.1. Foreign Direct Investment and Labour Right Practice

The interaction between labour and Foreign Direct Investment (FDI) can be viewed from two distinct perspectives. On one hand, FDI can act as a catalyst for employment, creating jobs within the host country. However, the focus isn't solely on the number of jobs generated, but also their quality, encompassing aspects such as wages, working conditions, and job security. On the other hand, FDI has the potential to infringe upon workers' rights. If foreign investors fail to uphold core labour standards, it could lead to labour rights violations. In the realm of job creation, certain organizations categorize multinational corporations as "sweatshops" due to their substandard working conditions and low wages. Despite these corporations creating jobs, they often do so under conditions that disregard workers' rights (Bender, D. E. 2004). This implies that these corporations take advantage of workers by offering them low salaries and exposing them to breaches of globally accepted norms or standards that regulate their employment (Øien, B. 2011) Critics of globalization frequently cite sweatshops as a prime illustration of the "race to the bottom" effect. They argue that when global markets are accessible to multinational corporations without cross-border labour guidelines and regulations, these corporations tend to invest in countries with the most lax labour standards. In an effort to draw in these corporations, developing countries often engage in competition by reducing their labour standards. This could involve accepting minimal wages, tolerating workplaces that don't meet safety standards, allowing forced labor, or even permitting workers to be compelled to work without pay by authoritarian governments keen to attract Western businesses (Munyamahoro, R. S. 2017).

The matter of labour rights in the workplace is a significant issue in developing nations. labour rights are the rights that are exercised either individually or collectively by workers, simply based on their status as a "worker" .These rights include the right to freely choose the job, right to fair working conditions, right to belong to and be represented by a trade union, right to strike. Given the nature of these rights, some of them like the right to form and join a trade union and

the right to privacy are considered as civil and political rights whereas the right to good working conditions or the right to strike is categorized as social and economic rights (Mantouvalou, V. 2012)

In 1998 the International Labour Organization (ILO) adopted a Declaration on Fundamental Principles and Rights at Work which binds all ILO Member States. The declaration contains four core rights: freedom of association and the right to collective bargaining, the elimination of forced or compulsory Labour, the abolition of child Labour and the elimination of discrimination in employment.

2.1.2. Governmental Framework and Labour Right in Ethiopia

The Ethiopian government has established a legal framework to govern employees' labour rights in the Hawassa Industrial Park and other industrial zones in the country. The main legislation governing labour rights in Ethiopia is the labour Proclamation No. 377/2003, which sets out the basic rights and obligations of employers and employees. Additionally, the Industrial Parks Development Corporation (IPDC) Act of 2016 provides a regulatory framework for the development and management of industrial parks, including provisions related to labour rights (Industrial Parks Development Corporation, 2016)

Under these laws, employees in industrial parks are entitled to certain rights, including the right to fair wages, working hours, leave, occupational safety and health, social security, and freedom of association. However, there have been concerns about the enforcement of these laws in practice, particularly in the Hawassa Industrial Park (Industry ALL Union, 2019)

The government has also established the Ministry of labour and Social Affairs (MoLSA) to oversee labor-related issues in the country, including monitoring and enforcing labour rights in industrial zones. The MoLSA is responsible for conducting inspections, resolving disputes, and providing guidance on labour laws and regulations (Ministry of Labor and Social Affairs,).

Despite these efforts, there have been challenges in effectively enforcing labour rights in industrial parks like Hawassa. Issues such as inadequate enforcement mechanisms, lack of awareness among workers about their rights, and limited access to grievance redressal mechanisms have hampered the protection of employees' rights (Gifawosen Markos, 2019)

Generally, while the Ethiopian government has put in place a legal framework to govern employees' labour rights in industrial parks, there is a need for stronger enforcement mechanisms, capacity building for workers and employers, and improved transparency to ensure that labour rights are effectively protected and upheld in practice.

2.1.3. Trends of Foreign Direct Investment in Ethiopia, Hawassa Industrial Park

In Ethiopia has developing industrial parks to help transform its economy from an agrarian to an industrial foundation. The government's objective is to create jobs and expand exports without increasing environmental strain (Legese Habtamu 2018). The World Bank has also published a review of industrial parks in Ethiopia, which highlights the country's industrial park policy that aims to stimulate job creation, export earnings, and technology transfer through private sector investment into manufacturing industries (Meyer, 2021). Therefore Foreign Direct Investment (FDI) in Ethiopian labour right Protection Hawassa parks is influenced by several factors, including foreign investors' policies, the Ethiopian government's regulatory framework, international organizations and civil society's influence, and worker awareness and empowerment. The commitment to corporate social responsibility and ethical business practices by foreign investors also plays a crucial role. The Ethiopian government's comprehensive regulations and enforcement mechanisms ensure compliance with labour rights and safe working conditions. International organizations and civil society's active involvement monitors and advocates for worker rights, ensuring their awareness and empowerment. A combination of these factors is essential for foreign direct investment (FDI) to respect labour rights s in Ethiopian Hawassa industrial park (Dessie, 2021).

2.1.4. Trends of Labour Right in Ethiopia Hawassa Industrial Park

Labour rights in Hawassa industrial park (HIP) is a contentious issue, with workers and researchers reporting issues like low wages, long working hours, poor health and safety standards, sexual harassment, discrimination, a lack of freedom of association, and inadequate grievance mechanisms (Prislan & Zandvliet, 2013). These violations of labour rights and poor work conditions have led to widespread criticism of the Hawassa industrial park (HIP) and its treatment of workers. International organizations and human rights activists have called for improved regulations and enforcement measures to protect the rights and well-being of workers

in the Hawassa industrial park (HIP). However, the government and some industry leaders argue that the situation is not as dire as reported, emphasizing economic progress and job opportunities created by the Hawassa industrial park. Ultimately, a balance between economic growth and the protection of Labour rights remains a challenging and ongoing task in the park (Park, 2019b).

2.2. Theoretical Literature Review

This discussion explores the intricate connection between foreign direct investment (FDI) and state-led violence, giving a wide range of opinions on the influence of FDI on host institutions. The first section goes into the historical features of FDI, giving context for understanding the ensuing ideas. The second part introduces the liberal and institutional theory perspective to FDI, which typically considers such investments as positive. The third portion gives a counter-argument based on dependency theory and anti-globalist ideology that criticize FDI. These viewpoints show that FDI may not always be favorable, emphasizing the importance of a thorough understanding of this complicated subject.

2.2.1. Foreign Direct Investments and Multinational Corporations

Historically, companies from the Western Hemisphere have been heavily involved in foreign direct investments (FDI) across the globe. These investments were often closely tied to colonial power structures, with investors receiving military and legal safeguards for their ventures in industries such as mining and plantation operations. A notable example from the 18th century is the British East India Company, which made significant overseas investments. However, this company faced criticism from economic philosopher Adam Smith for its monopolistic tendencies, which amplified its economic and political influence in the countries it had colonized (Chaudhuri, 2006). More than three centuries after the British East India Company exerted control over colonial territories, similar corporations today have foreign affiliates and play a significant role in the economies of their host countries. A multinational corporation is defined as a business entity that operates in multiple national jurisdictions, often holding substantial influence in many of these areas (Foley et al., 2021).

As of 2014, the number of multinational corporations (MNCs) has nearly doubled, boasting around 77,000 MNCs and 770,000 overseas affiliates. This surge in MNCs mirrors the escalating

trend of business globalization and the push of companies into foreign markets. These corporations are exploring new consumer markets, harnessing resources from diverse countries, and leveraging favorable business climates to optimize their profits. As these figures continue to climb, the global economy is becoming increasingly interconnected, and the power and influence of multinational corporations are correspondingly expanding (Foley et al., 2021). Multinational corporations (MNCs) provide employment to millions of individuals globally, creating opportunities across the world. Their vast scale and societal impact are undeniable. MNCs have evolved into influential global entities with substantial social obligations. This concept is known as Corporate Social Responsibility (CSR), a framework established by the United Nations and the Organization for Economic Co-operation and Development (OECD). CSR mandates that businesses consider their impact on people, the environment, and the societies in which they operate. It specifically focuses on four key areas: climate change, human rights, workers' rights, and anti-corruption. MNCs are expected to adhere to the norms, regulations, and procedures of the countries in which they operate, and to uphold internationally recognized human rights across all their activities (Alsakarneh et al., 2020).

These initiatives should be closely aligned with local communities, fostering human capital through job creation, promoting healthy lifestyles, ensuring safe work practices, and contributing beneficial taxes. Businesses can also emphasize environmental sustainability by implementing eco-friendly procedures, such as reducing waste production and carbon emissions. By actively engaging with and contributing to local communities, businesses can ensure long-term economic growth and development while also making a positive societal impact. Ultimately, these initiatives foster a mutually beneficial relationship between businesses and the communities they serve, paving the way for a more prosperous and sustainable future for all (Alsakarneh et al., 2020). While the focus on financial flows might not be inherently negative, it could potentially lead multinational corporations (MNCs) to prioritize profits over human rights. The process of financialization has indeed enhanced the ability of MNCs to move capital across borders, acquire production and operations in foreign countries, and transfer profits from one nation to another. Given their control over substantial financial flows, their increased global influence, and their social responsibilities, the role and impact of MNCs have become an essential area of exploration (Seong et al., 2022)

2.2.2. Foreign Direct Investments

Foreign direct investments (FDI) and foreign portfolio investments play a significant role in driving global capital flows, thereby fostering economic growth and development. These investments involve creating a tangible presence in a foreign country, purchasing financial assets, and stimulating innovation and productivity. Such investments diversify investment portfolios and provide opportunities for individuals and institutions to engage in the global economy (Polski, 2014). Foreign Direct Investment (FDI) is defined by UNCTAD (2017) as investments made with a long-term perspective, indicating a sustained interest in the host economy. The investor originates from one economy, while the investments are directed towards a different, host economy. Such investments can be made by individuals or multinational corporations, with the latter being more common. For an investment to qualify as FDI, the investor must control at least 10 percent or more of the foreign asset. FDI investors typically aim to exert significant control and ownership over the assets (UNCTAD, 2019). Foreign direct investments (FDI) encompass a variety of forms, including equity capital, intercompany loans, and reinvested earnings. Equity capital refers to the purchase of shares in a foreign company by a direct investor. Intercompany loans involve the exchange of borrowed funds between investors and their affiliates. Reinvested earnings are the profits that are reinvested back into the affiliate companies (UNCTAD, 2019).

Scholars have identified four unique types of Foreign Direct Investment (FDI), each with distinct goals and economic impacts. Market-seeking investment aims to establish markets abroad, cater to specific needs in foreign markets, or serve a particular foreign market. Resource-seeking FDI seeks to gain control over natural resources in another country, such as minerals, agricultural products, or unskilled labor. Efficiency-seeking FDI aims to enhance labor efficiency an existing asset. Lastly, strategic asset-seeking investment aims to safeguard or augment the investing firm's advantages and diminish the advantages of competitor firms. Each type of FDI plays a significant role in shaping the global economy (Nations & Development, 2016).

2.3. Arguments for Foreign Direct Investment

As mentioned in the introduction, there are theoretical arguments both for and against foreign direct investment in terms of their contribution to economic growth. This section elaborates on the justifications for foreign direct investment.

2.2.5. Neoliberal Approach

Neoliberal scholars generally support FDI, arguing that developing countries gain from the influx of international capital flows. In this perspective, FDI is seen as one of the most effective ways for Western countries to help bridge the gap between industrialized and less-developed countries. Foreign direct investments represent capital flows from wealthier to poorer regions. The returns on capital investments are higher in less-developed countries, which should be beneficial for these countries (Springer et al., 2016). Liberal scholars argue that multinational corporations (MNCs) can act as agents of change in the countries where they operate. These firms may provide the host country's developing industry with alternatives to traditional value systems and social attitudes (Kwok & Tadesse, 2006). The influence of multinational corporations (MNCs) often prompts politicians to modify traditional policies in order to continue attracting investments. This could involve establishing a legal framework, implementing unbiased policies, safeguarding the rights of disadvantaged citizens, and allocating resources towards social services and infrastructure development (Richards et al., 2001). Liberal scholars posit that foreign direct investments (FDI) are an effective strategy to bridge the economic disparity between affluent and less developed nations. They believe that FDI fosters the growth of inclusive political and economic institutions. Furthermore, they argue that countries benefiting from FDI should exhibit reduced instances of human rights violations

2.2.6. A Modern Liberal Perspective

Modern liberal scholars argue that the benefits of foreign direct investment (FDI) are not as straightforward as neoliberal researchers suggest, and that a robust institutional framework is essential to fully leverage FDI. Nobel Laureate Paul Romer challenges the notion that neoclassical liberalism alone can account for economic advancement. He questions the neoliberal concept of free markets autonomously driving economic development. Instead, Romer

introduces “The Endogenous Growth Theory,” emphasizing human capital - including knowledge, qualifications, and skills within the population - as key contributors to economic growth. He argues that focus should be placed on the decision-making processes within the commercial and governmental sectors concerning the economy and the populace, as well as on the demonstration of leadership (Romer, 1997). Romer’s theory suggests that when foreign direct investment (FDI) is directed towards countries with established human capital, basic institutional structures, and fundamental democratic values, it results in beneficial ripple effects.

These effects include the dissemination of technology and knowledge, leading to increased prosperity for the inhabitants of the host countries. The state, being sufficiently robust, can then exploit these investments and utilize the country’s human capital to fuel future growth and prosperity. This process stimulates the generation of new ideas, inventions, and technologies, and encourages the establishment of property rights. According to this theory, countries with these basic institutions should experience fewer human rights violations, as the value of human capital is recognized and there is a need to ensure the safety of citizens (Romer, 1997).

2.4. Arguments Against Foreign Direct Investment

In the following section, the researcher will explore counterarguments to the notion that foreign direct investment (FDI) is a means of bridging the economic divide between developed and developing nations. These counterarguments focus on the adverse effects of globalization and the presence of multinational corporations in foreign countries.

2.2.8. Dependency Theory

The dependency perspective offers a more critical view of FDI, contending that it does not contribute to narrowing the wealth gap between rich and poor nations. This viewpoint underscores the structure of the international hierarchy, which, according to this perspective, was designed by and for capitalist nations (Ã & Soysa, 2006). From the liberal perspective, the processes of industrial and social development observed in the West cannot be imposed on the rest of the world. While there are many variations of dependency theories, they all suggest that international capitalism operates on the principle of exploiting less industrialized nations for the benefit of highly industrialized ones (Richards et al., 2001).

Immanuel Wallerstein's 1974 publication, "World System Theory," made a significant contribution to dependency theory. This theory categorizes the world into two segments: the core and the periphery. Wallerstein posits that the global capitalist system, which emerged in the 15th century, governs the interactions and collaborations among modern nations. Western Europe, North America, and Australia, referred to as the core countries, established this framework. All other nations constitute the periphery. In this setup, the core countries sustain their wealth and success at the expense of the impoverished periphery nations. Underdevelopment manifests in various forms, but is largely driven by the availability of capital and exploitation of resources by the core nations (Ã & Soysa, 2006). This framework, established centuries ago to benefit the core nations, continues to shape the disparity between developed and developing countries. According to this theory, increasing FDI in these nations does not help to narrow the gap. Instead, it perpetuates the institutions set up during colonial rule, which were designed to exploit the resources of the less affluent parts of the world.

2.2.9. Anti-Globalist Approach

In this study, it is suggested that powerful and wealthy multinational corporations exploit less-developed countries. This dependency relationship and the exploitative practices of these corporations result in less-developed countries remaining weak, unstable, and incapable of establishing robust economic institutions (Ã & Soysa, 2006). Rodrik (1998), a renowned critic of globalization, highlights several adverse effects of a society that is increasingly interconnected through international trade and business. He argues that the merging of global markets, goods, and services can disrupt familiar norms and provoke resistance against the emerging global societal framework (Rodrik, 1998).

Rodrik highlights three key challenges in the realm of international trade and commerce. Firstly, he points out that globalization has created a divide among workers. Those with education and skills can compete globally and reap the benefits of globalization. However, those without such advantages, often from lower socioeconomic backgrounds, are left behind. The Secondly, Rodrik discusses the heightened competition among countries to attract trade, leading to a phenomenon known as regime-shopping by multinational corporations. These corporations have the flexibility to operate in various institutional contexts and can choose the one that is most profitable for

them. This often means selecting locations with low taxes and inexpensive labor and the Lastly, he argues that this dynamic puts pressure on institutions in host countries to keep wages low and taxes minimal to continue attracting investment from these corporations. This market-driven approach can lead to a race to the bottom in terms of labor rights, wages, and social welfare, causing dissatisfaction among the populace (Rodrik 1998).

Welfare states are significantly impacted, making it challenging for them to provide a safety net for their citizens. Traditionally, states could shield their citizens from market forces, but in today's open and volatile economy, individuals are more exposed to risks. This issue results in states increasing their spending on income transfers to support groups adversely affected by outsourcing and unfair trade practices. The pursuit of cheaper labor abroad leads to a weakening of workers' rights and legal institutions, and an increase in spending on income transfers (Rodrik, 1998) and Financialization refers to the strategy adopted by multinational corporations (MNCs) that prioritizes profitability and cost-effective production. This approach to business management emphasizes a dominant and assertive role to maximize shareholder value. Critics of globalization argue that MNCs, under this new structure, now wield significant control over unregulated markets in developing countries. They hold substantial financial resources and have the capacity to invest in these regions. This issue could potentially give certain companies significant control over markets, increasing the chances of monopolies forming. Monopolies hinder competition and can lead to economic stagnation. With little to no competition, businesses can continue to amass wealth without considering labor rights or work ethics.

Furthermore, a global corporation's organizational structure may include offices, subsidiaries, and offshore bank accounts, which is different from national corporations. The objectives of multinational corporations' leadership also differ from those of national corporations, leading to disparities in employee rights, compensation, and work ethics within the same country (Léonard et al., 2014).

2.5. Empirical Literature Review

According to the Kinfe Fikadu study in (2020), the relation between FDI and labor rights is more complex. Foreign direct investment (FDI) is an integral part of an open and effective

international economic system and a major catalyst for development (OECD, 2002). It includes capital, technology, managerial capacities and skills, and access to foreign markets (Schutter, et al. 2013). This viewpoint is suggestive of dependency theory in its view of the exploitative tendencies of MNCs; on the other side, FDI represents the positive side, for workers, of economic globalization. While labour rights are they include the rights to fair wages, safe working conditions, freedom from discrimination, and the right to organize and collectively bargain. However, in the investment environment in Ethiopia, labour rights are the topic of government policy, not business concerns, and the actual link between foreign investment and labour rights is poorly understood (Ruggie, 2006).

Therefore, Investment guarantees are important because they protect foreign investors. Evaluate the significance of Proclamation No. 769/2012's guarantees on the protection of foreign firms' investments and interests against expropriation and nationalization measures (Kinfe Fekadu, 2020). Bilateral investment treaties promote foreign rights but lack clarity on labour rights abuses and enforcement mechanisms. The UN Principle's protection, respect, and access to remedy are compared to the UN Principle's legal framework. MNCs use their political and economic capabilities to replace host states' responsibility, resulting in a lack of transparency and accountability for labour rights violations. The lack of legally enforceable standards, monitoring mechanisms, and clarity on standards gives little validity to corporate duties' principles. As a result, MNCs often exploit this ambiguity to prioritize their economic interests over labour rights. This allows them to evade accountability and responsibility for any involvement in labour rights abuses. Without clear enforcement mechanisms and standards, affected communities are left without adequate means to seek justice or obtain redress for the violations they have endured. This highlights the urgent need for stronger international regulations and oversight to ensure that corporate entities are held accountable for their labour rights obligations (Kinfe Fekadu, 2020).

In Ethiopia, good governance and democracy are crucial for balancing (FDI) rights with labour rights issues, and MNCs should prioritize these for stable investment and sustainable development. For instance, by prioritizing good governance, MNCs can ensure that their investments do not contribute to issues such as corruption or exploitation of local resources. This would not only promote stability and fairness within the country but also enhance the reputation

and credibility of the MNCs themselves. Furthermore, fostering democracy would allow for participation and inclusion of all stakeholders in decision-making processes, ensuring that the rights and concerns of local communities are taken into account. In this way, Ethiopia can achieve a harmonious balance between FDI and labour rights, leading to long-term and sustainable development (Kinfek Fekadu, 2020). The researcher shares the viewpoint that without a strong government framework or policies foreign direct investment does not prioritize labor rights, leading to violation labor rights.

2.6. Conceptual Framework

The study was designed around a conceptual framework that examined the effects of foreign direct investment and governmental frameworks on employee labour right.

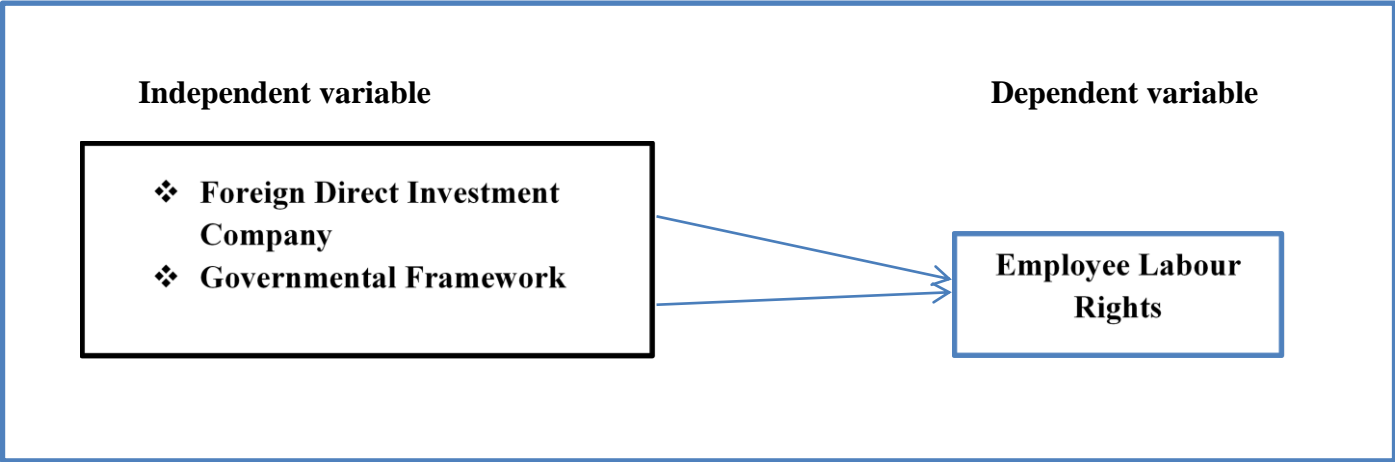


Figure 2.1: Conceptual frameworks of the Study

Source: Researcher Owned (2024)

strong governmental framework can positively impact FDI and employee labour rights, leading to beneficial employee labour rights protection and enforcement. Conversely, prioritizing FDI without adequate attention to labour rights and governmental frameworks may result in adverse effects, such as violations of labour rights. The study of the conceptual framework specifically focuses on the context of Hawassa Industrial Park, demonstrating how a weak governmental framework or policy that prioritizes FDI can result in labour rights violations, which is the primary focus of the study.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1. Study Area Description

Hawassa industrial park Situated strategically within the Sidama region, Hawassa city is located 275 kilometers away from Addis Ababa and 718 kilometers from the port of Djibouti (Helwig et al., 2022). Geographically, Hawassa city is positioned between 60°54'–70°60' latitude North and 38°48'–38°33' longitude East. Administratively, Hawassa City is divided into eight Sub-Cities: Misrak, Menehariya, Tabor, Mahal Ketema, Haykdar, Addis Ketema, Bahil Adarash, and Hawella Tulla (Parks & Aynalem, 2019).

The Hawassa Industrial Park (HIP) is an environmentally conscious industrial park situated in Hawassa, Sidama Region, Ethiopia. Established on July 13, 2016, it is a government-backed initiative primarily focusing on garment, apparel, and textile manufacturing. Spanning over 150 hectares, the park has the potential for expansion up to 400 hectares. Its goal is to provide employment opportunities for up to 60,000 workers, predominantly women aged 18 to 35, drawn from areas beyond Hawassa within the broader Southern Nations, Nationalities, and Peoples' Region (SNNPR) (Park, 2019a).

According to information obtained from a personal interview with the Human Resource Manager of Hawassa Industrial Park, the total count of direct production employees at the park is 22,297. Notably, the park has successfully attracted investment from eighteen foreign enterprises hailing from various countries such as America, Sri Lanka, China, India, Indonesia, Taiwan, France, among others. Consequently, twenty-two companies specializing in textile and clothing manufacturing have established their operations within Ethiopia's Hawassa Industrial Park (Shpiece, 2023).

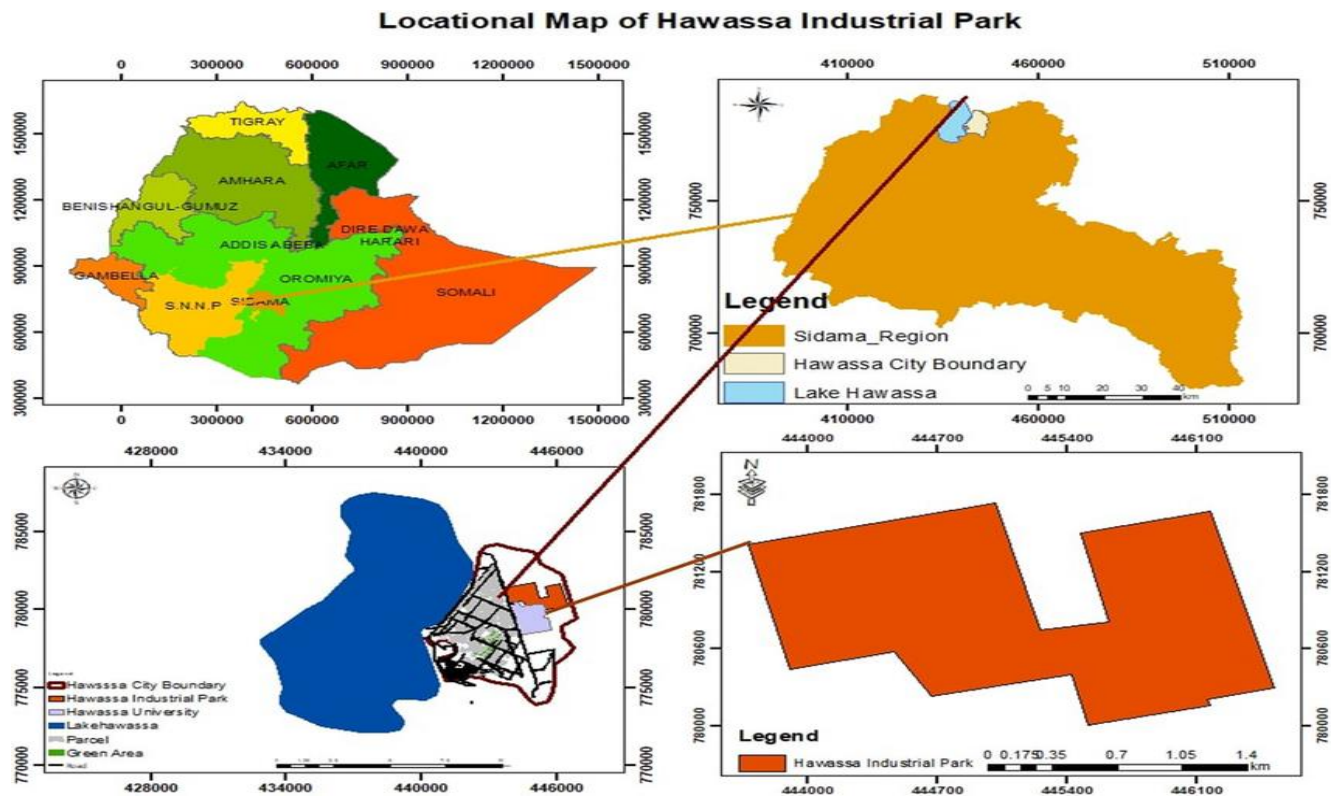


Figure 3.1: Location Map of Hawassa Industrial Park

Source: Gemechis Guteta and Hailu Worku, 2023

3.2. Research Design

In this study, a descriptive research method was employed to analyze phenomena occurring at specific times and places, offering an explanation of the current situation. Descriptive research, as the term suggests, is primarily concerned with describing the nature of a situation as it exists at the time of the study. Therefore, it provides a representation or account of events that have either already occurred or are in progress during the research period (Kothari, 2008). This study utilized a descriptive research design to examine the practice of foreign direct investment in relation to employee labour rights within the Hawassa Industrial Park.

3.3. Research Approach

The study employed a mixed-research approach, which combines qualitative and quantitative methodologies. This approach enabled the researcher to leverage the strengths of both methods,

resulting in a more comprehensive understanding of the research topic. Consequently, the mixed-method model involved the utilization of quantitative data obtained through structured questionnaires, as well as qualitative data gathered from key informant interviews conducted using closed-ended and semi-structured interview formats (Gunasekare, U.L.T.P., 2015).

3.4. Target Population

The target population for this research study comprises the total number of employees working within the Hawassa Industrial Park, which consists of twenty-two (22) companies and a total of 22,297 employees. However, the study specifically focuses on eleven (11) of these companies, which were selected purposefully based on their large number of employees. Within these eleven companies, there are a total of 20,364 employees, with 3,237 being male and 17,127 female, according to information provided by the Hawassa Industrial Park human resources head in December 2023. Therefore, the target population for this research is the 20,364 employees within the selected eleven companies.

Table 3.1: Population Distribution Over the Eleven Companies

No	Companies Name	Population of Companies			Remark
		Male	Female	Total	
1.	Century Garments PLC (PTU)	102	1201	1303	
2.	EPIC Apparel PLC	238	1517	1755	
3.	Everest Apparel Ethiopia S.C	83	2464	2547	
4.	Hela Indochine Apparel PLC	234	1208	1442	
5.	Hirdaramani Garment PLC	506	633	1139	
6.	Indo chine Apparel Ltd	897	4151	5048	
7.	JP Textile Ethiopia PLC.	577	312	889	
8.	Silver Spark Apparel Ethiopia PLC (Raymond)	249	3185	3434	
9.	Sumbiri Intimate Apparel PLC	179	930	1109	
10	Tal Garments PLC	122	629	751	
11	JP garment Ethiopia PIC	50	897	947	
	Total	3237	17127	20364	

3.5. Sample Size and Sampling Technique

In order to determine the sample size, the numbers of employees in the Hawassa Industrial Park were obtained from eleven purposively selected companies, totaling 20,364 employees. Subsequently, the sample size was calculated using the formula developed by Yamane (1967), resulting in a sample size of 392.

$$n = \frac{N}{1 + N(e^2)}$$

$$e = (0.05)^2$$

$$N = 20,364$$

$$n = 20,364 / (1 + 20,364(0.05)^2) = 392$$

N =Number of population
 e =Margin of error
 n =Sample size

After determining the sample size, respondents were selected using a systematic random sampling technique, taking into account the proportional representation of employees from each

industry. Additionally, the researcher employed a purposive sampling technique to select 8 key informants based on their experience, position in the industry, and office, in order to gather more significant information.

Table 3.2: Sample Size

No	Companies Name	Total Population			Sample Size		
		Male	Female	Total	Male	Female	Total
1.	Century Garments PLC (PTU)	102	1201	1303	2	23	25
2.	EPIC Apparel PLC	238	1517	1755	5	29	34
3.	Everest Apparel Ethiopia S.C	83	2464	2547	2	47	49
4.	Hela Indochine Apparel PLC	234	1208	1442	5	23	28
5.	Hirdaramani Garment PLC	506	633	1139	10	12	12
6.	Indo chine Apparel Ltd	897	4151	5048	17	80	97
7.	JP Textile Ethiopia PLC.	577	312	889	11	6	17
8.	Silver Spark Apparel Ethiopia PLC	249	3185	3434	5	61	66
9.	Sumbiri Intimate Apparel PLC	179	930	1109	4	18	22
10.	Tal Garments PLC	122	629	751	2	12	14
11.	JP garment Ethiopia PIC	50	897	947	1	17	18
	Total	3237	17127	20364	64	328	392

3.6. Types of Data

The researcher, following the recommendations of Kothari (2004), employed a combination of primary and secondary data sources to gather comprehensive and reliable information. Primary data collection methods, including surveys and interviews, facilitated direct insights from the original sources. Secondary data, comprising information previously collected for different objectives, was incorporated to provide a broader range of information. By drawing from various resources such as books, academic journals, and annual reports.

3.7. Data Sources

The study employed both primary and secondary sources of data. The primary data for this research was collected from employees in the HIP, government agency top managers such as those from the Labour and Social Affairs Bureau, Investment Commission Bureau of Sidam Region, Labour Associations and Human Resources of the HIP. Secondary data, which was information that had already been collected and analyzed by another entity, was used from written materials such as the organization's annual report, books, academic articles, research papers, and other relevant documents.

3.8. Tools and Methods of Data Collection

In this study, the researcher used both numerical and descriptive data types. The study distributed closed-ended questionnaires for quantitative and conducted face to face semi-structured key informant interviews for qualitative data.

3.8.1 Survey Questionnaire

In this study, data was gathered using paper questionnaires handed out to participants to fill in themselves. As Abraham (2019) explains, questionnaires are commonly used in large studies for self-reporting. Participants were asked to read the questions, understand them, and write their answers in the provided spaces. It was important, as noted by Kothari (2014), that participants answered the questions independently.

To make data collection easier, the researcher recruited enumerators who spoke Amharic fluently and were knowledgeable about the study's topic. Two enumerators were trained to effectively conduct surveys. They were first written in English to match the research objective, then translated into Amharic for better understanding by respondents. During data collection, the researcher closely supervised the enumerators to ensure they worked well together and the data was good quality. Additionally, the researcher took photos of employee during data collection time to add extra information. In total, data was collected from 392 respondents, indicating a thorough and well-organized approach.

Photographs of Employees, Researcher and Enumerators During Data Collection



3.8.2 Key Informant Interview (KII)

The personal interview method, as explained by Kothari (2004), means sitting down and having direct face-to-face interaction with the interviewee. In this study, the researcher used this method by having semi-structured interviews with eight (8) top managers from labor and social affairs, investment commission, industrial park human resources, and labor association. These key informants interview were selected purposively based on their experience and position in the park and governmental bureau to get more and significant information. The interview was administered using face to face interview.

3.9. Method of Data Analysis

The data collected from the questionnaire were processed using the Statistical Package for Social Sciences (SPSS) software. This software was used to code and input the data into the computer system. Descriptive statistics, such as percentages and frequencies, were employed in the analysis process and the report was displayed by tables, pie charts, and bar graphs. Moreover, data that was collected through a semi-structured interview was analyzed qualitatively using narration for triangulation.

3.10. Ethical Considerations

Ethical considerations were crucial in the research as they significantly influenced the study's success. One of the fundamental elements of research involved addressing the ethical aspects related to human subjects. Accordingly, ethical standards such as obtaining informed consent from participants, ensuring privacy and confidentiality, and protecting the identities of interviewees were given due attention in this study.

CHAPTER FOUR

RESULT AND DISCUSSION

4.1.Introduction

This chapter focuses on the results and discussions regarding the characteristics of the respondents, while detailed analysis of the data collected from the sample respondents through questionnaires and key informant interviews. The data are reported using various display, such as tables, pie charts, and bar graphs, and analyzed using frequency and percentages. The results and discussions are structured around the basic research questions of the study, which are as follows:

- What is the current situation of employee labour rights at Hawassa Industrial Park?
- What challenges do employees face in relation to labor rights in FDI companies at Hawassa Industrial Park?
- What are the government frameworks regarding employee labour rights at Hawassa Industrial Park?

The sample size for this study comprised 392 respondents, to whom a total of 43 questions, divided into different sections, were distributed. The questionnaire return rate was 98%, indicating a high level of respondents. The remaining 2% were not properly collected due to issues such as unclear responses and incomplete forms. According to Mugenda (2003), a response rate of over 50% was recommended.

4.2. Background Characteristic of Respondents

This section deals with the discussion on the analysis of data gathered on the background information of respondents. Background information refers to the demographic characteristics of respondents included in the study. Accordingly, in this sub-section, respondents sex, age, marital status, educational level, service year, and Religion in the company have been assessed and the results are presented in Table 4.1

Table 4.1: Demographic Characteristics of Respondents

No	Variable	Categories	Frequency	Percentage
1	Sex	Male	64	16.7
		Female	320	83.3
		Total	384	100
2	Age	18-21 age	52	13.5
		22-25 age	308	80.2
		26- 30 age	24	6.3
		Total	384	100
3	Marital status	Single	368	95.8
		Married	16	4.2
		Total	384	100
4	Educational level	9-12 grade	299	77.9
		Level I	7	1.8
		Level II	21	5.5
		Level III	14	3.6
		Level IV	26	6.8
		Degree and above:	17	4.4
		Total	384	100
5	Service year	Less than a year	66	17.2
		1-3 years	290	75.5
		4-6 years	28	7.3
		Total	384	100
6	Religion	Orthodox	48	12.5
		Protestant	308	80.2
		Muslim	20	5.2
		Other	8	2.1
		Total	384	100

Source: Own survey data (2024)

Table 4.1, a data report that the demographic characteristics among survey respondents in Hawassa Industrial Park, the sex distribution data show a significant disparity, with a large majority of respondents identifying as female (83.3%) compared to a smaller proportion identifying as male (16.7%). This disparity suggests a significant imbalance in sex representation, with females dominating the workforce. Key informants noted that there were fewer male workers, particularly in operator positions, possibly due to female employees who exhibit greater attention to detail and commitment to task completion.

In terms of age distribution of employees at the Hawassa Industrial Park based on the survey data provided. The majority of respondents fall within the 22-25 age group (80.2%), followed by those in the 18-21 age group (13.5%), and finally the 26-30 age group (6.3%). The implication is that the employees at the Hawassa Industrial Park is predominantly composed of young adults aged between 18 and 30, indicating a potentially youthful.

In the case of the marital status of the respondents, Table 4.1 shows that the majority of employees in the Hawassa Industrial Park survey are single (95.8%), with a small minority being married (4.2%). In general, most of the respondents were not married, which led them to pay attention to work rather than any household activities. Similarly, one of the key informants stated, “Employees who are not married focus on their work due to their lack of housekeeping responsibilities.

In Hawassa Industrial Park, the employee educational background of the survey respondents in Table 4.1 reported that 77.9% of respondents have completed education up to high school level (9–12 grade), indicating a significant portion of the surveyed workforce possesses foundational education. Beyond high school, distributions decrease: 1.8% of employees are in Level I, 5.5% in Level II, 3.6% in Level III, and 6.8% in Level IV. Additionally, 4.4% of respondents have formal degrees and higher qualifications. In general, most respondents had completed secondary education. This indicates that most of them have no chance to get other job opportunities. In support of this result, one of the key informants has said, They are eager to be employed in this company due to their lack of job opportunities.

Regarding service year distribution, among respondents in Table 4.1. The majority, accounting for 75.5% of the total, show a service of 1-3 years. Additionally, 17.2% of respondents are under 1 year old. In contrast, a minority, comprising 7.3% of respondents, boasts longer service of 4-6 years. This indicated that the working duration of employees in the company is short. The key informants expressed that since the work environment is new for employees, they stayed in the industry park for a few years. After that, they started to be absent and, lastly, to turnover from their work. The result implies that there is a high turnover rate in Hawassa Industrial Park.

The background of the religion of the survey respondents shown in Table 4.1 . The majority of survey respondents (80.2%) identified as Protestants. Orthodox respondents comprise 12.5% of the respondents, while 5.2% identify as Muslims. Additionally, 2.1% identify with other religions. These findings on the religious composition of the industrial park's employees emphasize the significance of acknowledging religious diversity. similar to the survey respondent One of the key informants insights underscores the positive aspects of religious diversity within Hawassa Industrial Park, emphasizing the organization's commitment to inclusivity and respect for employees' religious identities.

In summary , the demographic characteristics of survey respondents at Hawassa Industrial Park reveals a predominantly female employees 83.3% with a youthful age distribution, as 80.2% fall within the 22-25 age group. Most respondents 95.8% are single, indicating fewer familial responsibilities. Educationally, 77.9% completed high school, suggesting limited higher education opportunities. A significant portion 75.5% show service of 1-3 years, hinting at turnover. Religious diversity is notable, with Protestants comprising 80.2%, followed by Orthodox 12.5%, Muslims 5.2%, and others 2.1%.

4.3. Current Situation of Employee Labour Rights

Under this section, the current situation of employee labour rights within the Hawassa Industrial Park encompasses various dimensions, including job security, satisfaction with wages, work-life balance, experiences of discrimination and harassment, and the provision of training on labour rights.

4.3.1. Job Security

To analyze the data provided on job security, among respondents in the context of Hawassa Industrial Park, were sought and discussed it in the table below.

Table 4.2: Job Security

No	Variable	Categories	Frequency	Percentage
1	How would you rate your job security?	Very Secure	11	2.9
		Secure	24	6.3
		Neutral	47	12.2
		Insecure	119	31.0
		Very Insecure	183	47.7
		Total	384	100.0
2	Do you believe that employers in Hawassa Industrial Park provide sufficient support ensure job security?	Strongly agree	17	4.4
		Agree	26	6.8
		Neutral	29	7.6
		Disagree	187	48.7
		Strongly disagree	125	32.6
		Total	384	100.0
3	Are you currently a member of a labor union in Hawassa Industrial Park?	Yes	104	27.1
		No	280	72.9
		Total	384	100.0

Source: Own survey data (2024)

According to Table 4.2, the perceptions of job security among respondents within the Hawassa Industrial Park. The survey data reveals a spectrum of perceptions regarding job security. The highest proportion of respondents, a substantial 47.7%, expressed feeling very insecure about their job security. Following closely, 31.0% indicate feeling insecure. A smaller survey respondent, comprising 12.2%, remains neutral on the matter. In contrast, only 6.3% perceive their job security as secure, and an even smaller percentage, 2.9%, feel very secure in their current employment.. This implies the high level of job insecurity found among the employees at Hawassa Industrial Park.

The survey respondents' perceptions of employer support for job security are shown in Table 4.2. The majority of respondents comprising 48.7% disagree with the notion that their employers offer sufficient support, and a substantial 32.6% strongly disagree. Conversely, 4.4% strongly agree that their employers provide adequate support for job security, with an additional 6.8% in agreement. This result implies a lack of support from employers in ensuring job security among employees.

In terms of survey respondents' perceptions of labour union membership, Table 4.2 shows that the majority, 72.9%, are not members of any labour union. Among the survey respondents, 27.1% show belonging to labor unions. However, this implies that employees of the park are limited labour union members. In support of the above survey, the key informants interviewed also clearly shared their views on challenges in worker security, employer support for job security, and labour union membership. According to Laka Lalego's (2020) study, his finding is essentially similar to this study, with a general lack of basic benefits for workers such as medical insurance, work-injury insurance, absence of sick leave, absence of accident compensation subscription, and taking advantage of another person in a way that is either unfair or that fails to manifest sufficient respect for that person's dignity and also faced challenges regarding the right to a worker's association in Hawassa industrial parks.

“Being predominantly single, employees have fewer familial responsibilities, potentially allowing them to focus more on work. However, this might also make them more susceptible to accepting poor working conditions due to fewer external pressures or obligations”

The researcher summarizes that key informant interviews, survey responses, and previous study results all indicate that challenges such as job insecurity, lack of employer support, and concerns among labour union members are prevalent among employees at Hawassa Industrial Park Companies.

4.3.2. Employees Satisfaction with Wages

To analyze the data provided on Employees Satisfaction with Wages, among respondents in the context of Hawassa Industrial Park, were sought and discussed in the table below.

Table 4.3: Employees Satisfaction with Wage

No	Variable	Categories	Frequency	Percentage
1	How much money do you earn as per monthly of your salary?	Below 1000 EB	69	18.0
		1001-2000 EB	217	56.5
		2001-3000 EB	44	11.5
		3001-4000 EB	36	9.4
		Above 4000 EB	18	4.7
		Total	384	100.0
2	Please indicate your level of satisfaction with your current wage.	Strongly Dissatisfied	81	21.1
		Dissatisfied	253	65.9
		Neutral	16	4.2
		Satisfied	22	5.7
		Strongly Satisfied	12	3.1
		Total	384	100.0
3	How would you rate the adequacy of your wage in meeting your financial needs and expectations?	very Poor	255	66.4
		Poor	74	19.3
		Good	27	7.0
		Very Good	16	4.2
		Excellent	12	3.1
		Total	384	100.0

Source: Own survey data (2024)

Table 4.2 shows the survey respondents monthly salary range of hawassa industrial park employees. The majority of employees (56.5%) at Hawassa Industrial Park earn between 1001 and 2000 EB per month. A significant number (18.0%) earn less than 1000 EB, while smaller groups earn higher salaries. Specifically, 11.5% earn between 2001 and 3000 EB, 9.4% earn between 3001 and 4000 EB, and 4.7% earn above 4000 EB. This shows that the majority of employees receive wages between 1001 and 2000 EB each month. The result implies that the current employees' wages at Hawassa Industrial Park are very low.

In terms of employee satisfaction with the current wage of hawassa industrial park employees shown in Table 4.2, a significant majority (65.9%) feel dissatisfied, and 21.1% feel strongly dissatisfied. Only a small percentage, 4.2%, feel neutral about their pay. Conversely, a minority of respondents, 9.8%, express satisfaction. Among them, 5.7% are somewhat satisfied, and 3.1% are very satisfied. The survey results imply that the majority of employees at Hawassa Industrial Park are dissatisfied with their current wages.

According to the survey responses from employees at Hawassa Industrial Park regarding the adequacy of their wage in meeting financial needs Table 4.2, shows that the majority of respondents, accounting for 66.4% of the very poor and 19.3% of the poor, perceive their wage as inadequate for meeting their financial needs. This shows that a majority of the workforce is dissatisfied with their current wages. Conversely, only a minority of respondents (7.0% good, 4.2% very good, and 3.1% excellent) rate the adequacy of their wage positively in meeting their financial needs. This indicates that a majority of survey respondents feel that their wages do not sufficiently cover their financial requirements. A key informant interview showed that the wage disparities, inflation, challenges with housing affordability, and transportation issues on the job satisfaction of Hawassa Industrial Park employees. According to Melkamu Abreham (2020), the study results show that the minimum wages that must be paid to skilled and unskilled industry workers are not known by the employees. Employees had little awareness of their rights when they received their wages without unauthorized deduction. The issues they faced were the absence of overtime payment, an uncomfortable workplace, and untimely wage payments.

Researcher summarize, key informant interviews, share the views of survey respondent and previous study confirm that many employees at Hawassa Industrial Park experience low pay, general discontent with their wages, and substantial financial difficulties.

4.3.3. Work Life Satisfaction

To analyze the data provided on work life satisfaction, among respondents in the context of Hawassa Industrial Park, were sought and discussed it in the table below.

Table 4.4: Work Life Satisfaction

No	Variable	Categories	Frequency	Percentage
1	On average, how much time do you spend on your assigned work per a day?	5-8 hours / day	43	11.2
		9-12 hours / day	297	77.3
		Above 12 hours / day	44	11.5
		Total	384	100.0
2	How would you rate your current work-life satisfaction?	very poor	11	2.9
		Poor	249	64.8
		Good	69	18.0
		very good	36	9.4
		Excellent	19	4.9
		Total	384	100.0
3	To what extent your workload interferes with your personal life and well-being?	Very low	8	2.1
		Low	19	4.9
		Neutral	4	1.0
		High	53	13.8
		Very high	300	78.1
		Total	384	100.0

Source: Own survey data (2024)

Table 4.4 report that the distribution of respondents' daily work hours in hawassa industrial park. According to the survey respondent, the majority, constituting 77.3%, work between 8 to 12 hours per day. A smaller proportion of respondents, 11.2%, work between 5 to 8 hours per day, while a similar percentage, 11.5%, works above 12 hours per day. This survey result indicates long working hour schedules among the employees of Hawassa Industrial Park.

Distribution of survey respondents' current work-life balance in Table 4.4.,show that the survey respondent report indicates that a majority of respondents, comprising (64.8%), evaluated their current work-life balance as poor, and a minor percentage of respondents, 2.9%, perceived their current worl-lifebalance level as very poor. A smaller fraction rated it as good (18%), while a

considerable proportion deemed it very good (9.4%) and excellent (4.9%).. This result implies that a significant majority of employees perceive their current work-life balance as poor.

In terms of interference of workload with personal life and well-being, the survey respondents are shown in Table 4.4., that the results show a vast majority of respondents, accounting for 78.1%, perceive the interference of workload with their personal lives and well-being as very high, and a smaller proportion of respondents perceive it as high (13.8%), while a minority perceive it as low (4.9%), very low (2.1%), and neutral (1.0%), respectively. This majority survey implication suggests that a significant number of employees perceive a very high interference of workload with personal life and well-being of employees of hawassa industrial parks, In key informant interviews, similar with survey respondents have pointed out long work-hour schedules, poor current work-life satisfaction, and very high interference of workload with their personal lives and the well-being of employees at Hawassa Industrial Park. This study is similar with a previous study by Laka Lelago (2020), the results of study show insufficient incomes of workers and exaggerated life expenses, workers do not live a stable life, just like other societies that have food security and adequate sanitation. They earned very little of a monthly salary, which is not sufficient to rent a house. But, in contrast to this, a payment for house rent in Hawassa City was expensive. Due to this, workers have an inadequate standard of living.

“The relatively short service duration indicates a high turnover rate, which can be linked to job dissatisfaction and insecurity. High turnover can affect the stability of the workforce and may reflect broader issues within the workplace, such as inadequate job satisfaction, poor working conditions, and lack of career progression opportunities.”

The researcher summarizes that the survey respondents, key informant interviews, and previous study by Laka Lelago (2020) all show that similar report on challenges faced by employees at Hawassa Industrial Park. These include long work hours, poor work-life balance, and significant interference of workload with personal lives and well-being.

4.3.4. Instances of Discrimination and Harassment

To analyze the data provided on Instances of Discrimination and Harassment, among respondents in the context of Hawassa Industrial Park, were sought and discussed it in the table below.

Table 4.5: Instances of Discrimination and Harassment

No	Variable	Categories	Frequency	Percentage
1	Have you experienced any incidents of discrimination at work?	Yes	311	81.0
		No	73	19.0
		Total	384	100.0
2	Have you experienced any incidents of harassment at work?	Yes	320	83.3
		No	64	16.7
		Total	384	100.0
3	How you satisfied with the company's policies for handling incidents of discrimination?	Very Dissatisfied	220	57.3
		Dissatisfied	93	24.2
		Neutral	21	5.5
		Satisfied	36	9.4
		Very Satisfied	14	3.6
		Total	384	100.0

Source: Own survey data (2024)

According to Table 4.5, illustrate that the survey repondent on the Experience of Discrimination at Work. The majority of survey respondents, accounting for 81.0% show experiencing discrimination in their workplace. Conversely, survey respondents, comprising 19.0% show not experiencing discrimination at work. This implilies majority of employees experiencing discrimination at industrial park.

The distribution of survey respondents' experiences of harassment at work is shown in Table 4.5, with major respondents constituting 83.3% experiencing harassment at work. On the other hand, 16.7% of survey respondents showed that they did not experience harassment at work. This result implies that the majority of employees are experiencing harassment at the industrial park.

The distribution of survey respondents' satisfaction with their company's policies on handling discrimination incidents is shown in Table 4.5. Major respondents of 57.3% were very dissatisfied, while an additional 24.2% of respondents, representing dissatisfaction with the existing policies, constituting 5.5% expressed neutrality towards the policies, while 36 respondents, accounting for 9.4% of the total, showed being satisfied, and 3.6% of respondents were very satisfied. This implies that the majority of employees express dissatisfaction with the company's policies. The key informant interviews revealed a pervasive presence of workplace discrimination and harassment, among employees of Hawassa industrial parks

The researcher summarizes that, the key informant interviewer and survey respondent result show that widespread workplace discrimination, harassment, and dissatisfaction with company policies among employees at Hawassa industrial park companies.

4.3.5. Training on Labour Rights

To analyze the data provided on training on labour rights among respondents in the context of Hawassa Industrial Park, were sought and presented it in figures 4.1 and 4.2 below.

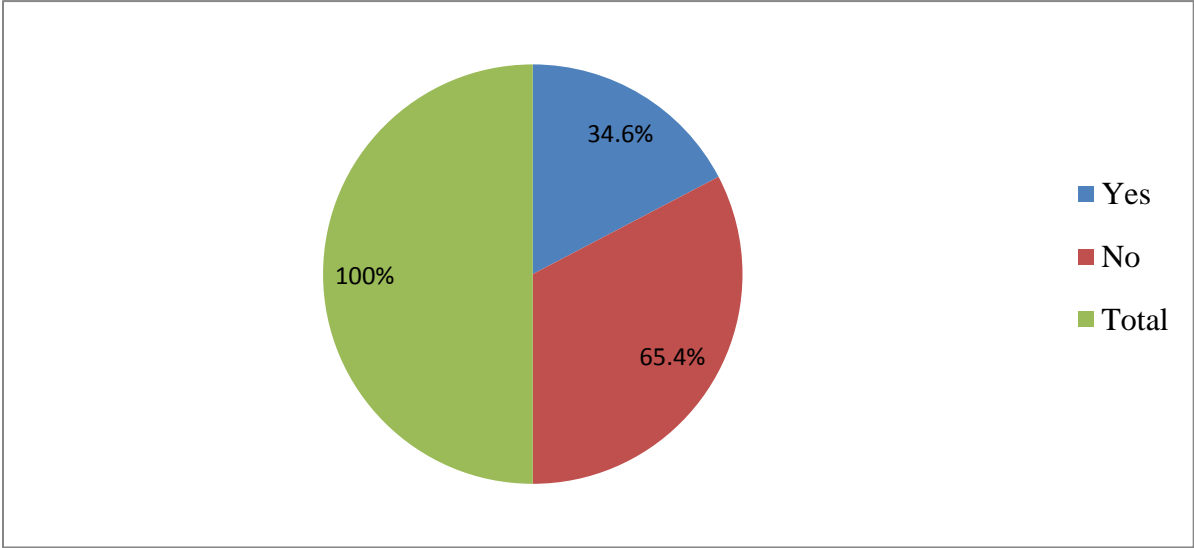


Figure 4.1:Receipt of Labor Rights Training

Source: Own survey data (2024)

Survey respondent of hawassa industrial park employees show Receipt of Labour Rights Training in Figure 4.1 a majority (65.4%) of respondents reported not receiving labour rights training, while a minority (34.6%) reported receiving such training. This implies a weak awareness of labour rights among the employees of hawassa industrial park .

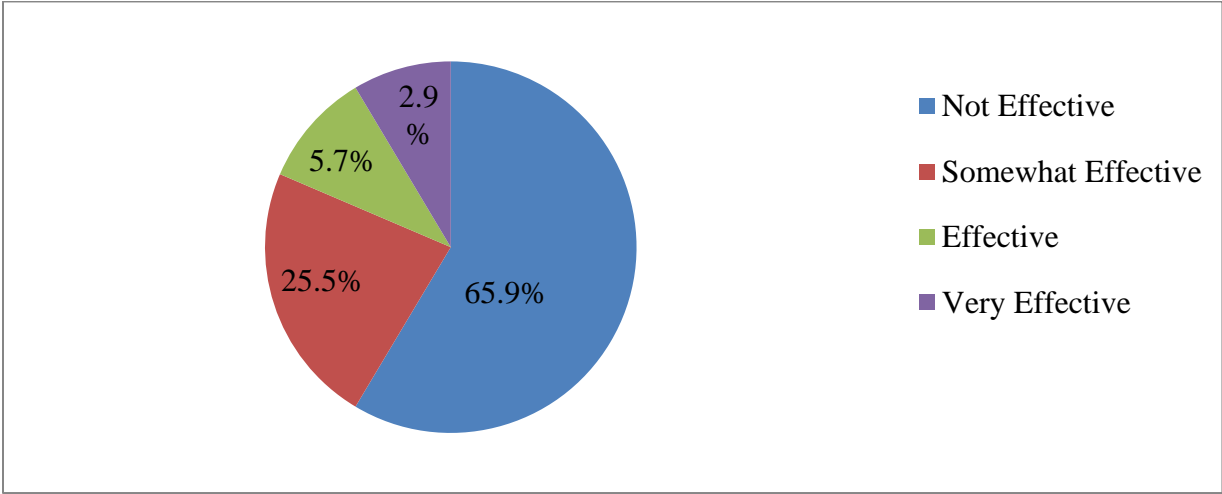


Figure 4.2: Effectiveness of the Training in Helping Understand Labour Rights

Source: Own survey data (2024)

In Figure 4.2, the perceptions of survey respondents regarding the effectiveness of the training in understanding labour rights are depicted. A significant majority (65.9%) considered the training not effective. However, 25.5% found it somewhat effective, indicating some value but falling short of expectations. Only a small minority (5.7%) and 2.9% rated it as effective and very effective, respectively. This result implies that widespread dissatisfaction with the effectiveness of the training in enhancing understanding of labor rights among employees within the park. key informant interviewer result show the lack of training programs and training on employee labor rights at industrial parks.

“This youthful demographic indicates a dynamic and potentially more adaptable workforce. However, young employees lack experience and knowledge about their labor rights, making them more vulnerable to exploitation and less likely to challenge unfair practices”

“The limited access to higher education show that employees have fewer opportunities outside the industrial park, making them more dependent on these jobs despite poor conditions. This lack of higher education may also contribute to a limited understanding of their rights and how to advocate for them”

The researcher summarizes that, key informant interviews, like the survey responses, indicate widespread dissatisfaction with the efficacy of training in improving employees' grasp of labour rights within Hawassa Industrial Park companies. Both sources underscore the prevailing discontent regarding the training's effectiveness.

4.4. Challenges Faced by Employees in Relation to Labour Rights in FDI Companies.

Foreign Direct Investment (FDI) plays a crucial role in the economic development of many countries, fostering growth, employment, and innovation. However, concerns regarding the protection of employee labor rights within FDI ventures have garnered significant attention (Zhang et al., 2018). Under this section, Challenges Faced by Employees in Relation to Labour Rights in FDI Companies encompass several dimensions, including policies for labour rights protection, reporting mechanisms for violations, safety and health aspects of FDI, and the promotion of awareness among employees regarding their labour rights within FDI companies.

4.4.1. Policy for Labour Rights Protection in Foreign Direct Investment Companys

To analyze the data provided on Policy for Labour Rights Protection in Foreign direct investment among respondents in the context of Hawassa Industrial Park, were sought and presented it in Table below.

Table 4.6: Policy for Labour Rights Protection in FDI

No	Variable	Categories	Frequency	Percentage
1	The company has clear and transparent policies in place to protect labor rights in Foreign Direct Investment (FDI) Company?	Strongly Disagree	217	56.5
		Disagree	118	30.7
		Neutral	6	1.6
		Agree	27	7.0
		Strongly Agree	16	4.2
		Total	384	100.0
2	To what extent do you believe that the company effectively enforces its labor rights policies in company?	very Poor	250	65.1
		Poor	94	24.5
		Good	12	3.1
		Very Good	21	5.5
		Excellent	7	1.8
		Total	384	100.0

Source: owned survey data (2024)

According to Table 4.6, the majority, comprising 56.5% of respondents, strongly disagreed with the clarity and transparency of these policies. Additionally, 30.7% expressed disagreement. Conversely, only a small fraction, totaling 11.2% of respondents, felt that the policies were adequately clear and transparent, with 1.6% being neutral, 7.0% agreeing, and 4.2% strongly agreeing. This implies that the results emphasize that a majority of employees feel dissatisfaction regarding the clarity and transparency of labour rights policies within their respective FDI companies.

The effectiveness of labour rights policy enforcement survey respondents reported in Table 4.6. The majority of 65.1% respondents, rated the effectiveness of labour rights policy enforcement as very poor, 24.5% of respondents considered the effectiveness of labour rights policy enforcement to be poor. In contrast, a small percentage of respondents, 3.1% rating it as good, 5.5% as very good, and 1.8% as excellent. This results implies that a majority of employees feel dissatisfaction regarding the effectiveness of labour rights policy enforcement within their FDI

companies. According to key informants on labour rights policies at Hawassa Industrial Park, it's concerning that there is a lack of clarity, transparency, and implementation.

The researcher summarizes that, key informant interviewer and survey respondents results show widespread dissatisfaction among employees concerning the enforcement of labour rights policies within foreign direct investment companies.

4.4.2. Reporting Mechanism for Labour Rights Violations

To analyze the data provided on Reporting Mechanism for Labour Rights Violations among respondents in the context of Hawassa Industrial Park, were sought and presented it in Table below.

Table 4.7: Reporting Mechanism for Labour Right Violation

No	Variable	Categories	Frequency	Percentage
1	Have you informed the reporting mechanism for labor rights violations within the company's?	Yes	11	2.9
		No	373	97.1
		Total	384	100.0
2	how would you rate the accessibility and effectiveness of the reporting mechanism?	very Poor	108	28.1
		Poor	227	59.1
		Good	24	6.3
		Very Good	16	4.2
		Excellent	9	2.3
		Total	384	100.0

Source: Own survey data (2024)

Awareness of the Reporting Mechanism in terms of Table 4.7, show that the majority of survey respondents (97.1%) are not aware of the reporting mechanism, while only a small percentage (2.9%) indicated awareness. The low awareness of the reporting mechanism among the survey respondents implies that the majority of employees lack knowledge about reporting mechanisms in the industrial park.

In terms accessibility and effectiveness rating of the reporting mechanism Table 4.7, reported that the majority of respondents rated the accessibility and effectiveness of the reporting mechanism as very poor (28.1%) and poor (59.1%), respectively. Only a small percentage rated it as good (6.3%), very good (4.2%), and excellent (2.3%). These results indicate that a majority of employees perceive significant limitations in terms of both accessibility and effectiveness of reporting mechanisms in the industrial park. One of the key informant interviews reveals that the reporting of labor rights violations is impeded by numerous obstacles, including insufficient awareness among workers, concerns about reprisals, ineffective and reporting channels.

The researcher summarizes that, key informant interviews, and survey responses show some results of widespread challenges regarding the accessibility and effectiveness of reporting mechanisms in the industrial park. Both sources emphasize obstacles such as inadequate worker awareness, fear of retaliation, ineffective channels, and trust issues hindering the reporting of labour rights violations.

4.4.3. Safety and Health Aspects of FDI

To analyze the data provided on Safety and Health Aspects of foreign direct investment among respondents in the context of Hawassa Industrial Park, were sought and presented it in Figure 4.3 and 4.4 below.

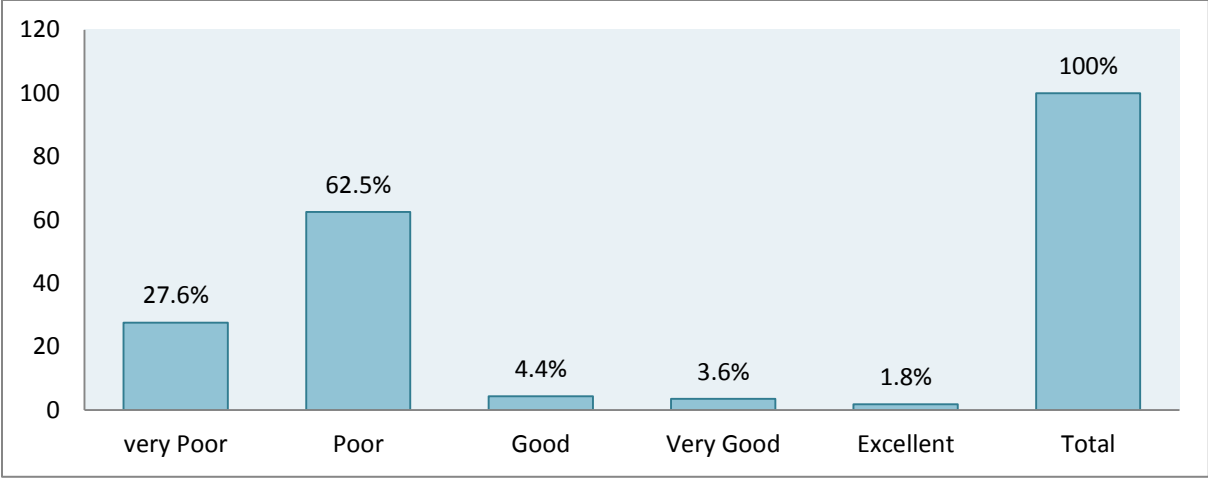


Figure 4.3: Commitment to Safety and Health Standards

Source: Own survey data (2024)

Figure 4.3 shows the survey respondents' perceptions regarding their commitment to safety and health guidelines. The majority of respondents, comprising 62.5%, rated this commitment as poor, with an additional 27.6% rating it as very poor. In contrast, only a small proportion of respondents, totaling 8.8%, provided positive ratings, categorizing the commitment as good, very good, and excellent. This result implies that a significant majority of employees expressed considerable dissatisfaction with the level of commitment to safety and health guidelines among employees in the hawassa industrial park.

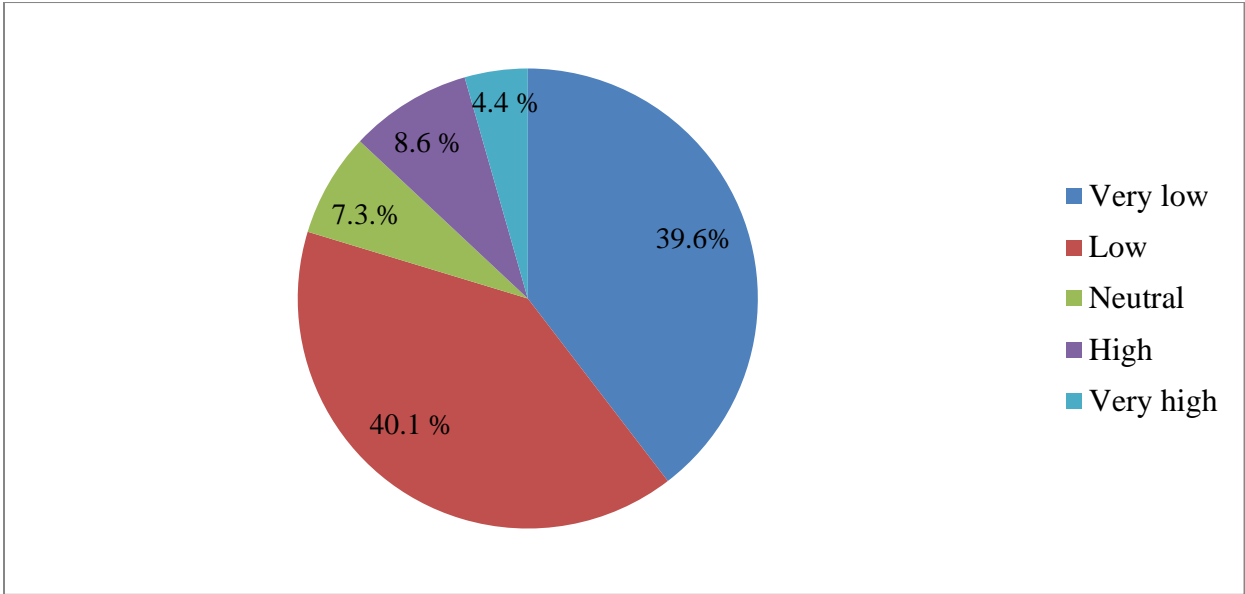


Figure 4.4: Training and Equipment for Safety and Health Concerns

Source: Own survey data (2024)

The survey results, reported in Figure 4.4, underscore a concerning trend among respondents within the Hawassa Industrial Park regarding safety and health training and equipment. Majority of data reported that 40.1% of respondents specifically rated the training and equipment as low, while 39.6% expressed very low satisfaction. In contrast, only a small minority of employees, 8.6%, show the safety and health training and equipment as high, with an even smaller fraction, 4.4%, rating it as very high. This implies widespread employee dissatisfaction with training and equipment for safety and health concerns. The key informant interviewer emphasized a substantial lack of safety and health within the Hawassa Industrial Park, citing deficiencies in safety equipment and training and the absence of a safety-oriented culture.

The researcher summarizes that, the similarity of survey respondent, and key informant interviews results show significant deficiencies among employees in safety and health guidelines within the Hawassa Industrial Park.

4.4.4. Awareness of Employees about Labor Rights in FDI Company

To analyze the data provided Awareness of Employees about Labor Rights in foreign direct investment Company among respondents in the context of Hawassa Industrial Park, were sought and presented it in Table below.

Table 4.8 : Awareness of Employees about Labour Rights in FDI Company

No	Variable	Categories	Frequency	Percentage
1	How knowledgeable do you feel about your labor rights within the company's FDI Company?	very Poor	109	28.4
		Poor	226	58.9
		Good	19	4.9
		Very Good	21	5.5
		Excellent	9	2.3
		Total	384	100.0
2	To what extent do you think the company provides sufficient training and resources to enhance employees' awareness of their labor rights in FDI Company?	very Poor	240	62.5
		Poor	90	23.4
		Good	32	8.3
		Very Good	11	2.9
		Excellent	11	2.9
		Total	384	100.0

Source: Own survey data (2024)

According to Training and Resources for Labour Rights Awareness reporting in Table 4.8, the majority of respondents, comprising 58.9%, rated the training and resources for labour rights awareness as poor, while an additional 28.4% rated them as very poor. Conversely, only a small

minority, totaling 12.7%, rated it as good, very good, and excellent. This result implies that the majority of employees expressed dissatisfaction with training and resources for labour rights awareness in the industrial park.

Awareness of Employees about Labour Rights in FDI Companies, reported in Table 4.8, shows that a majority of survey respondents, amounting to 62.5%, rated the awareness of employees about labour rights in FDI companies as very poor. Additionally, 23.4% rated it as poor, while only a small fraction, totaling 13.6%, rated it as good, very good, and excellent. This result implies that there is a widespread lack of awareness among employees about their labour rights within FDI companies. A key informant interviewer result shows that there are currently no training programs in place at the park regarding labour rights.

The researcher summarizes that, key informants interviewers, and survey respondents results show that they are affected by the absence of training programs on labour rights among employees at Hawassa Industrial Park.

4.5. Governmental Frameworks Regarding Employee Labour Rights

The Ethiopian government has established a legal framework to govern employees' labour rights in the Hawassa Industrial Park and other industrial zones in the country. The main legislation governing labour rights in Ethiopia is the Labour Proclamation No. 377/2003, which sets out the basic rights and obligations of employers and employees. Under this section, the government framework concerning employees' labour rights within the Hawassa Industrial Park encompasses various dimensions, including labour laws and enforcement, awareness programs on labour rights, reporting mechanisms for labour rights violations, safety and health aspects of FDI companies, grievance redressal mechanisms, and adherence to government standards in working conditions.

4.5.1. Labour rights and Enforcement

To analyze the data provided on Labour Laws and Enforcement among respondents in the context of Hawassa Industrial Park, were sought and presented it in Figure below.

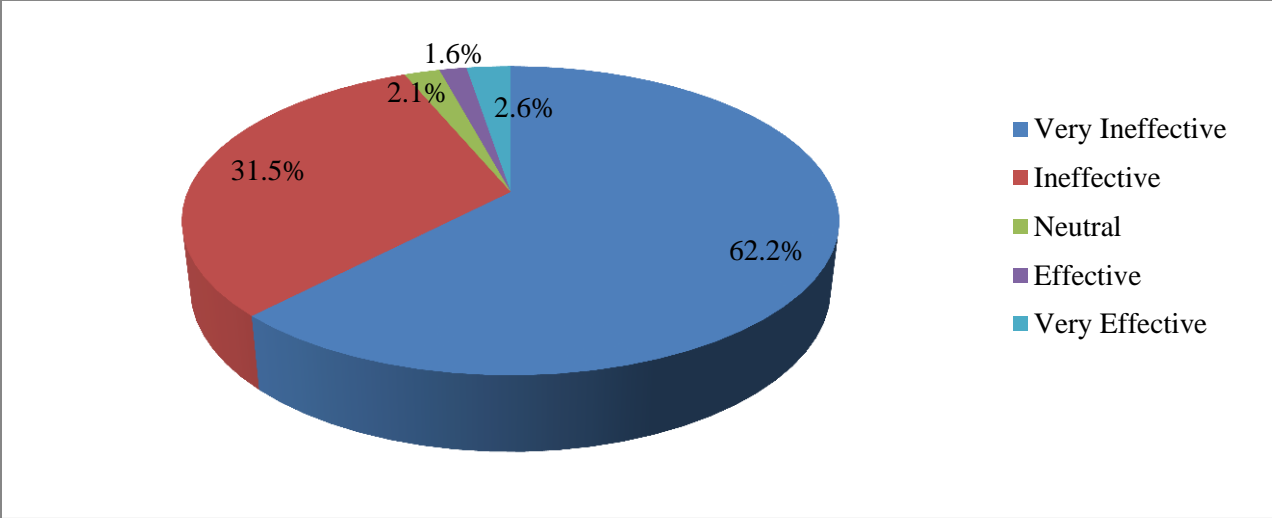


Figure 4.5: Effectiveness of the government in enforcing labour rights

Source: Own survey data (2024)

The effectiveness of the government in enforcing labour laws reported in Figure 4.5 illustrates that the majority of survey respondents, 62.2%, perceive the government as highly ineffective, with an additional 31.5% considering its ineffective. This totals to 93.7% expressing dissatisfaction with the government's enforcement abilities. Conversely, only 4.2% believe the government is effective, with 1.6% finding it somewhat effective and 2.6% very effective. This implies that the majority of employees ineffective of the government in enforcing labour rights. Key informant results reveal a prevailing lack of confidence among employees regarding the government's capacity to enforce labour rights effectively. Concerns center around the perceived inadequacy of ensuring that companies adhere to labour regulations.

The researcher summarizes that, the key informant and survey respondent results show that employees lack confidence in the government's capacity to enforce labour right and have concerns about the government's inefficacy in ensuring companies adhere to employee labour rights at Hawassa Industrial Park Company.

4.5.2. Awareness Programs on Labour Rights

To analyze the data provided on Awareness Programs on Labour Rights among respondents in the context of Hawassa Industrial Park, were sought and discussed it in Table below.

Table 4.9: Awareness Programs on Labour Rights

No	Variable	Categories	Frequency	Percentage
1	Have you participated in any government-led programs aimed at raising awareness about labor rights?	Yes	17	4.4
		No	367	95.6
		Total	384	100.0
2	How would you rate the effectiveness of training?	Very Ineffective	98	25.5
		Ineffective	253	65.9
		Neutral	10	2.6
		Effective	12	3.1
		Very Effective	11	2.9
		Total	384	100.0
3	The company has clear and transparent policies in place to protect labor rights?	Strongly Disagree	62	16.1
		Disagree	299	77.9
		Neutral	12	3.1
		Agree	4	1.0
		Strongly Agree	7	1.8
		Total	384	100.0
4	Do you believe that the company effectively enforces its labor rights policies?	very Poor	270	70.3
		Poor	82	21.4
		Good	8	2.1
		Very Good	13	3.4
		Excellent	11	2.9
		Total	384	100.0

Source: Own survey data (2024)

The survey respondents showed that they participated in government-led awareness programs on labour rights, as reported in Table 4.9. The majority (95.6%) stated that they had not participated in government-led awareness programs on labour rights. Only 4.4% of the respondents reported

participating in government-led awareness programs on labour rights. This result implies that employees of the park have low participation in government-led awareness programs.

Effectiveness Rating of Training, as represented in Table 4.9, illustrates that the data reveals a concerning trend in the effectiveness rating of training on labour rights, with a significant portion of respondents (65.9%) rating it as ineffective and 25.5% as very ineffective. Only a small percentage (6%) found the training to be effective and very effective. This result implies that employees of the industrial park are dissatisfied with the effectiveness rating of the training in the government framework.

clarity and transparency of the company's labour rights policies reported in Table 4.9, The majority of the data shows that 16.1% strongly disagreed and 77.9% disagreed with the clarity and transparency of government labor rights policies. A small proportion, 3.1%, remained neutral. Only 1.0% agreed, and 1.8% strongly agreed. This result implies widespread dissatisfaction among employees regarding the transparency and clarity of these governmental policies.

According to the effectiveness of enforcing labor rights policies, the survey respondent result is reported in Table 4.9. The survey results indicate a widespread perception of inadequacy in ensuring compliance with labor rights regulations within the workplace, with 70.3% of respondents rating their company's effectiveness in enforcing labor rights policies as very poor and an additional 21.4% as poor. Conversely, only a small fraction of respondents rated the government's performance positively. While 2.1% considered it good and 3.4% rated it as very good, 2.9% deemed the government's performance excellent. This result implies that the employees of industrial parks have inadequate enforcement of labor rights policies. Key informant interviews show challenges, including limited accessibility to information, lack of engagement, inadequacy of content, insufficient follow-up mechanisms, ineffective communication channels, and language barriers within awareness programs in governmental frame work on labor rights.

Researcher summarize , the key informant interviews and survey respondents show significant shortcomings in labor rights protection, including low participation in government-led awareness programs, high dissatisfaction with the effectiveness of training, poor clarity regarding

governmental policies, and a widespread perception of inadequate enforcement. Similarly, key informant interviews show challenges, including limited accessibility to information, lack of engagement, inadequacy of content, insufficient follow-up mechanisms, ineffective communication channels, and language barriers within awareness programs in governmental framework work on labour rights.

4.5.3. Reporting Mechanism for Labor Rights Violations

To analyze the data provided on Reporting Mechanism for Labour Rights Violations among respondents in the context of Hawassa Industrial Park, were sought and presented it in Figure 4.5. and 4.6 below.

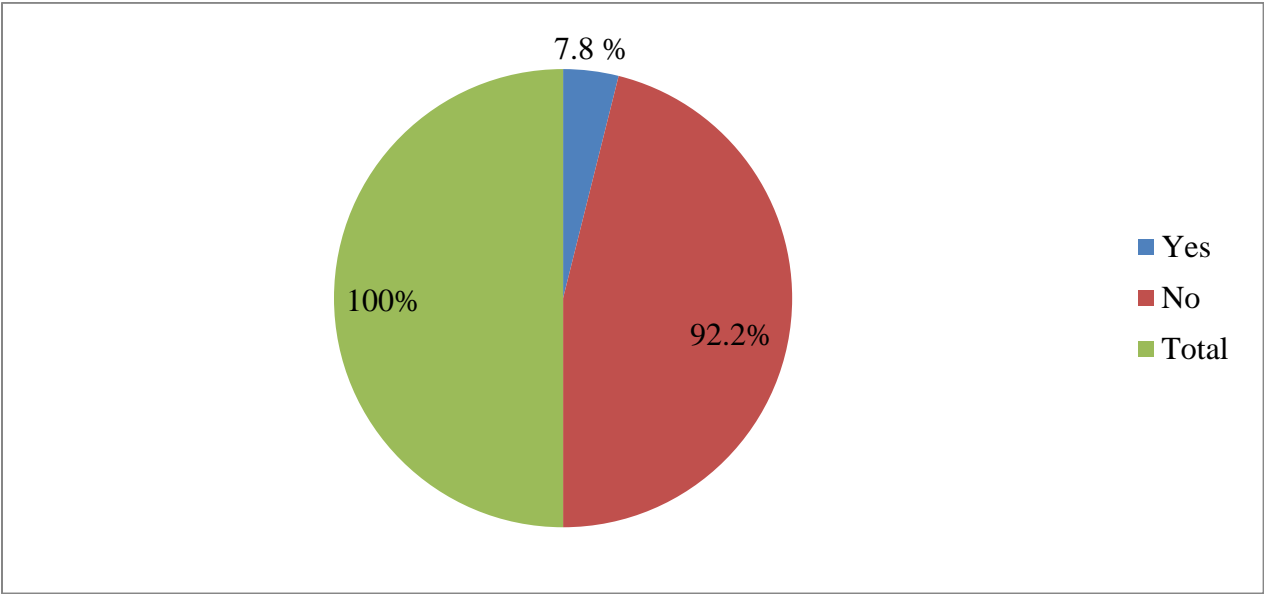


Figure 4.6: Awareness of the Reporting Mechanism

Source: Own survey data (2024)

According to Figure 4.6, the survey respondent data showed awareness and perception of the reporting mechanism among the respondents. A mere 7.8% of the participants indicated awareness of the reporting mechanism, while a majority of 92.2% admitted to being unaware of its existence. This result implies that the majority of employees were not aware of the existence of the reporting mechanism within the governmental framework.

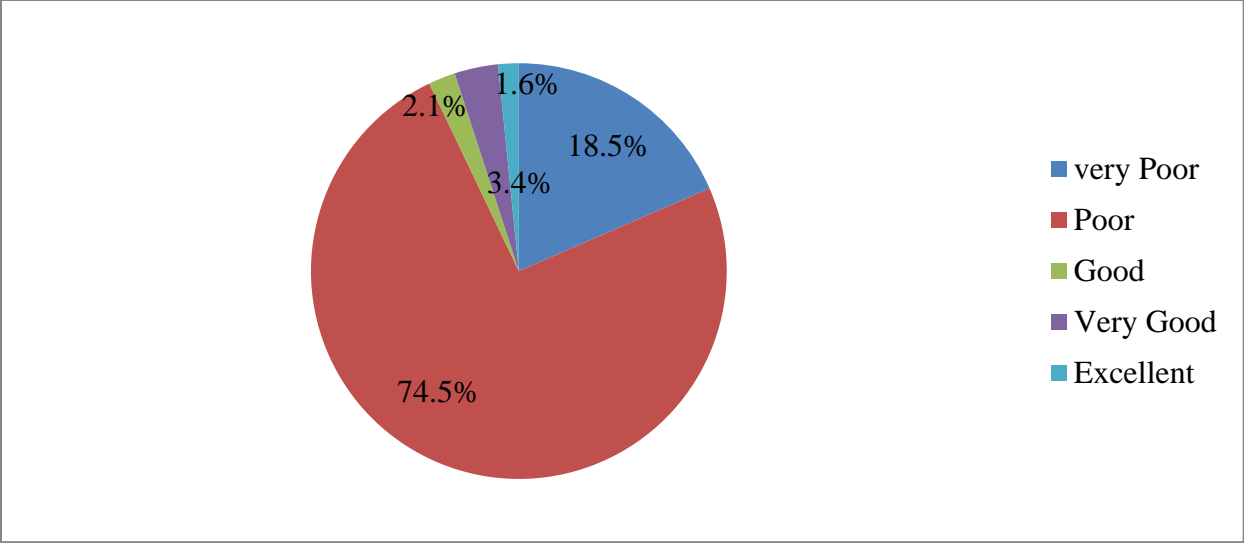


Figure 4.7: Accessibility and Effectiveness Rating of the Reporting Mechanism

Source: Own survey data (2024)

Accessibility and Effectiveness Rating of the Reporting Mechanism Figure 4.7. illustrates that the survey respondents showed that a majority of the respondents, 74.5%, rated the mechanism as poor, with an additional 18.5% deeming it "very poor." Only a small fraction of participants rated it positively, with 3.4% considering it "very good," 2.1% rating it "good," and merely 1.6% regarding it as "excellent." This result implies that the majority of employees think there are big problems with both the accessibility and efficacy of the reporting mechanism for addressing labour rights violations within the governmental framework.

4.5.3. Safety and Health Aspects of Foreign direct investment Company

To analyze the data provided on Reporting Mechanism for Labuor Rights Violations among respondents in the context of Hawassa Industrial Park, were sought and presented it in Table below.

Table 4.10: Safety and Health Aspects of Foreign Direct Investment Company

No	Variable	Categories	Frequency	Percentage
1	How would you rate the company's commitment to ensuring safety and health standards in its FDI operations?	very Poor	75	19.5
		Poor	260	67.7
		Good	16	4.2
		Very Good	21	5.5
		Excellent	12	3.1
		Total	384	100.0
2	To what extent do you feel adequately trained and equipped to handle safety and health concerns in your Company?	very Poor	85	22.1
		Poor	254	66.1
		Good	13	3.4
		Very Good	21	5.5
		Excellent	11	2.9
		Total	384	100.0

Source: Own survey data 2024

In terms of commitment to safety and health standards, the survey respondent results are represented in Table 4.10. The majority of respondents expressed dissatisfaction, with 19.5% rating the commitment as very poor and 67.7% rating it as poor. Conversely, only a small percentage of respondents rated the commitment as "good" (4.2%), "very good" (5.5%), and "excellent" (3.1%). This result implies that a majority of employees perceive a lack of commitment to safety and health guidelines within the governmental framework.

Training and equipment for safety and health concerns reported in Table 4.10. illustrates the survey respondent's result. The majority of survey respondents, 22.1%, rated the training and equipment as very poor, while 66.1% rated it as poor. Furthermore, only a minimal percentage of respondents perceived the training and equipment as good (3.4%), very good (5.5%), and excellent (2.9%). This result implies widespread employee dissatisfaction with the accessibility of resources necessary for addressing safety and health issues within governmental frameworks. Similarly, key informant interview results show that there are incomplete safety protocols on the

factory floor, inadequate hazardous material training for employees, and insufficient safety equipment in the parks within the government framework.

In summary, the survey respondent and key informant interviews reveal widespread dissatisfaction regarding the accessibility and quality of resources required to tackle safety and health concerns within the company.

4.5.4. Grievance Redressal Mechanisms

To analyze the data provided on Grievance Redressal Mechanisms among respondents in the context of Hawassa Industrial Park, were sought and presented it in Figure below.

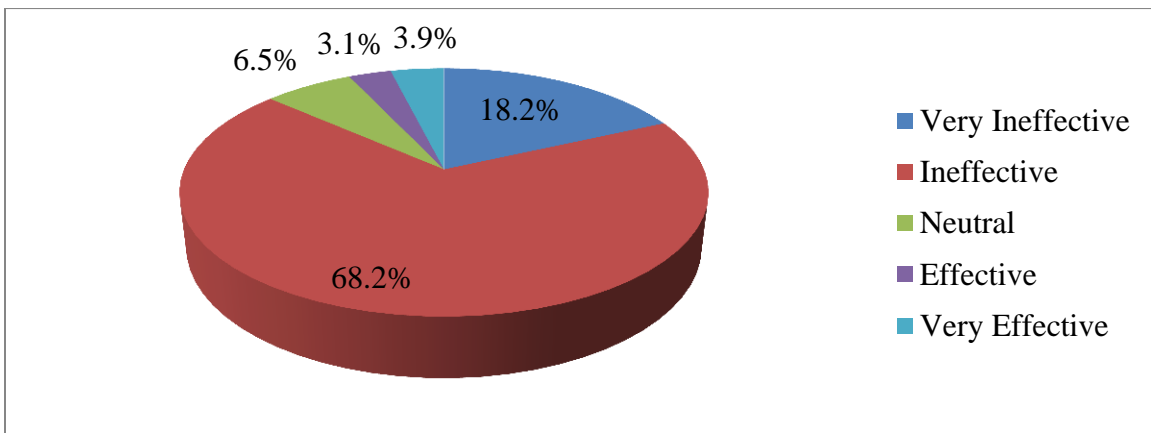


Figure 4.8: Government Grievance Redressal Mechanisms

Source: Own survey data (2024)

According to Figure 4.7, a significant majority of respondents perceive government grievance redressal mechanisms as both ineffective (68.2%) and very ineffective (18.2%). Only a small proportion of respondents rated the mechanisms as neutral (6.5%), effective (3.1%), and very effective (3.9%). This result implies that the majority of employees have deficiencies in the efficiency and responsiveness of government grievance redressal systems. Key informant interviews indicate a consensus regarding deficiencies in government grievance redressal systems. This study, similar to the Gifawosen Markos (2019) previous study, also found that the grievance mechanism was virtually absent in the industrial park. Apparently, the workers lack the structure to voice their complaints about the prevailing employment relations within the park.

Due to this, the employees were mostly obliged to deal with their employers on an individual basis, subsequently leaving them with little or no responses to their demands and interests.

In summary, the key informant interviewer , survey respondent and previous study results show some deficiencies in the efficiency and responsiveness of government grievance redressal systems among employees of hawassa industrial park.

4.5.5. Working Conditions and Government Standards

To analyze the data provided on Working Conditions and Government Standards among respondents in the context of Hawassa Industrial Park, were sought and discussed it in Table below.

Table 4.11: Working Conditions and Government Standards

No	Variable	Categories	Frequency	Percentage
1	Do you believe that working conditions meet government standards in your workplace?	Strongly Disagree	50	13.0
		Disagree	313	81.5
		Neutral	4	1.0
		Agree	9	2.3
		Strongly Agree	8	2.1
		Total	384	100.0
2	Have you seen any improvements in working conditions over the past years?	Yes	51	13.3
		No	333	86.7
		Total	384	100.0

Source: Own survey data (2024)

The Meeting Government Standards in Working Conditions survey respondent result reported in Table 4.11. illustrates a significant majority of respondents, 81.5%, disagree 13%, and "strongly disagree. Only a small proportion, 3.3%, expressed agreement, with 2.3% stating agree and 2.1% stating strongly agree. Additionally, a negligible number of respondents, 1.0%, remained neutral on the issue. This result implies that the majority of employees disagree with meeting government guidelines for working conditions.

The study on improvements in working conditions over the past years, the survey results shown in Table 4.11 the vast majority of respondents, 86.7%, believe that there have been no improvements in working conditions. Only a small minority, 13.3%, reported observing improvements in working conditions. This result implies that the majority of employees lack improvements in working conditions over recent years.

Key informant interview results indicate weakness in meeting government guidelines for working conditions and a lack of improvement in working conditions in recent years. According to Ethiopian Labour Proclamation No. 1156/2019, labor standards are governed by various laws and regulations. One of the primary legislative documents addressing labour rights and protections is the Ethiopian Labour Proclamation No. 1156/2019. This proclamation covers a wide range of issues related to employment practices, wages, working hours, health and safety, trade unions, collective bargaining, and other aspects of labor rights. However, according to Laka Lalego (2020), the study results show that labour rights in the Hawassa Industrial Park (HIP) are a contentious issue, with concerns such as low wages, long working hours, poor health and safety standards, sexual harassment, discrimination, a lack of freedom of association, and inadequate grievance mechanisms.

The researcher summarizes that the results show a difference between the labour right and real working conditions in the Hawassa Industrial Park (HIP). According to Laka Lalego's (2020), there is a violation of labour rights in the park; similarly, the key informant interviewer and survey respondent show a lack of meeting government guidelines for working conditions and a lack of improvement in working conditions in recent years.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATION

This chapter presents summary of major findings, conclusion, and recommendations of the study. It begins with summarizing major findings then conclusion of the study and finally forwards recommendations for the identified gaps by this study.

5.1 Summary of Major Findings

This study was conducted to assess foreign direct investment practices in relation to employee labour rights, focusing on the case of Hawassa Industrial Park. Primary data was collected through interviews with eight key informants and a survey questionnaire administered to 384 Hawassa Industrial Park employees selected using a systematic random sampling technique. The collected data were analyzed using frequency and percentage. Both qualitative and quantitative research approaches were employed, interpreted based on a descriptive research design.

In hawassa industrial park there is a significant sex imbalance, with the majority identifying as female (83.3%) compared to a smaller proportion identifying as male (16.7%). This sex distribution is attributed to females preferring such kinds of work due to their ability to pay attention until completing tasks. Similarly, the workforce is predominantly young adults, with a substantial portion falling within the 22–25 age groups (80.2%), indicating a dynamic workforce. In terms of marital status, the majority of employees are single (95.8%), implying fewer familial responsibilities. This demographic characteristic may contribute to a greater focus on work tasks. Additionally, educationally, a significant portion of employees completed their education up to the high school level (77.9%), highlighting a workforce with foundational education but limited access to higher qualifications. This indicates that many of them are eager to be employed by this company due to their lack of other job opportunities. Regarding Service year in employment, the majority of employees (75.5%) have Service of 1-3 years, indicating a relatively high turnover rate. Religious diversity is notable among the employees, with Protestants comprising the majority (80.2%), followed by Orthodox (12.5%), Muslims (5.2%), and others (2.1%). This diversity underscores the importance of accommodating religious differences in workplace policies to foster inclusivity and respect for employees' religious identities.

According to Mantouvalou (2012), labour rights are the rights exercised either individually or collectively by workers, simply based on their status as "workers." These rights include the right to freely choose a job, fair working conditions, belonging to and being represented by a trade union, and the right to strike. Under these laws, employees in industrial parks are entitled to certain rights, including fair wages, working hours, leave, occupational safety and health, social security, and freedom of association (Industry ALL Union, 2019).

However, the major finding of this study shows that the current situation of employee labour rights at Hawassa Industrial Park is concerning. Regarding job security at Hawassa Industrial Park, most employees are worried about job stability, with 78.7% feeling insecure about their jobs. Furthermore, a vast majority (81.3%) feel they lack enough support from their employers regarding job security. This concern is worsened by the fact that only a small number (27.1%) are part of labour unions, showing they lack representation for their rights and worries at work.

Despite these worries, many employees earn low wages. Specifically, 56.5% earn between 1001 and 2000 Ethiopian Birr per month, while 18.0% earn below 1000 EB. However, dissatisfaction with wages is widespread, with a significant 86.9% expressing dissatisfaction, compared to only 9.8% who are satisfied. This unhappiness is made worse by the fact that 85.7% feel their wages don't cover their financial needs well, causing financial stress among the workforce. Additionally, the demanding work environment affects employees' work-life balance and overall well-being. A majority (77.3%) work long hours, typically 8 to 12 hours a day, impacting their personal lives significantly. As a result, 64.8% rate their work-life balance as poor, and a vast 78.1% say their workload significantly affects their personal lives and overall well-being.

Discrimination (81.0%) and harassment (83.3%) are also reported by many employees, adding to their challenges. Dissatisfaction with how the company handles such incidents is widespread, with 81.5% expressing dissatisfaction. Moreover, most employees (65.4%) haven't received training on labour rights, showing a general lack of awareness. Even among those who have received training, most (65.9%) didn't find it effective in enhancing their understanding of labour rights.

According to the World Bank Group (2018), FDI guidelines concerning employee labour rights aim to ensure that foreign investors adhere to national labour laws and international labour standards when operating in host countries.

However, this study emphasizes widespread dissatisfaction among employees labour rights in Hawassa Industrial Park regarding foreign direct investment (FDI) companies. The majority of respondents (87.2%) disagreed with the clarity and transparency of policies, while 65.1% expressed dissatisfaction with the enforcement of these policies. Furthermore, there are notable shortcomings in the reporting mechanism for labour rights violations, as 97.1% of employees were unaware of it, indicating a lack of knowledge. Moreover, 87.2% rated the accessibility and effectiveness of the reporting mechanism poorly. Additionally, concerns were raised about safety and health aspects within FDI companies, with a majority of employees expressing dissatisfaction with the commitment to standards (90.1%). Satisfaction with safety and health training and equipment was also low, with 79.7% of employees indicating dissatisfaction. Moreover, there is a lack of employee awareness about labour rights within FDI companies, as both training and resources for labour rights awareness, as well as overall awareness among employees, were rated poorly. Dissatisfaction rates were high at 87.3% for training and 85.9% for overall awareness, indicating a significant need for improvement in this area.

According to the Industrial Parks Development Corporation (2016), the Ethiopian government has established a legal framework to govern employees' labour rights in the Hawassa Industrial Park and other industrial zones in the country. The main legislation governing labour rights in Ethiopia is the Labor Proclamation No. 377/2003, which sets out the basic rights and obligations of employers and employees. Additionally, the Industrial Parks Development Corporation (IPDC) Act of 2016 provides a regulatory framework for the development and management of industrial parks, including provisions related to labour rights.

However, this study findings regarding the governmental framework show that a majority of respondents (93.7%) view the government's efforts in enforcing labour laws as highly inadequate. Likewise, only 4.4% of employees participated in government-led awareness programs, reflecting widespread dissatisfaction with their effectiveness. A significant 92.2% of employees were unaware of the reporting mechanism, citing concerns about its accessibility and

effectiveness. The majority expressed dissatisfaction with the commitment to safety and health standards, with 87.2% rating it poor. Similarly, 88.2% rated training and equipment for safety and health concerns as poor. Likewise, a substantial 86.4% of employees perceive government grievance redressal mechanisms as ineffective, and a notable 81.5% of employees disagree with the notion that government standards for working conditions are being met, while 86.7% believe there have been no improvements in working conditions over the past years.

5.2 Conclusion

In this section, the researcher draws the following conclusion based on the findings of the study: The study reveals a deeply concerning situation regarding labor rights for employees at the Hawassa Industrial Park. Labor rights violations among employees, including the absence of job security, the lack of a labor union, low wages, excessively long work hours, instances of discrimination and harassment, and inadequate training on labor rights, are identified.

The main challenges faced by employees at the Hawassa Industrial Park in relation to labour rights include dissatisfaction with the clarity, transparency, and enforcement of these policies. Poor enforcement and a lack of awareness about reporting mechanisms further undermine workers' rights protection.

Weaknesses in the governmental framework are evident, with labor rights inadequately enforced and widespread worker dissatisfaction. Limited participation in awareness programs and insufficient training leave many employees unaware of their rights. The lack of transparency and clarity in labor policies, along with gaps in reporting mechanisms, pose obstacles to effectively addressing grievances. Employees express disagreement with the government's claim of meeting working standards, suggesting inadequate working conditions.

Therefore, based on these findings, the researcher concludes that foreign direct investment companies and the existing government framework are weak in enforcing and protecting employees. This study indicates that employee labor rights are violated due to the weak practices of foreign direct investment companies and the government agencies at Hawassa Industrial Parks.

5.3.Recommendations

Based on the significant gaps identified from the main findings of the study, the following recommendations are forwarded.

- ❖ Addressing low wages, long work hours, and poor working conditions necessitates regular review and adjustment of wage and work hour structures to align with living wage standards. Offering additional benefits and incentives can support overall conditions and satisfaction. Labour and social affairs and investment commission intervention is crucial, entailing the establishment and enforcement of minimum wage standards and regulations on work hours for FDI companies. Implementing policies to combat discrimination and harassment is equally vital for cultivating a fair and safe working environment.
- ❖ In the Hawassa industrial park, the absence of effective labour unions poses a significant challenge for employee labour rights. To address this, FDI companies should actively support and facilitate labour unions, recognizing the importance of labour' rights to organize and collectively bargain for improved conditions. It's imperative that government agencies like labour and social affair and investment commission to ensure labour rights create a conducive environment for labour union operation, offering assistance and protection to workers and unions to guarantee their rights without hindrance.
- ❖ To combat the lack of awareness and training, comprehensive programs on labour rights, workplace safety, and reporting mechanisms must be needed and implemented for all employees. Effective dissemination of information and collaboration between investment commission and Hawassa FDI companies can ensure standardized training materials and sessions. Starting awareness campaigns is vital to educate employees about their rights and available support services.
- ❖ Shortcomings in the implementation of Challenges Faced by Employees on Labour Rights in FDI Companies of hawassa industrial park can be mitigated through enhanced transparency and adherence to labour rights policies. Providing clear and accessible guidelines to

employees regarding their rights, responsibilities, and grievance resolution procedure is essential. Strengthening monitoring and enforcement mechanisms ensures FDI companies comply with employees labor rights, while offering necessary support and guidance can facilitate effective implementation.

- ❖ Weaknesses in the governmental framework require advocacy for stronger enforcement of labour rights and regulations. Collaboration with relevant bodies is necessary to enhance oversight and ensure compliance within the industrial park. Adequate resource allocation and capacity enhancement for labour right enforcement, coupled with regular audits and inspections of FDI companies, can identify and rectify violations. Investment commission and labour affairs establishing accessible channels for workers to report grievances and seek assistance is fundamental.
- ❖ Inadequate health and safety measures must be addressed through investment in robust protocols, including regular inspections, provision of protective equipment and comprehensive employee training. Labour and social affair should enforce stringent regulations in coordination with FDI companies, providing necessary resources and technical assistance to improve standards and ensure well-being.
- ❖ Establishing accessible reporting mechanisms for employees to raise concerns about labour rights violations is critical. Making sure everyone knows how to do it and keeping it private, and protecting people, who report problems, are all very important. Governments need to make laws to protect people who report problems and make sure the reporting system is fair and works well, offering help and legal advice to create a fair and open culture in the industrial park.
- ❖ By implementing these recommendations, stakeholders like labour and social affair, investment commission, labour association and hawassa industrial parks can work towards establishing more equitable and respectful working environment in the Hawassa Industrial Park, where employee labour rights are upheld and protected.

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APPENDICE

ANNEX I



QUESTIONNAIRE FOR HIP EMPLOYEES

HAWASSA UNIVERSITY

COLLEGE OF LAW AND GOVERNANCE

SCHOOL OF GOVERNANCE AND DEVELOPMENT STUDIES

Dear respondent,

This questionnaire is designed to gather data for a thesis entitled "Assessment of foreign direct investment practice in relation to employee Labour right: The case of Hawassa Industrial Park". It is used for academic purpose only. The success of this academic research depends on your truthful answer. Thus, you are kindly requested to respond clearly and genuinely. You do not need to write your name and you may not respond if you are not comfortable with the questionnaires.

Thank you in advance!

General Instructions

Please put a tick mark (√) on your response under the box given below.

Part I. Personal Information

1. Gender

1) Male 2) Female

2. Age

1) 18-21 2) 22-25 3) 26-30 4) 31-34 5) Above 34

3. Marital status

1) Single 2) Married 3) Divorced 4) Widowed

4. Educational level

1) Illiterate 2) 1-6 grade 3. 7-8 grade 4) 9-12 grade 5) level I 6. Level II 7. Level III 8. Level V 9. Degree and above

5. Service year in the company

1) Less than a year 2) 1-3 year 3) 4-6 years 4) above 6 years

6. Religious background

1. Orthodox 2. Protestant 3. Muslim 4. Other

II. Please put a tick mark (√) on your response under the box given below

1. Current situation of Employee Labor Rights Assessment

A. Job Security Perception

1. How would you rate your job security?

1. Very Secure 2. Secure 3. Neutral 4. Insecure 5. Very Insecure

2. Do you believe that employers in Hawassa Industrial Park provide sufficient support ensure job security?

1. Strongly agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree

3. Are you currently a member of a labor union in Hawassa Industrial Park?

1. Yes 2. No

4. If yes tell as the detail

5. If no justifies why?

B. Satisfaction with Wages

6. How much money do you earn as per monthly of your salary?

1. Below 1000 EB 2. 1001-2000 EB 3. 2001-3000 EB 4. 3001- 4000 EB

5. above 4000 EB

7. Please indicate your level of satisfaction with your current wage.

1. Strongly Dissatisfied 2. Dissatisfied 3. Neutral 4. Satisfied 5. Strongly Satisfied

8. How would you rate the adequacy of your wage in meeting your financial needs and expectations?

1. Very Poor 2. poor 3. Good 4. Very Good 5. Excellent

C. Work-Life satisfaction

9. On average, how much time do you spend on your assigned work per a day?

1. 1-4 hours a day 2. 5-8 hours a day 3. 9-12 hours a day 4. Above 12 hours a day

10. How would you rate your current work-life satisfaction?

1. Very Poor 2. Poor 3. Good 4. Very Good 5. Excellent

11. To what extent your workload interferes with your personal life and well-being?

1. Very low 2. Low 3. Neutral 4. High 5. Very high

D. Discrimination and Harassment

12. Have you experienced any incidents of discrimination at work?

1. Yes 2. No

13. How you satisfied with the company's policies for handling incidents of discrimination?

1. Very Dissatisfied 2. Dissatisfied 3. Neutral 4. Satisfied 5. Very Satisfied

14. Have you experienced any incidents of harassment at work?

1. Yes 2. No

15. If yes, please tell us the detail of harassment you witnessed

E. Training on Labor Rights:

16. Have you received any training your labor rights in the workplace?

1. Yes 2. No

17. If yes, please rate the effectiveness of the training in help you to understand your labor rights.

1. Not Effective 2. Somewhat Effective 3. Effective 4. Very Effective

II. Challenges Faced by Employees in Relation to Labour Rights in FDI Companies.

A. Policy for Labor Rights Protection in FDI

18. The company has clear and transparent policies in place to protect labor rights in Foreign Direct Investment (FDI) Company?

1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly Agree

19. To what extent do you believe that the company effectively enforces its labor rights policies in company?

1. Very Poor 2. Poor 3. Neutral 4. Good 5. Very Good

B. Reporting Mechanism for Labor Rights Violations

20. Have you informed the reporting mechanism for labor rights violations within the company's?

1. Yes 2. No

21. If yes, how would you rate the accessibility and effectiveness of the reporting mechanism?

1. Very Poor 2. Poor 3. Neutral 4. Good 5. Very Good

C. Safety and Health Aspects of FDI company

22. How would you rate the company's commitment to ensuring safety and health standards in its FDI operations?

1. Very Poor 2. Poor 3. Neutral 4. Good 5. Very Good

23. To what extent do you feel adequately trained and equipped to handle safety and health concerns in your Company?

1. Very low 2. Low 3. Neutral 4. High 5. Very high

D. Awareness of Employees about Labor Rights in FDI Company

24. How knowledgeable do you feel about your labor rights within the company's FDI Company?

1. Very Poor 2. Poor 3. Good 4. Very Good 5. Excellent

25. To what extent do you think the company provides sufficient training and resources to enhance employees' awareness of their labor rights in FDI Company?

1. Very Poor 2. Poor 3. Good 4. Very Good 5. Excellent

III. Governmental Frameworks regarding to employee Labor Rights Enforcement

A. Labor Laws and Enforcement

26. How would you rate the effectiveness of the government in enforcing labor laws?

1. Very Ineffective 2. Ineffective 3. Neutral 4. Effective 5. Very Effective

B. Awareness Programs on Labor Rights

27. Have you participated in any government-led programs aimed at raising awareness about labor rights?

1. Yes 2. No

28. If yes how would you rate the effectiveness of training?

1. Very Ineffective 2. Ineffective 3. Neutral 4. Effective 5. Very Effective

29. The company has clear and transparent policies in place to protect labor rights?

1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly Agree

30. Do you believe that the company effectively enforces its labor rights policies?

1. Very Poor 2. Poor 3. Neutral 4. Good 5. Very Good

C. Reporting Mechanism for Labor Rights Violations

31. Have you been informed about the reporting mechanism for labor rights violations within the Company?

1. Yes 2. No

32. If yes, how would you rate the accessibility and effectiveness of the reporting mechanism?

1. Very Poor 2. Poor 3. Neutral 4. Good 5. Very Good

D. Safety and Health Aspects of FDI company

33. How would you rate the company's commitment to ensuring safety and health standards in its FDI operations?

1. Very Poor 2. Poor 3. Neutral 4. Good 5. Very Good

34. To what extent do you feel adequately trained and equipped to handle safety and health concerns in your Company?

1. Very Poor 2. Poor 3. Neutral 4. Good 5. Very Good

E. Grievance Redressal Mechanisms

35. How effective do you find the grievance redressal mechanisms provided by the government?

1. Very Ineffective 2. Ineffective 3. Neutral 4. Effective 5. Very Effective

F. H. Working Conditions and Government Standards

36. Do you believe that working conditions meet government standards in your workplace?

1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly Agree

37. Have you seen any improvements in working conditions over the past years?

1. Yes 2. No

38. if yes tell as the detail-----

ANNEX II



ሀዋሳ ዩኒቨርሲቲ

የህግ እና አስተዳደር ኮሌጅ

የአስተዳደር እና ልማት ጥናቶች ትምህርት ቤት

ውድ ምላሽ ሰጪ፣

ይህ መጠይቅ "Assessment of foreign direct investment practice in relation to employee Labour rights: The case of Hawassa Industrial Park" በሚል ርዕስ ለመመረቂያነት መረጃ ለመሰብሰብ ታስቦ የተዘጋጀ ነው። ለአካዳሚክ ዓላማ ብቻ ጥቅም ላይ ይውላል። የዚህ አካዳሚያዊ ጥናት ስኬት የሚወሰነው በእውነተኛ መልስዎ ላይ ነው። ስለዚህ ግልጽ እና እውነተኛ ምላሽ እንዲሰጡ በአክብሮት ተጠይቀዋል። ስምዎን መጻፍ አያስፈልግዎትም እና በጥያቄዎቹ ካልተመቸዎት ምላሽ ላይሰጡም ይችላሉ።

ስላትብብራቹ አመሰግናሉ!

አጠቃላይ መመሪያዎቹ

እባክዎን ከዚህ በታች ባለው ሳጥን ስር በምላሽዎ ላይ ምልክት ያድርጉ (✓)

ክፍል I. የግል መረጃ

1. ጾታ

- 1) ወንድ 2) ሴት

2. ዕድሜ:-

- 1) 18-21 2) 22-25 3) 26-30 4) 31-34 5) ከ34 በላይ

3. የጋብቻ ሁኔታ:-

- 1) ያላገባ 2) ያገባ 3) የተፋታ 4) ባል/ሚስት የሞተባ

4. የትምህርት ደረጃ

- 1) ያለተማር/ ች 2) 1-6 ክፍል 3. 7-8 ክፍል 4) 9-12 ክፍል 5) ደረጃ I 6. ደረጃ II 7. ደረጃ III 8. ደረጃ IV 9. ዲግሪ እና ከዚያ በላይ

5. በኩባንያው ውስጥ የአገልግሎት ዘመን

- 1) ከአንድ አመት በታች 2) 1-3 አመት 3) 4-6 አመት 4) ከ6 አመት በላይ

6. ሃይማኖታዊ ባገራዎን

1. ኦርቶዶክስ 2. ፕሮቴስታንት 3. ሙስሊም 4. ሌላ

II. እባክዎን ከዚህ በታች ባለው ሳጥን ስር በምላሽዎ ላይ ምልክት ያድርጉ (✓)

1. የሰራተኛ መብት ግምገማ በወቅታዊ ሁኔታ ላይ

ሀ. የስራ ደህንነት ግንዛቤ

1. የስራዎን ደህንነት እንዴት ይመዘኑታል?

1. በጣም አስተማማኝ 2. ደህንነቱ የተጠበቀ 3. ገለልተኛ 4. አስተማማኝ ያልሆነ 5. በጣም አስተማማኝ ያልሆነ

2. በሀዋሳ ኢንዱስትሪ ፓርክ ውስጥ ያሉ አሰሪዎች የስራ ደህንነትን ለማረጋገጥ በቂ ድጋፍ ይሰጣሉ ብለው ያምናሉ?

1. በጣም እስማማለሁ 2. እስማማለሁ 3. ገለልተኛ 4. አልስማማም 5. በጣም አልስማማም

3. በአሁኑ ሰአት በሀዋሳ ኢንዱስትሪያል ፓርክ የሰራተኛ ማህበር አባል ነዎት?

1. አዎ 2. አይደለም

4. አዎ ከሆነ እንደ ዝርዝሩ ይገነኩ

5. አይደለም ከሆነ ለምን?

ለ. በደመወዝ እርካታ

6. ወርሃዊ ደሞዝዎ ምን ያህል ገንዘብ ያገኛሉ?

1. ከ1000 ብር በታች 2. 1001-2000 ብር 3. 2001-3000 ብር 4. 3001- 4000 ብር 5. ከ4000 ብር በላይ

7. እባክዎ አሁን ባለው ደመወዝዎ የእርካታ ደረጃዎን ያመልክቱ.

1. በጣም አልረካሁም 2. አልረካሁም 3. ገለልተኛ 4. ራኪቻሎ 5. በጣም ራኪቻሎ

8. የፋይናንስ ፍላጎቶችዎን እና የሚጠበቁትን ለማሟላት የደመወዝዎን በቂነት እንዴት ይገመግማሉ?

1. በጣም ዚቀትኛ 2. ዚቀትኛ 3. ጥሩ 4. በጣም ጥሩ 5. በጣም በጣም ጥሩ

ሐ. የሥራ-ሕይወት እርካታ

9. በአማካይ በቀን ውስጥ በተመደቡበት ሥራ ላይ ምን ያህል ጊዜ ያሳልፋሉ?

- 1. በቀን 1-4 ሰአት
- 2. በቀን 5-8 ሰአት
- 3. በቀን 9-12 ሰአት
- 4. በቀን ከ12 ሰአት በላይ

10. አሁን ያለዎትን የስራ ህይወት እርካታ እንዴት ይመዘኑታል?

- 1. በጣም ዚቀትኛ
- 2. ዚቀትኛ
- 3. ጥሩ
- 4. በጣም ጥሩ
- 5. በጣም በጣም ጥሩ

11. የሥራ ጫናዎ በግል ሕይወትዎ እና ደህንነትዎ ላይ ምን ያህል ጣልቃ ይገባል?

- 1. በጣም ዝቅተኛ
- 2. ዝቅተኛ
- 3. ገለልተኛ
- 4. ከፍተኛ
- 5. በጣም ከፍተኛ

መ. መድልዎ እና ትንኮሳ:-

12. በሥራ ቦታ መድልዎ አጋጥሞዎታል?

- 1. አዎ
- 2. አይደለም

13. የመድልዎ ጉዳዮችን ለመቆጣጠር በኩባንያው ፖሊሲዎች ምን ያህል ረክተዋል?

- 1. በጣም አልረካሁም
- 2. አልረካሁም
- 3. ገለልተኛ
- 4. ረክቻለሁ
- 5. በጣም ረክቻለሁ

14. በሥራ ቦታ የትንኮሳ አጋጣሚዎች አጋጥመውዎታል?

- 1. አዎ
- 2. አይደለም

15. አዎ ከሆነ፣ እባኩትን ያዩትን ትንኮሳ በዝርዝር ይንገሩን።

ሠ. በሠራተኛ መብቶች ላይ ሥልጠና;

16. በስራ ቦታዎ ላይ የሰራተኛ መብቶችዎን ስልጠና ወስደዋል?

1. አዎ 2. አይደለም

17. አዎ ከሆነ፣ እባክዎ የሰራተኛ መብቶችዎን ለመረዳት እንዲረዳዎት የሰልጠናውን ውጤታማነት ደረጃ ይስጡ።

1. ውጤታማ ያልሆነ 2. በመጠኑ ውጤታማ 3. ውጤታማ 4. በጣም ውጤታማ

II. የውጭ ቀጥተኛ ኢንቨስትመንት (FDI) መመሪያ ለሠራተኛው የሠራተኛ መብትን ይመለከታል

U. የሠራተኛ መብቶች ጥበቃ ፖሊሲ በFDI ውስጥ

18. ከብንያው በውጭ ቀጥተኛ ኢንቨስትመንት (FDI) ከብንያ ውስጥ የሠራተኛ መብቶችን ለመጠበቅ ግልጽ እና ግልጽ ፖሊሲዎች አሉት?

1. በጣም አልስማማም 2. አልስማማም 3. ገለልተኛ 4. እስማማለሁ 5. በጣም እስማማለሁ

19. ከብንያው በከብንያው ውስጥ የሠራተኛ መብት ፖሊሲዎችን ውጤታማ በሆነ መንገድ እንደሚያስፈጽም ምን ያህል ያምናሉ?

1. በጣም ዚቀትኛ 2. ዚቀትኛ 3. ገለልተኛ 4. ጥሩ 5. በጣም ጥሩ

ለ. የሠራተኛ መብት ጥሰቶችን ሪፖርት ማድረግ

20. በከብንያው ውስጥ ለሚፈጸሙ የሠራተኛ መብት ጥሰቶች የሪፖርት ማቅረቢያ ዘዴን አሳውቀዋል?

1. አዎ 2. አይደለም

21. አዎ ከሆነ፣ የሪፖርት ማቅረቢያ ዘዴን ተደራሽነት እና ውጤታማነት እንዴት ይገመግማሉ?

1. በጣም ዚቀትኛ 2. ዚቀትኛ 3. ገለልተኛ 4. ጥሩ 5. በጣም ጥሩ

ሐ. የውጭ ኢንቨስትመንት ኩባንያ የደህንነት እና የጤና ገፅታዎች

22. የኩባንያውን ቁርጠኝነት የደህንነት እና የጤና ደረጃዎችን በውጭ ቀጥታ ኢንቨስትመንት ስራዎች ላይ እንዴት ይገመግሙታል?

- 1. በጣም ዚቀትኛ
- 2. ዚቀትኛ
- 3. ገለልተኛ
- 4. ጥሩ
- 5. በጣም ጥሩ

23. በኩባንያዎ ውስጥ ያሉ የደህንነት እና የጤና ስጋቶችን ለመቆጣጠር በቂ ስልጠና እና ዝግጁነት የሚሰጣቸው እስከ ምን ድረስ ነው?

- 1. በጣም ዝቅተኛ
- 2. ዝቅተኛ
- 3. ገለልተኛ
- 4. ከፍተኛ
- 5. በጣም ከፍተኛ

መ. በFDI ኩባንያ ውስጥ ስለ ሰራተኛ መብቶች የሰራተኞች ግንዛቤ

24. በኩባንያው ቀጥተኛ ኢንቨስትመንት ኩባንያ ውስጥ ስላሉት የስራ መብት ምን ያህል እውቀት ይሰጣዎታል?

- 1. በጣም ዚቀትኛ
- 2. ዚቀትኛ
- 3. ጥሩ
- 4. በጣም ጥሩ
- 5. በጣም ጥሩ

25. ድርጅቱ በFDI ኩባንያ ውስጥ የሰራተኞችን የሰራተኛ መብት ግንዛቤ ለማሳደግ በቂ ስልጠና እና ግብአት የሚሰጥ ይመስልዎታል?

- 1. በጣም ዚቀትኛ
- 2. ዚቀትኛ
- 3. ጥሩ
- 4. በጣም ጥሩ
- 5. በጣም ጥሩ

III. የሰራተኛውን የሰራተኛ መብት ማስከበርን በተመለከተ የመንግስት መዋቅሮች

ሀ. የሰራተኛ ህጎች እና ማስፈጸሚያ:-

26. የሠራተኛ ሕጎችን በማስከበር ረገድ የመንግሥትን ውጤታማነት እንዴት ይገመግማሉ?

- 1. በጣም ውጤታማ ያልሆነ
- 2. ውጤታማ ያልሆነ
- 3. ገለልተኛ
- 4. ውጤታማ
- 5. በጣም ውጤታማ

ለ. በሠራተኛ መብቶች ላይ የግንዛቤ ማስጨበጫ ፕሮግራሞች

27. ስለ ሰራተኛ መብት ግንዛቤን ለማሳደግ በመንግስት የሚመራ ፕሮግራሞች ላይ ተሳትፈዋል?

- 1. አዎ
- 2. አይደለም

28. አዎ ከሆነ የስልጠናውን ውጤታማነት እንዴት ይገመግማሉ?

- 1. በጣም ውጤታማ ያልሆነ
- 2. ውጤታማ ያልሆነ
- 3. ገለልተኛ
- 4. ውጤታማ
- 5. በጣም ውጤታማ

29. ከብንደው የሠራተኛ መብቶችን ለመጠበቅ ግልጽ እና ግልጽ ፖሊሲዎች አሉት?

- 1. በጣም አልስማማም
- 2. አልስማማም
- 3. ገለልተኛ
- 4. እስማማለሁ
- 5. በጣም እስማማለሁ

30. ከብንደው የሰራተኛ መብት ፖሊሲዎችን ውጤታማ በሆነ መንገድ ያስፈጽማል ብለው ያምናሉ?

- 1. በጣም ዚቀትኛ
- 2. ዚቀትኛ
- 3. ገለልተኛ
- 4. ጥሩ
- 5. በጣም ጥሩ

ሐ. ለሠራተኛ መብት ጥሰት ሪፖርት ማድረግ

31. በከብንደው ውስጥ ስላለው የሠራተኛ መብት ጥሰት ሪፖርት የማቅረብ ዘዴ ተነግሮዎታል?

- 1. አዎ
- 2. አይደለም

32. አዎ ከሆነ፣ የሪፖርት ማቅረቢያ ዘዴን ተደራሽነት እና ውጤታማነት እንዴት ይገመግማሉ?

- 1. በጣም ዚቀትኛ
- 2. ዚቀትኛ
- 3. ገለልተኛ
- 4. ጥሩ
- 5. በጣም ጥሩ

መ. የውጭ ኢንቨስትመንት ከብንደ የደህንነት እና የጤና ገፅታዎች

33. የኩባንያውን ቁርጠኝነት የደህንነት እና የጤና ደረጃዎችን በውጭ ቀጥታ ኢንቨስትመንት ስራዎች ላይ እንዴት ይገመግሙታል?

1. በጣም ዚቀትኛ 2. ዚቀትኛ 3. ገለልተኛ 4. ጥሩ 5. በጣም ጥሩ

34. በኩባንያዎ ውስጥ የደህንነት እና የጤና ስጋቶችን ለመቆጣጠር በቂ ስልጠና እና ብቃት ያለው ሆኖ የሚሰማዎት እስከ ምን ድረስ ነው?

1. በጣም ዚቀትኛ 2. ዚቀትኛ 3. ገለልተኛ 4. ጥሩ 5. በጣም ጥሩ

ሠ. የቅሬታ መልስ ዘዴዎች

35. በመንግስት የሚሰጡ የቅሬታ ማስተናገጃ ዘዴዎች ምን ያህል ውጤታማ አገኛችሁ?

1. በጣም ውጤታማ ያልሆነ 2. ውጤታማ ያልሆነ 3. ገለልተኛ 4. ውጤታማ 5. በጣም ውጤታማ

ረ. የስራ ሁኔታዎች እና የመንግስት ደረጃዎች

36. የስራ ሁኔታዎች በስራ ቦታዎ ውስጥ የመንግስት ደረጃዎችን ያሟላሉ ብለው ያምናሉ?

1. በጣም አልስማማም 2. አልስማማም 3. ገለልተኛ 4. እስማማለሁ 5. በጣም እስማማለሁ

37. ባለፉት አመታት በስራ ሁኔታዎች ላይ ማሻሻያዎችን አይተሃል?

1. አዎ 2. አይ

38. አዎ ከሆነ እንደ ዝርዝሩ ይንገሩ

Annex III



HAWASSA UNIVERSITY
COLLEGE OF LAW AND GOVERNANCE
SCHOOL OF GOVERNANCE AND DEVELOPMENT STUDIES

(Checklist for KII)

The main purpose of this interview is to collect relevant and necessary information on the research topic "Assessment of foreign direct investment practice in relation to employee labor right: The case of Hawassa Industrial Park".

Part. I Sidama Region Investment Commission, and Labor and Social Affairs Government Office Interview

1. What policies or guidelines are in place to ensure the safety, general health and happiness of employees at Hawassa Industrial Park?
2. How does the government monitor and enforce these policies or guidelines?
3. What mechanisms are in place for workers to report potential human rights violations?
4. How does the government deal with violations and what steps have been taken to prevent them in the future?
5. Can you give an example of the steps taken by the government to protect the rights of workers in Hawassa Industrial Park?



**HAWASSA UNIVERSITY
COLLEGE OF LAW AND GOVERNANCE**

SCHOOL OF GOVERNANCE AND DEVELOPMENT STUDIES

{ Checklist for KII }

The main purpose of this interview is to collect relevant and necessary data and Information on Assessment of foreign direct investment practice in relation to employee Labour rights: The case of Hawassa industrial park.

Part. II Hawassa industrial park human resource management

1. What specific measures and initiatives has Hawassa Industrial Park implemented to safeguard the rights of laborers involved in Foreign Direct Investment projects?
2. How does the park ensure that employees are adequately informed about their rights within the context of FDI operations?
3. How does the park address any reported violations of labor rights,
4. What mechanisms are in place to promote safety and health within FDI operations?
5. Could you provide insights into how Hawassa Industrial Park ensures alignment with government labor rights guidelines in its FDI endeavors?



HAWASSA UNIVERSITY
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{ Checklist for KII }

The main purpose of this interview is to collect relevant and necessary data and Information on “Assessment of foreign direct investment practice in relation to employee Labour rights: The case of Hawassa industrial park.

Part. III. Hawassa Industrial Park Labour Association

1. In your experience, how would you assess the level of job security provided to workers within the Hawassa Industrial Park? Are there any notable trends or concerns regarding job stability?
2. Could you share insights on workers' satisfaction with their wages within the industrial park? How do these wages compare to living expenses, and what measures are in place to address any discrepancies?
3. From your perspective, what are the prevalent issues or patterns concerning incidents of discrimination or harassment in the workplace? How does the association address and mitigate such occurrences?
4. What initiatives or programs does the Hawassa Industrial Park Labor Association undertake to ensure that workers are adequately trained on their labor rights and responsibilities? How effective have these efforts been?
5. In your observation, how do workers within the industrial park perceive their work-life balance? Are there any notable challenges or improvements needed in this regard?

ሆላ የኒዘርሊቲ

የሆን እና አስተዳደር ኮሌጅ

Appendix A: checklist for KII

የዚህ ቃለ ምልልስ ዋና አላማ ተገቢ እና አስፈላጊ መረጃዎችን ለመሰብሰብ ሲሆን በሪሶርስ ሪገስት "Assessment of foreign direct investment practice in relation to employee Labour right: The case of Hawassa Industrial Park" ላይ ከፍል የሲዳማ ክልል ኢንዱስትሪ መንግሥት ኮሚሽን እና የሰራተኛ ማህበራዊ ጉዳይ የመንግሥት ቢሮ ቃለ መጠይቅ

1. በሆላ ኢንዱስትሪያል ፓርክ የሰራተኞችን ደህንነት፣ አጠቃላይ ጤና እና ደስታን ለማረጋገጥ ምን ዓይነት ፖሊሲዎች ወይም መመሪያዎች ተፈጻሚ ሆነዋል?

ጠንኛ ስነ-ምግባር ተገቢ ሆኖ ጠና በተመለከተ ግንባታ ስራዎች ላይ የሚከተሉትን ማህበራዊ ጉዳይ ማረጋገጥ ማለት ነው።

2. መንግሥት እነዚህን ፖሊሲዎች ወይም መመሪያዎች እንዴት ነው የሚከታተለው እና የሚያስፈጽመው?

የሆላ ፓርክ ላይ ተገቢ ሆኖ የሚከተሉትን ማህበራዊ ጉዳይ ማረጋገጥ ማለት ነው።

3. ሰራተኞች ለስራው የሚችሉ የሰብአዊ መብት ጥሰቶችን ሪፖርት ለማድረግ ምን ዓይነት ዘዴዎች ተዘጋጅተዋል?

የሆላ ፓርክ ላይ ተገቢ ሆኖ የሚከተሉትን ማህበራዊ ጉዳይ ማረጋገጥ ማለት ነው።

4. መንግሥት ጥሰቶችን እንዴት እንደሚፈታ እና ወደፊት ለመከላከል ምን እርምጃዎች ተወስደዋል?

የሆላ ፓርክ ላይ ተገቢ ሆኖ የሚከተሉትን ማህበራዊ ጉዳይ ማረጋገጥ ማለት ነው።

5. በሆላ ኢንዱስትሪያል ፓርክ የሰራተኞችን መብት ለማስከበር መንግሥት የወሰደውን እርምጃ ለሌሎች መጥቀስ ይቻላል?

የሆላ ፓርክ ላይ ተገቢ ሆኖ የሚከተሉትን ማህበራዊ ጉዳይ ማረጋገጥ ማለት ነው።



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