

# **Fairtrade, Employment and Poverty Reduction in Ethiopia and Uganda**

## **Final Report to DFID, April 2014**

### **APPENDICES**

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## APPENDIX 1 - TABLES AND CHARTS ON WAGES AND WORKING CONDITIONS

**Table A1.1: Average daily wages\* by Fairtrade certification, Ethiopia flowers**

<i>Fairtrade status:</i>	female	male	total	N
<b>Uncertified</b>	14.0	14.6	<b>14.2</b>	180
<b>Certified</b>	9.9	8.7	<b>9.5</b>	45
<b>Total</b>	13.1	13.6	<b>13.3</b>	225

\*Nominal wages for manual agricultural wage workers (March-May 2010). Average daily wages are calculated from a range of different types of payments.

**Table A1.2: Average daily wages\* by other certification, Ethiopia flowers**

	female	male	total
<b>Uncertified</b>	12.7	11.9	<b>12.5</b>
<b>MPS-ABC certified</b>	10.8	10.4	<b>10.6</b>
<b>MPS-ABC and MPS-SQ certified</b>	15.9	18.3	<b>16.7</b>
<b>Fairtrade certified</b>	9.9	8.7	<b>9.5</b>
<b>total</b>	13.1	13.6	<b>13.3</b>

\*Nominal wages for manual agricultural wage workers (March-May 2010). Average daily wages are calculated from a range of different types of payments.

**Table A1.3: Average daily wages\* by Fairtrade certification, Ethiopia coffee**

<i>Fairtrade status:</i>	female	male	total	N
<b>Uncertified</b>	10.7	13.8	<b>12.4</b>	344
<b>Certified</b>	7.6	8.5	<b>8.3</b>	89
<b>Total</b>	10.3	12.5	<b>11.6</b>	433

\*Nominal wages for manual agricultural wage workers (November 2010-February 2011). Average daily wages are calculated from a range of different types of payments.

**Table A1.4: Average daily wages\* by Fairtrade certification, Uganda coffee**

	female	male	total	N
<b>Uncertified</b>	2,759	2,856	<b>2,816</b>	174
<b>Certified</b>	2,337	3,155	<b>2,784</b>	108
<b>Total</b>	2,588	2,965	<b>2,803</b>	282

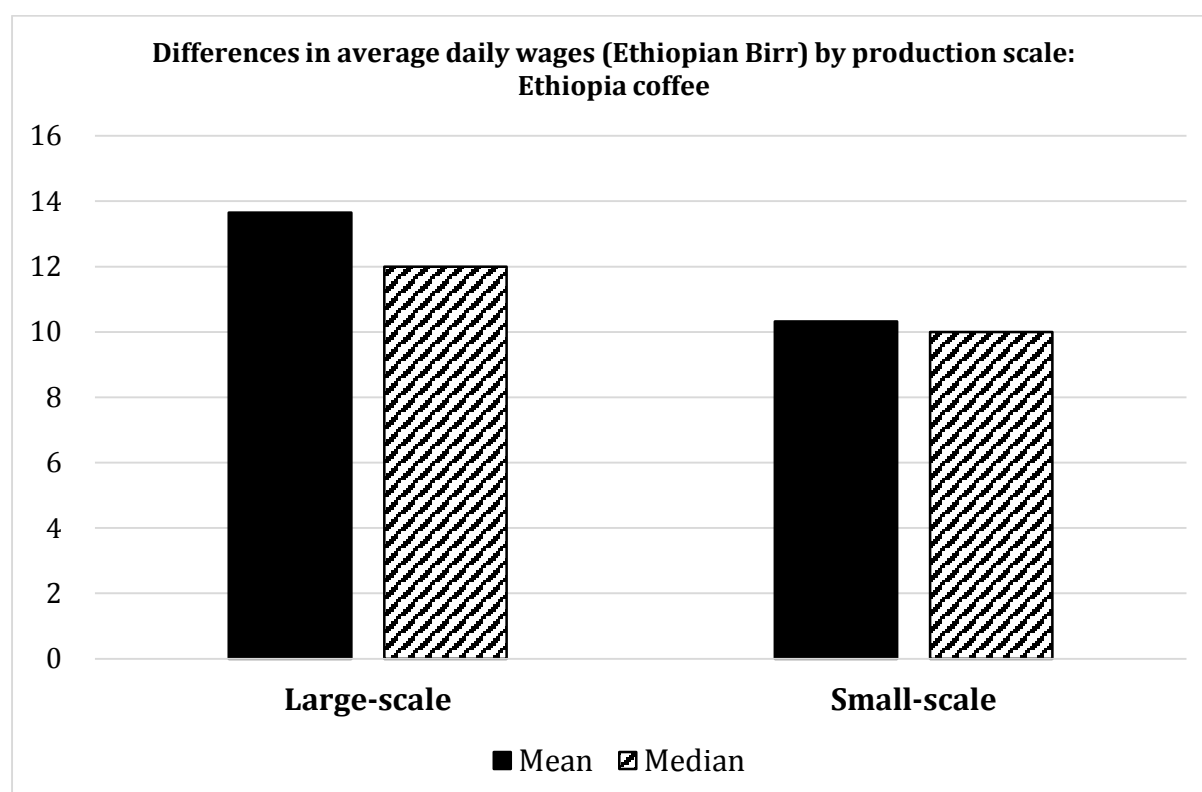
\*Nominal wages for manual agricultural wage workers (January -February 2011 and May-August 2011). Average daily wages are calculated from a range of different types of payments.

**Table A1.5: Average daily wages\* by Fairtrade certification, Uganda tea**

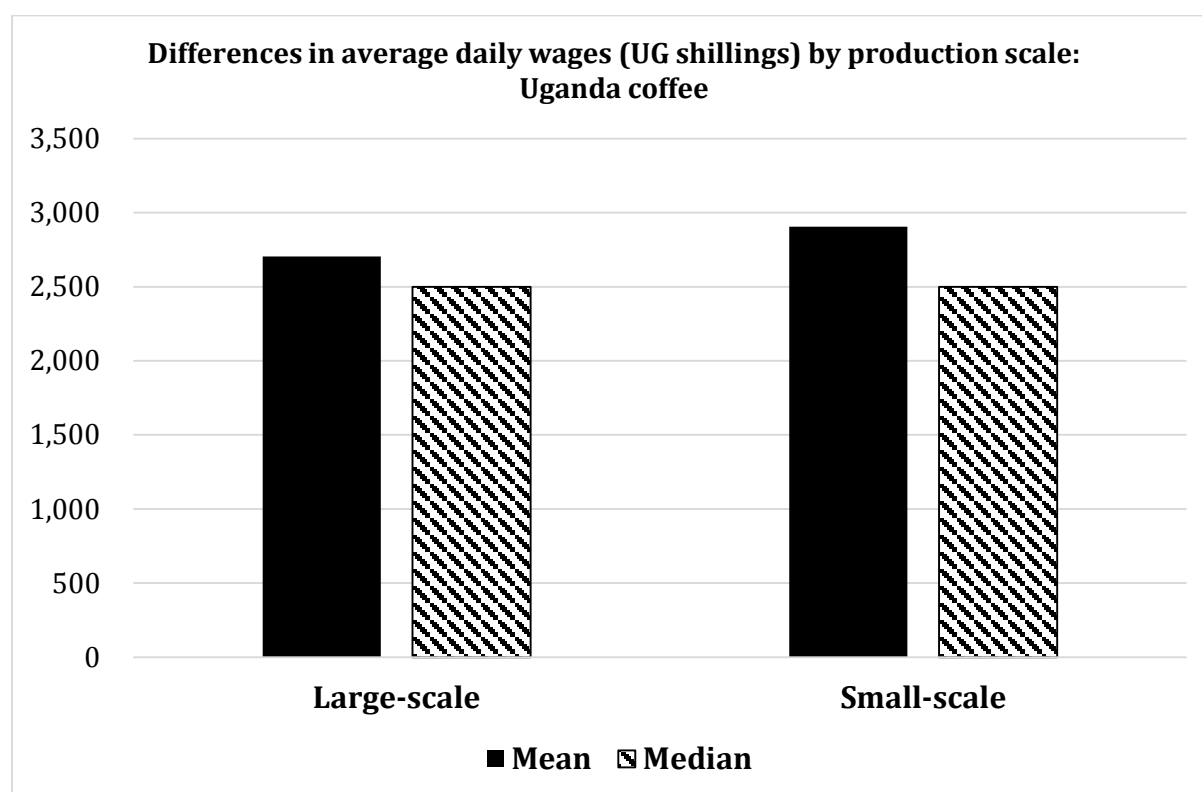
	female	male	total	N
<b>Uncertified</b>	2,708	4,265	<b>3,492</b>	145
<b>Certified</b>	1,936	2,843	<b>2,590</b>	61
<b>Total</b>	2,560	3,730	<b>3,225</b>	206

\*Nominal wages for manual agricultural wage workers (July-September 2010). Average daily wages are calculated from a range of different types of payments.

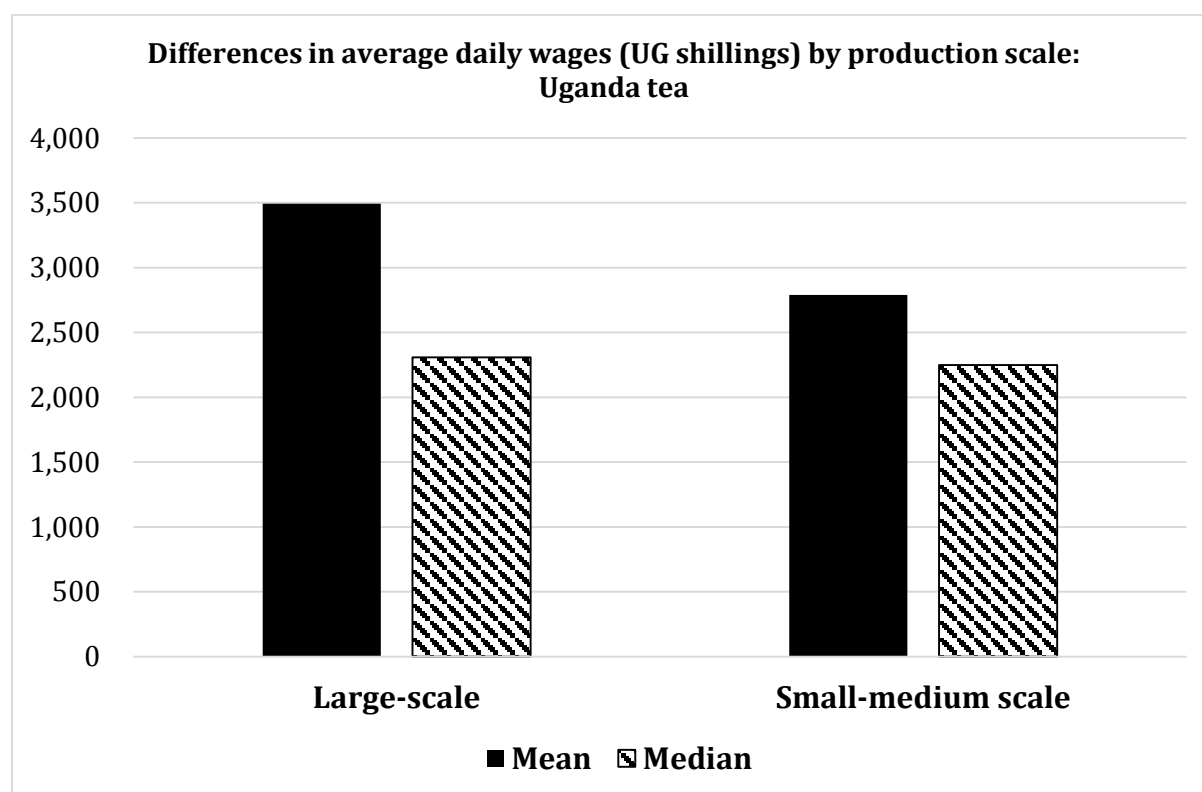
**Chart A1.6: Average daily wages by scale of production: Ethiopia, coffee**



**Chart A1.7: Average daily wages by scale of production: Uganda, coffee**



**Chart A1.8: Average daily wages by scale of production: Uganda, tea**



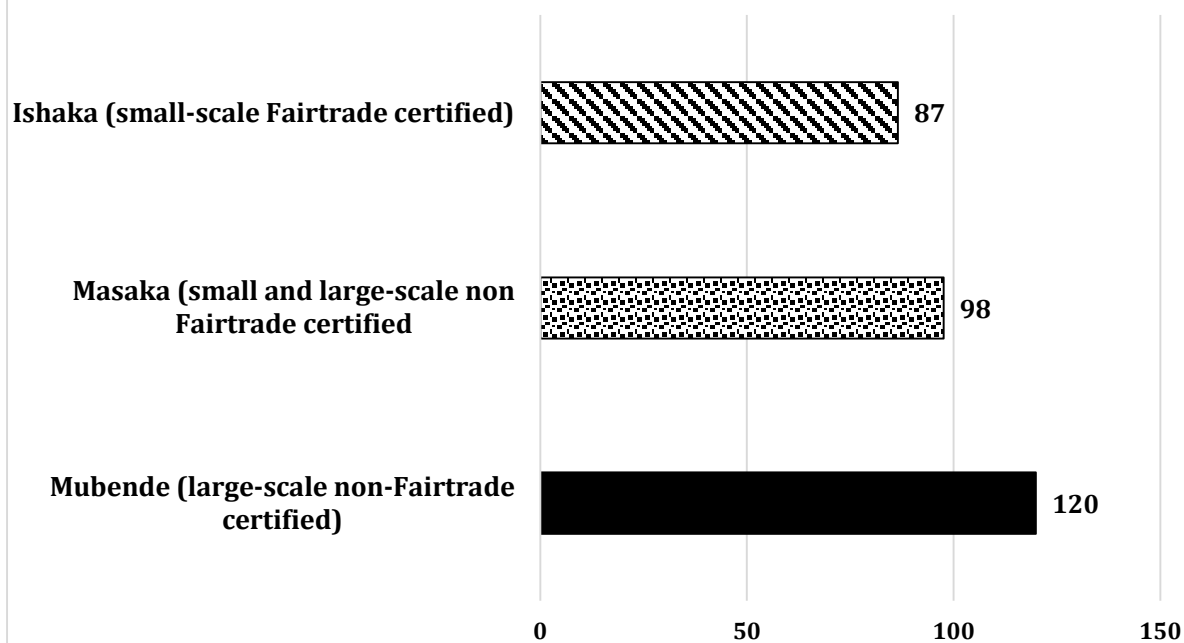
**Table A1.9: Other aspects of labour conditions: trade unions and migration, Ethiopia flowers**

	Trade union membership	History of strike action	Migrated for current job?
<b>Uncertified</b>	<b>25%</b>	<b>26%</b>	<b>23%</b>
<b>MPS-ABC certified</b>	<b>38%</b>	<b>35%</b>	<b>17%</b>
<b>MPS-ABC and MPS-SQ certified</b>	<b>51%</b>	<b>9%</b>	<b>66%</b>
<b>Fairtrade certified</b>	<b>10%</b>	<b>61%</b>	<b>8%</b>
<b>Total</b>	<b>32%</b>	<b>28%</b>	<b>35%</b>

**Table A1.10: Indicators of working conditions in Ugandan tea production by Fairtrade certification and scale**

	Fairtrade Certified	Non-Fairtrade certified
<i>Free meals</i>	<b>51%</b>	<b>53%</b>
<i>Clean toilets</i>	<b>55%</b>	<b>62%</b>
<i>Showers</i>	<b>8%</b>	<b>11%</b>
<i>Overtime compensation</i>	<b>71%</b>	<b>67%</b>
<i>Payment delays</i>	<b>37%</b>	<b>36%</b>
<i>Paid medical care</i>	<b>33%</b>	<b>36%</b>
<i>Loans / wage advances</i>	<b>40%</b>	<b>16%</b>

**Chart A1.11: Annual Number of Days of Casual Work:  
Comparisons for Ugandan Coffee Workers**



## APPENDIX 2 - METHODOLOGICAL NOTE ON REGRESSION ANALYSIS AND PROPENSITY SCORE MATCHING

The main aim of using Regression Analysis (RA) and Propensity Score Matching (PSM) in the present context is to analyse quantitatively the relationship between Fairtrade certification and daily wage rates of workers. In particular, the goal is to move beyond a crude comparison of averages on this outcome variable.

From a theoretical perspective, there is a clear problem when trying to assess the impact of Fairtrade certification on daily wage rates. The two samples of workers (those working on certified and on non-certified farms) were randomly selected into these groups, but their employment may have been affected by a number of non-random factors. To be clear, while we randomly selected workers from those available in each site, employment status may not have been random and farm certification certainly was not. If the conferment of certification is not exogenous, then this might bias the estimated impact. For instance, it might be that those farmers and their cooperatives living in areas where lower wages are paid are more likely to make an effort to seek Fairtrade certification status. That would assume a pro-active role on the part of producer cooperatives in obtaining certification, which is not always the case.<sup>1</sup> It might also be that Fairtrade certification is driven by Fairtrade organisational imperatives that might take certification to particular types of area where the observed conditions are more common. This means that the economic context might be correlated both with certification status and with lower daily wage rates, hence biasing the impact of certification on wages downwards. However, this remains hypothetical and there is no evidence to support either of the two assumptions mentioned above. Random assignment of certification would in theory deal with such selection problems, but this is not a solution not available in the present context (Angrist and Pischke 2009, p.15).

RA and PSM aim to address this issue by relying on the Conditional Independence Assumption (CIA). In a nutshell, this assumption asserts that once a relevant set of observable variables that control for the factors influencing certification are included in the analysis, the assignment of this treatment is “as good as random” (De Janvry et al. 2011, p.15). Hence, once observable characteristics are included in the analysis, for example a measure of the socioeconomic status of a worker, potential biases disappear (Angrist and Pischke 2009, p.54).

RA makes functional form assumptions about the relationship between exogenous and endogenous variables. In the present case this means that a linear combination of covariates is sufficient to control for all relevant factors that might influence certification and daily wage rates (De Janvry et al. 2011, p.15). If these assumptions and the CIA hold, the estimated coefficient on the treatment variable can be interpreted as the causal effect of treatment (Wooldridge 2002, p.608 ff.).

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<sup>1</sup> Where there is proactive application for Fairtrade status, certification is far from guaranteed. The market for Fairtrade goods is very limited and Fairtrade certified unions of primary cooperative societies regulate access among their primary member organizations to Fairtrade certification. In other words, only a fraction of cooperatives in a certified union are themselves certified. This was confirmed in interviews with non-certified unions who claimed they had applied for certification and had met all the requirements but were not granted certification.

PSM, on the other hand, does not impose such assumptions. Instead, the strategy here is first to use observable covariates to estimate the probability of each individual to be treated, e.g. to work on a Fairtrade certified farm and then, in a second stage, to compare individuals with similar probabilities across the two 'treatment' groups in order to estimate the average effect that treatment (Fairtrade certification) has on the outcome variable (Wooldridge 2002, p.614 ff.). Hence, the idea is that individuals that are similar on all relevant dimensions are compared to each other, thereby getting rid of potential biases. PSM does still rely on the CIA, however, in that it is assumed that all relevant covariates are included in the analysis.

It is clear that relying on the CIA is a major limitation of using the above approaches. It is unlikely that all relevant covariates that might possibly introduce endogeneity into the relationship between Fairtrade certification and wage rates can be included or are observable at all. Hence, it is important to note that the purpose of this analysis is *not* to identify a direct causal relationship between these two variables. Rather, as stated above, the aim is to remove at least some biases that are present in the comparison of simple averages in order to provide evidence for the strength of the finding that Fairtrade certified and non-Fairtrade daily wages are significantly different from each other. In fact, even when like-with-like groups are compared it is still not straightforward to interpret a possible finding as a *causal* relationship between Fairtrade and daily wages, whether negative or positive.

Hence, both RA and PSM have been used here for purposes of comparison and in order to show the robustness of FTEPR results to different specifications. The PSM approach follows the basic strategy outlined in Wooldridge (2002, p.614 ff.). In the first stage, the propensity score is estimated using a simple Probit model. In the second stage, two alternative matching methods are used: *one-to-one matching*, where each individual from the treatment group is matched with one individual from the control group that has the closest propensity score, and *nearest neighbours matching*, where the counterfactual value is an average of the outcome values for the five individuals in the control group that have the closest propensity scores. In both cases, matching is done with replacement, i.e. individuals in the control group might be matched to several individuals in the treatment group. In order to add robustness to the analysis, results using bootstrapped standard errors are also presented.

Clearly, PSM relies on the fact that propensity scores are distributed similarly both in the control and treatment groups, so that the two groups are comparable. This 'common support' condition is enforced in the current analysis by dropping individuals in the control group from the analysis who have lower propensity scores than the minimum in the treatment group, and excluding individuals from the treatment group who have a propensity score that is higher than the maximum in the control group (Caliendo and Kopeinig 2005, p.12 ff.).

Both analyses were implemented using data for manual agricultural labourers only. In addition, two different samples were used: first, the whole set of available observations on the daily wage rate (i.e. all jobs), which means that if one individual reported wages and working conditions on two jobs *both* were included; second, a smaller sample that only included one job per individual.



**Caveats**

In addition to the caveats mentioned above relating to the CIA, two further issues should be raised. First, the samples used in all analyses of FTEPR wages are relatively small. Hence, it is unclear how representative the results can be for a general relationship between Fairtrade certification and wages. In any case, in the absence of adequate sampling frames for very large numbers of compared workers, the issue of statistical 'representativity' is not binding. The selected samples were driven by a careful purposive selection of research sites - explained in detail in the methodology section of the main report. Second, as measured by the distribution of propensity scores, treatment and control groups in all four samples are relatively different, even after controlling for covariates. This is evidenced by the generally small number of observations that are on common support in the PSM analyses. Clearly, this again raises doubts about whether the CIA holds and the degree to which the treatment and control groups are comparable. With these caveats noted, the PSM analysis can be seen to go some way to remove potential biases and its results can certainly be seen to be strongly indicative.

## APPENDIX 3 - REGRESSION RESULTS

**TABLE A3.1 - ETHIOPIA COFFEE**

Variables	(1) Whole sample, clustered standard errors, excluding some new variables	(2) First job only, robust standard errors
FT certified employer	-2.344*** (0.645)	-2.423*** (0.694)
large-scale coffee farm	3.321*** (1.244)	2.838* (1.569)
small-scale coffee farm	-0.306 (0.661)	-0.0396 (0.822)
state coffee farm	0.844 (1.291)	1.176 (1.212)
Gender Dummy; 0: Female 1: Male	2.532*** (0.704)	1.734*** (0.667)
Age in Years	-0.0192 (0.0265)	-0.0157 (0.0329)
Highest Schooling Dummy: Not Completed Primary School	-0.640 (0.692)	-0.285 (0.694)
Highest Schooling Dummy: Primary	2.323* (1.388)	3.371** (1.576)
Highest Schooling Dummy: Junior Secondary	-1.466 (1.310)	0.0780 (1.328)
Highest Schooling Dummy: High School	-2.313* (1.232)	-1.495 (1.282)
Current Education Status Dummy; 0: Not in School.	-1.306 (0.969)	-1.447 (1.198)
Used Health Facilities in Last 12 Months? 0: No 1: Yes	-0.661 (0.584)	-0.875 (0.606)
Time in Job in Days	-0.000394* (0.000211)	-0.000187 (0.000215)

Total number of people in roster (incl. respondent)	0.315**	0.407**
	(0.152)	(0.188)
Child Mortality Indicator	-0.0254	-0.0296*
	(0.0165)	(0.0169)
Simple Poverty Index 1 (higher = wealthier)	0.384*	0.123
	(0.212)	(0.170)
Free/subsidised meals?		0.0550
		(0.645)
Payment Delays During Last 3 Years?		-0.352
		(0.804)
Total number of days missed in last 12 months.		-0.0199
		(0.0238)
Does the employer provide free or subsidised housing?		0.507
		(1.093)
Did the employer provide you with loans/wage advances?		-0.842
		(0.702)
Constant	7.830***	8.143***
	(1.684)	(1.720)
<b>Observations</b>	<b>339</b>	<b>263</b>
R-squared	0.196	0.261

**TABLE A3.2 - ETHIOPIA FLOWER SITES**

	(1)	(2)
	OLS2_aj_cluster	OLS4_1st_robust
	All jobs included, clustered standard errors at id level	Only first job sample, robust standard errors.
<b>Fairtrade certified flower farm?</b>	-4.358*** (0.633)	-4.390*** (0.668)
<b>Sex Dummy; 0: Female 1: Male</b>	0.313 (0.607)	0.524 (0.624)
<b>Age in Years</b>	-0.0776** (0.0347)	-0.0713** (0.0355)
<b>Highest Schooling Dummy: Not Completed Primary School</b>	1.532** (0.665)	1.263* (0.668)
<b>Highest Schooling Dummy: Primary</b>	2.228** (0.899)	2.384** (0.928)
<b>Highest Schooling Dummy: Junior Secondary</b>	1.618 (0.982)	1.584 (0.964)
<b>Highest Schooling Dummy: High School</b>	3.698*** (1.016)	3.232*** (0.989)
<b>Highest Schooling Dummy: More than High School</b>	1.039 (2.215)	1.239 (2.423)
<b>Current Education Status Dummy; 1: Yes (incl. part time) 0: Not in School.</b>	-1.048	-1.045

	(1.081)	(1.103)
<b>Used Health Facilities in Last 12 Months? 0: No 1: Yes</b>	1.130*	1.321**
	(0.607)	(0.624)
<b>Time in Job in Days</b>	0.00159***	0.00138***
	(0.000448)	(0.000463)
<b>HH_size</b>	0.181	0.230*
	(0.122)	(0.127)
<b>Simple Poverty Index 1</b>	0.259	0.279*
	(0.161)	(0.161)
<b>Free/subsidised meals?</b>	0.852	0.809
	(0.910)	(0.936)
<b>Payment Delays During Last 3 Years?</b>	-1.407***	-1.364**
	(0.508)	(0.555)
<b>Total number of days missed in last 12 months.</b>	0.0141**	0.0162**
	(0.00705)	(0.00731)
<b>Does the employer provide free or subsidised housing?</b>	2.934**	3.175**
	(1.205)	(1.349)
<b>Did the employer provide you with loans/wage advances?</b>	-1.483	-1.578
	(1.233)	(1.293)
<b>Constant</b>	11.02***	10.70***
	(1.324)	(1.327)

<b>Observations</b>	215	194
<b>R-squared</b>	0.408	0.428
<b>Adjusted R-squared</b>	0.353	0.370

**Standard errors in parentheses**

**= "\*" p<0.1**

**\*\*\* p<0.01"**

**TABLE A3.3 - UGANDA COFFEE SITES**

Variables	(1)	(2)
	All jobs sample, standard errors clustered by individual	First job sample only, robust standard errors
FT certified employer	-790.5** (366.5)	-1072.6** (430.3)
small-scale coffee farm	381.9 (426.4)	386.9 (478.0)
Gender Dummy; 0: Female 1: Male	378.1** (167.6)	265.0 (176.7)
Age in Years	-6.010 (6.730)	-6.569 (6.697)
Highest Schooling Dummy: Not Completed Primary School	365.4* (198.4)	306.3 (204.4)
Highest Schooling Dummy: Primary	182.4 (211.2)	154.0 (219.1)
Highest Schooling Dummy: Junior Secondary	249.6 (229.1)	155.2 (238.5)
Current Education Status Dummy; 0: Not in School.	-457.1 (279.4)	-427.6 (315.6)
Used Health Facilities in Last 12 Months? 0: No 1: Yes	510.5 (457.5)	525.8 (404.6)
Time in Job in Days	-0.0384*** (0.0126)	-0.0243* (0.0128)
HH size	67.19** (33.39)	49.82* (28.73)
Child Mortality Indicator	5.704 (4.211)	3.464 (6.155)
Simple Poverty Index 1 (higher = wealthier)	41.00 (38.73)	75.60** (35.90)
Free/subsidised meals?	-321.6 (302.7)	-494.5 (318.2)
Payment Delays During Last 3 Years?	25.14 (182.2)	-60.10 (199.8)

Total number of days missed in last 12 months.	-0.507*	-0.449
	(0.305)	(0.289)
Does the employer provide free or subsidised housing?	76.04	234.9
	(339.1)	(341.6)
Did the employer provide you with loans/wage advances?	464.0*	475.9
	(275.8)	(296.0)
Constant	1363.0**	1670.1***
	(645.7)	(616.5)
<b>Observations</b>	<b>237</b>	<b>209</b>
<b>R-squared</b>	<b>0.140</b>	<b>0.175</b>



**TABLE A3.4 - UGANDA TEA SITES**

	(1) OLS2_aj_cluster	(2) OLS3_1st_robust
	Whole sample, clustered standard errors	First job only, robust standard errors
Work on Tea Related to FT Certified Production?	-1238.4***	-1325.9***
	(381.0)	(471.2)
Scale of Tea Production.	287.4	474.6
	(329.2)	(383.2)
Sex Dummy; 0: Female 1: Male	779.3*	628.0
	(451.5)	(496.5)
Age in Years	-0.549	-0.641
	(13.45)	(14.55)
Highest Schooling Dummy: Not Completed Primary School	886.9**	1128.8**
	(428.7)	(490.2)
Highest Schooling Dummy: Primary	987.9	1071.9
	(901.3)	(1000.6)
Highest Schooling Dummy: Junior Secondary	-402.9	-491.7
	(647.2)	(804.6)
Highest Schooling Dummy: Senior Secondary	-889.1	-682.0
	(805.4)	(893.3)
Highest Schooling Dummy: More Than Secondary	62.58	107.7
	(903.8)	(965.3)
Current Education Status Dummy; 0: Not in School.	-4.503	-11.64
	(11.62)	(15.42)
Used Health Facilities in Last 12 Months? 0: No 1: Yes	-479.4	-484.7
	(710.2)	(732.9)
Time in Job in Days	0.116	0.140
	(0.190)	(0.196)

Household size	-2.927	4.151
	(60.69)	(65.36)
Simple Poverty Index 1	141.0	110.9
	(111.6)	(120.4)
Free/subsidised meals?	773.3*	781.2*
	(396.0)	(422.7)
Payment Delays During Last 3 Years?	29.36	91.16
	(505.1)	(538.7)
Total number of days missed in last 12 months.	0.343	0.979
	(2.259)	(2.550)
Does the employer provide free or subsidised housing?	842.4	1031.0*
	(553.4)	(595.5)
Did the employer provide you with loans/wage advances?	326.2	411.1
	(460.0)	(504.0)
Constant	1048.7	675.2
	(1502.0)	(1765.3)
<b>Observations</b>	<b>199</b>	<b>175</b>
R-squared	0.141	0.146
Standard errors in parentheses		
= " * p<0.1	*** p<0.01 "	

## APPENDIX 4 - PROPENSITY SCORE MATCHING RESULTS

**TABLE A4.1 - ETHIOPIA FLOWERS SUMMARY:**

### A) One-to-one matching:

PSM using Probit, common support only, and with replacement	ATT	Observations on common support	T/Z-statistic (significance)
<i>Model 1: Including all jobs</i>	-2.628	141	-2.47 → Significant (at over 5%)
<i>Same Model: Bootstrapped S.E.</i>	(the same)	(the same)	<b>z-stat: -2.13 → Significant (at over 5%)</b>
<i>Model 2: Including 1<sup>st</sup> job only</i>	-2.482	131	-1.96 → Just significant at 5%
<i>Same Model: Bootstrapped S.E.</i>	(the same)	(the same)	<b>z-stat: -1.93 → Only significant at 10%</b>

### B) Nearest neighbour matching (k = 5)

PSM using Probit, common support only, and with replacement	ATT	Observations on common support	T/Z-statistic (significance)
<i>Model 1: Including all jobs</i>	-3.966	141	-5.11 → Highly significant (at over 1%)
<i>Same Model: Bootstrapped S.E.</i>	(the same)	(the same)	<b>z-stat: -3.49 → Not significant</b>
<i>Model 2: Including 1<sup>st</sup> job only</i>	-3.547	131	-4.21 → Highly significant (at over 5%)

<i>Same Model: Bootstrapped S.E.</i>	(the same)	(the same)	<b>z-stat: -3.60 → Not significant</b>
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**TABLE A4.2 - ETHIOPIA COFFEE SUMMARY:**

**C) One-to-one matching:**

<b>PSM using Probit, common support only, and with replacement</b>	<b>ATT</b>	<b>Observations on common support</b>	<b>T/Z-statistic (significance)</b>
<i>Model 1: Including all jobs</i>	-2.408	202	-3.49 → Highly significant (at over 1%)
<i>Same Model: Bootstrapped S.E.</i>	(the same)	(the same)	<b>z-stat: -3.17 → Highly significant (at over 1%)</b>
<i>Model 2: Including 1<sup>st</sup> job only</i>	-2.6766	158	-2.64 → Highly significant (at over 1%)
<i>Same Model: Bootstrapped S.E.</i>	(the same)	(the same)	<b>z-stat: -3.54 → Highly significant (at over 1%)</b>

**D) Nearest neighbour matching (k = 5)**

<b>PSM using Probit, common support only, and with replacement</b>	<b>ATT</b>	<b>Observations on common support</b>	<b>T/Z-statistic (significance)</b>
<i>Model 1: Including all jobs</i>	-2.203	202	-3.26 → Highly significant (at over 1%)
<i>Same Model: Bootstrapped S.E.</i>	-2.203	202	<b>z-stat: -2.46 → Highly significant (at over 5%)</b>
<i>Model 2: Including 1<sup>st</sup> job only</i>	-3.669	158	-3.62 → Highly significant (at over 1%)
<i>Same Model: Bootstrapped S.E.</i>	-3.669	158	<b>z-stat: -4.55 → Highly significant (at over 1%)</b>

**TABLE A4.3 - UGANDA TEA SUMMARY:****A) One-to-one matching:**

<b>PSM using Probit, common support only, and with replacement</b>	<b>ATT</b>	<b>Observations on common support</b>	<b>T/Z-statistic (significance)</b>
<i>Model 1: Including all jobs</i>	-189.61	168	-0.42 → Not significant
<i>Same Model: Bootstrapped S.E.</i>	-189.61	168	<b>z-stat: -0.22 → Not significant</b>
<i>Model 2: Including 1<sup>st</sup> job only</i>	-2970.96	140	-3.32 → Highly significant (at over 1%)
<i>Same Model: Bootstrapped S.E.</i>	-2970.96	140	<b>z-stat: -2.75 → Highly significant (at over 1%)</b>

**B) Nearest neighbour matching (k = 5)**

<b>PSM using Probit, common support only, and with replacement</b>	<b>ATT</b>	<b>Observations on common support</b>	<b>T/Z-statistic (significance)</b>
<i>Model 1: Including all jobs</i>	-1046.73	168	-2.25 → Highly significant (at over 5%)
<i>Same Model: Bootstrapped S.E.</i>	(the same)	(the same)	<b>z-stat: -1.47 → Not significant</b>
<i>Model 2: Including 1<sup>st</sup> job only</i>	-1167.89	140	-2.10 → Highly significant (at over 5%)
<i>Same Model: Bootstrapped S.E.</i>	(the same)	(the same)	<b>z-stat: -1.44 → Not significant</b>

**TABLE A4.4 - UGANDA COFFEE SUMMARY:**

A) One-to-one matching:  
PSM using Probit, common support only, and with replacement

	ATT	Observations on common support	Z/T-statistic (significance)
<i>Model 1: Including all jobs</i>	-370.5185	192	-0.85 → Not significant
<i>Same model: Bootstrapped S.E.</i>	-370.5185	192	<b>z-statistic: -0.98 → Not significant</b>
<i>Model 2: Including 1<sup>st</sup> job only</i>	-1256.283	138	-3.51 → highly significant (at over 1%)
<i>Same model: Bootstrapped S.E.</i>	-1256.283	138	<b>z-statistic: -2.22 → significant (at over 5%)</b>

B) Nearest neighbour matching (k = 5)

PSM using Probit, common support only, and with replacement	ATT	Observations on common support	Z/T-statistic (significance)
<i>Model 1: Including all jobs</i>	-639.7862	192	-2.08 → significant at over 5%
<i>Same model: Bootstrapped S.E.</i>	(same)	(same)	<b>z-statistic: -1.87 → significant at over 7% (not very significant)</b>
<i>Model 2: Including 1<sup>st</sup> job only</i>	-944.9839	138	-2.69 → highly significant at over 1%
<i>Same model: Bootstrapped S.E.</i>	(same)	(same)	<b>Z-statistic: -2.96 → highly significant at over 1%</b>

## APPENDIX 5 – CHALLENGES OF INDEPENDENT FIELD RESEARCH

### a) Independence in research design

This research project prioritised careful, innovative and independent methods. The independence of the research took two particularly significant forms. First, the research was not commissioned by Fairtrade organizations and it eschewed close contact with and ‘guidance’ by such organizations. This marks it out from work such as the Ceval (2012) evaluation that the Fairtrade Foundation (2012) draws on as “independent, in-depth research” but that was commissioned by the Foundation. It also marks FTEPR research out from other research, for example that of the NRI (2011), whose case selection and methodology were ‘given’ by the Fairtrade Foundation (Nelson and Smith, 2011: 28): the NRI is described by the Fairtrade Foundation as its ‘research partner’.<sup>2</sup> Although this stance may have meant that FTEPR research could not benefit from the advantages of “access” that might have come through support from Fairtrade organizations, the decision made it easier to be assured that neither the research team nor the respondents were influenced (intentionally or not) by Fairtrade organizations. At the same time, this stance did not undermine FTEPR researchers’ efforts at ‘triangulation’, which was pursued through a range of interviews at every stage of the project, from the detailed scoping visits to Ethiopia and Uganda at the beginning, through discussions during the survey work and life’s work interviews with employers, local officials, agronomists, market specialists, international buyers, trade union and NGO representatives, foreign aid agency and embassy staff, and Fairtrade representatives, to the dissemination phase that included public presentations in both Ethiopia and Uganda as well as a closed session for senior government officials in Ethiopia (conducted so that some of the feedback could be incorporated into this final report). Doubtless, some further detail may have been easier to come by (or may have been forthcoming at all) had the researchers had an institutional link to the Fairtrade Foundation and Fairtrade International.

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<sup>2</sup> Natural Resources Institute and Fairtrade Foundation (March 2013)



Second, FTEPR research avoided the common recourse to off-the-peg sample frames. Rather than take convenient short cuts of asking employers for lists of their workers or asking local officials for LC1 (Uganda) or *kebele* (Ethiopia) population lists, this project constructed new sample frames through area based sampling using handheld computers with GPS technology (see Section 2, main report). Again, this choice may have imposed financial costs on the research but these are greatly outweighed by the analytical advantages of developing sample frames that could be trusted by researchers; the rationale is explained further below. Indeed, the technology choices also introduced cost efficiencies into the research (see Section 2).

This independent approach had important consequences for the process of carrying out the research and for its findings. Undoubtedly, FTEPR methodology was costly – it would have been quicker, easier, and cheaper to work with existing lists and to interview workers at the employment sites. However, the richness of the data and the insights gained from this independent approach to research yielded greater ‘value for money’.

#### b) Research independence and the reaction of interest groups

Methodological independence from government (despite having a comprehensive set of official permission letters, introductions and research clearance) and other agencies has also meant that FTEPR research provoked the suspicion of a range of interest groups both within Ethiopia and Uganda and internationally. In Uganda, following a scoping visit by two members of the research team and the selection of one area as a research site, the research officer returned with a team to begin the residential unit census (see below) but was harassed by local youth accusing the research team (on the basis of assumptions made about the first visit) of being “land grabbers”. Later in Uganda, in a research site near a large-scale coffee plantation that has been the subject of heated international NGO criticism, FTEPR researchers were again labelled as ‘land grabbers’ by a local campaigning political figure who stoked hostility towards the research team in a range of fora, including local radio. This was despite numerous attempts to meet him and explain the project objectives. The research took place in a context of rumour, misinformation, and resentment around the plantation. It appears that some local figures misrepresented

FTEPR researchers as stooges of the plantation owners and turned some people against the research team. This reached a climax when researchers were warned of a credible and imminent threat to their lives. A group of people had bought some fuel, were working themselves up to a pitch of aggression with the help of alcohol, and were about to force the FTEPR research supervisor and enumerators into a car and set fire to it. The team left the area rapidly, reported the events to local authorities, and had to abandon efforts to collect further data in the area. An account of this incident provided to the FTEPR researchers by a Ugandan research supervisor follows.

**Account by Ugandan member of research team**

As I write this we just escaped a plan by a section of local residents to harm us. Precisely to kill us by beating us and then burning us in our car. The plan had been clandestinely on going but without our knowledge, at least not to that extent, and the execution plan of the plan was done today. Apparently they had even procured the petrol for executing their plan (an act we had witnessed ourselves but had no idea it was to be used to harm us). They then embarked on drinking as a strategy for warming up for the event. Luckily, a man I had reluctantly 'befriended' only yesterday made all efforts to save us. He had bumped into them as they convened the meeting to plan this horrible act, just as he was on his way from somewhere. Actually he almost failed to alert us because he had to be extremely careful lest he endangered his own life but he was determined and indeed he did. He begged very much not to be mentioned and that if we were going to act on his information we ensure he is not mentioned. He is also a migrant from Kasese who only came to look for means of survival but felt pity on us when he learnt of what was going to happen to us. I immediately told the guys to stop interviews and I faked a call apparently from our bosses in Kampala and we fled.

I was able to meet the manager of the plantation on our way through the plantation and he regretted what had eventually befallen us but he was happy that we had been lucky to escape. We drove to the police post in the plantation on his advice and recorded a statement to that effect. Then I rang the RDC who was far away in Mbarara and he told me to report to the District Police Commander (DPC), which I did, and he also expressed regret at what we had gone through. He asked us to return tomorrow but I told him (the DPC) that we had to stop there and had no intentions of going back to the same area. Apparently he didn't have enough time for us and he just wants a deeper understanding of the whole issue for his benefit tomorrow. As I later learnt from him, many of the residents of this village are actually remnants of the DRC's rebel outfit - the 'Interahamwe' and many are fugitives and

criminals who are only taking refuge in the area. So this may partly explain their extreme suspicion. Matters are made worse by the politician (Mr X) who is exploiting their ignorance and situation. What I also learnt later is that a case of similar violence I had read about in the newspapers in Kampala a few years ago (where a prominent Kampala pastor had been burnt alive in his car when he had gone there to check on his land) took place in the same sub-county a couple of villages away.

Later the boy who had helped us during the census project rang me telling me how he has been warned and that he must explain who we are, otherwise they suspect he is an 'accomplice' in our motives. Luckily again for him, he has been away from the village working somewhere else and he says he will not go back there now; after all he was only a temporary resident in the village. He comes from somewhere else. Quite annoyingly the LC chairman seems to have joined these people in questioning our motives. Apart from him asking me for some money for sodas to quench his thirst, we have always heard from residents that when they inquire from him about who we are and what we do he claims ignorance. This partly has angered people the more and raised their suspicion.

In Ethiopia, there were also some dangerous moments in the fieldwork. For example, early in the research in 2010 an FTEPR team was apprehended and locked up by local police. It took some persuasive negotiation by the research supervisor, drawing on his own political experiences and knowledge of party officials, to get them released. But it turned out that suspicions had been unwittingly inflamed by the core FTEPR researchers' choice of torches as an 'incentive good' to thank respondents for taking the time to answer the survey questionnaire. The torch turned out to be the symbol of a locally active and banned opposition party and the fieldwork was underway shortly before elections. However, the most difficult moment involved local officials apparently in close contact with the owners and managers of a multinational flower enterprise in Ziway, whose effort to block FTEPR research included removing the Ethiopian researchers' identity papers and interrogating them for hours at a time, over two days, at the local police station.<sup>3</sup>

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<sup>3</sup> Another challenge in Ethiopia was resisting the pressure from officials in one particular state who applied considerable pressure for the team to select research sites within that state.

### **Coercion, labour markets, and independent research in a flower company town**

At the very end of collecting life's work interview material from flower workers in Ziway, three of the SOAS based FTEPR researchers and three of the Ethiopian researchers were detained in a small reception room of the hotel where they were staying by a delegation of seven people, led by a man claiming to be a *woreda* level official. They were from the Ziway municipal administration and from the local police. The leader talked at length and aggressively at us, insistent, loud, not letting us answer questions and going on and on. He was lecturing at us, telling us what is the proper way to do research, partly in English and partly through translations by the research assistants. What we should have done, he insisted, was go to the (foreign) owner of the flower enterprise and ask to interview some of his workers; then he and his managers would have assigned a group of workers to us and we would interview them at the workplace. That is how you should do research. For him it was not enough that we had a full set of permissions from each level of national, regional and local government.

The other thing that vexed him was the consent form researchers had passed around at the focus group held the previous evening at the hotel, which a female Ethiopian researcher had also read out in Amharic and which the participants had then been asked to sign, in accordance with the ethics standards for university research. The leader of the group of officials boomed that this was completely wrong, that we were forcing them to sign, that the women had no idea of what was really written on the form.

He went on berating us but increasingly turned to animated discussion with the others in the delegation from the town. It was plain that they did not all agree what to do. They sent the Ethiopian researchers out of the room. One of the men was much more conciliatory to us. One went over to look through the office records of the hotel.

While they were talking to each other, one of the SOAS researchers made a couple of phone calls, and was able eventually to appeal to a senior government official, to ask for advice. The official offered to phone the regional president and ask him in turn to phone through to the chief of police in Ziway District and tell him to make sure we were not harassed, given that we had the relevant official research permits and had followed appropriate research protocol.

The local officials huddled outside. This went on some time. Eventually they told us to fill in forms and they said we must give them our passports. We refused. They said we could give them copies. The SOAS researchers said they would go into town with the Ethiopian researchers, whom the police and town administrators had insisted accompany them to town to make copies. The police managed to separate us, so that they took the research assistants into town and we were left at the hotel without transport. Before they went they said they would come at 6.30am to collect copies of our passports. The leader of the group that had apprehended the research team eventually said that he was the head of public relations in the local municipal administration. An interview published on the Addis Ababa Chamber of Commerce and Sectoral Associations website, accessed in February 2014, presented the views on corporate social responsibility of this same individual, now described as the Public Relations Officer of Sher Ethiopia plc.<sup>4</sup>

We (the SOAS researchers) hired a *bajaj* (auto rickshaw) to take us into town. We went to the police station, where they were holding the three Ethiopian research assistants. They were at a table surrounded by four or five police or security people, all sat in chairs except the young, better dressed 'security agent', who sat on the table and aggressively leaned in towards them, especially close to the female researcher. We stayed in a room next door, separated by a glass panel. And we began to talk to the perplexed junior policeman at a desk in that room. His English was fair and he began to explain how he was still working towards his MSc in Sociology at Nazareth University and how he was writing a research paper on the abduction of young girls for marriage purposes in some parts of Ethiopia.

The local PR chief and his colleague came in and were furious that we were there. "You do not know our culture. In our culture, you cannot come and stay here, you must go out." We left, but we stayed close by outside the police station and fairly soon after they let the research assistants go, but held their ID papers, saying they must come and collect them first thing next morning.

The next morning, the Ethiopian researchers went off to the police station again, where they were held for another two hours. We joined them after an hour or so and waited outside, watching the commotion all this was causing. Two more pieces of evidence suggested that this affair was driven by the internationally owned flower company. First, a woman who works as a cook for a local facility run by the flower firm, who had been at the beginning of the focus group two evenings before but had left sharply the moment the consent

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<sup>4</sup> <http://www.addischamber.com/news&articles/newsDe.php?nid=328&tname=INTERVIEW>

forms were being handed round, was spotted going into and later leaving the police station. Then another local administrator came over to us and said he had asked someone what we were doing and they had told him we were researching the strengths and weaknesses of the specific flower farm. We explained that this was not quite right. He went off, but it was all the clearer that this had something to do with the relations between the flower farm in question and the local security agents and administration.

It took more appeals by phone to federal officials in Addis Ababa before, after each being interrogated about our research individually and as a group, the research assistants were finally allowed to leave, with their ID papers. They were pleased that the police apologised to them, and even apologised for the behaviour of the local head of PR. This gentleman walked off without a word to us.

This episode seemed to the researchers a revelation of the influence the flower farm/firm has on a town whose whole demography and economy has been transformed dramatically by the recent investments in flower production for export. Arguably, what researchers experienced at the hands of hired local administrators – and it turns out a company official – was just one part of the broader story of efforts to control a labour force and the overall production system, with contradictory effects on people's welfare.

The life's work interviews and the focus group show a range of mechanisms at work through which producers try to press people into behaving as disciplined members of a regular workforce. Marx's 'daily civil war over the length of the working day' is being fought out in places like Ziway (among others) in globalised flower producing farms. Multiple interviews suggested that unpaid overtime is extracted; that the costs of providing protective clothing to chemical sprayers are reduced by only handing them out when auditors are scheduled to visit; and that workers are severely punished for taking short breaks from work in the oppressive heat and humidity of the greenhouses or for leaving work to attend to family emergencies at home. People are trained into committing to routines. And as workers they care for a highly disciplined production process. Inside the greenhouses, roses grow in digital alternation: long neat beds of rose stems switching with clean rows of earth, ones and zeros strung along the ground of the huge humid hangers, the dull repetition broken only by patches of faintly rebellious ragged clothing hung along the plastic walls. And underpinning the entire productive endeavour is non-economic coercion, the force of the police and local administrators, brought on side to ensure undisturbed conditions of competitive production. The structure holding this together may be becoming

gradually more civilised: the government and federal union have brought about a commitment to paying three months of maternity leave; a more reasonable working day is now more widespread across the farms. The more obviously brutal side to labour relations on the flower farms may be fading – though evidence suggests, for example, that sexual harassment continues to be commonplace. But the structure still depends, fundamentally, on force, combined for most people involved with a deep dependence on the wage earning opportunities offered.

This is the dimension of global production that is very often invisible or denied. It is, however, part and parcel of the typically contradictory way in which capitalism spreads, develops, and is reproduced. For at the same time, it is clear from the secondary evidence and from this research that investment in flower production by the multinational has had beneficial effects in generating huge increases in employment for people often desperate to get access to such jobs (despite their complaints that the work is poorly paid and the conditions awful), in generating a significant contribution to addressing Ethiopia's foreign exchange constraint, and in generating learning-by-doing among policy makers in Ethiopia as well as among entrepreneurs. The contradictions are even more acute when it is acknowledged that FTEPR research evidence suggests that employment on the very same flower farm is characterised by higher pay and better conditions than on many other farms in the sector.

Hostility to and apparent fear of independent research was not confined to local political dynamics in Africa. In a number of dissemination events where FTEPR researchers presented chiefly on the methodology of the project, but where they divulged initial evidence and findings, there were useful critical responses and questions. However, researchers were struck by the intensity of those representing the Fairtrade Foundation and Fairtrade International. In particular, these representatives repeatedly claimed that FTEPR researchers had 'promised' or at least were discourteous in not opting to share data with them *before* disseminating more widely – not something that the team had agreed to do. They also tried to insist – when it was suggested that there is evidence of child labour in Fairtrade certified production – that FTEPR researchers divulge the names and addresses of those (children and their employers) involved, against the requirements of the research ethics underpinning the research project.

c) Need for funding agency support for research independence

Independent social research often runs into bureaucratic and other obstacles. Some of the challenges – including those mentioned above – that this research faced are commonplace. However, it is still worth reporting these. The widespread and recommended practice of ‘working closely with stakeholders’ can all too easily lead to compromised research findings (from biased samples and wily informants). It can also make it more difficult for others to conduct truly independent research by creating comfortable expectations of what does and does not constitute good research practice. It is important that research funding bodies have clear knowledge about these practices, that they discuss the issues with researchers from an early stage of projects, and that they defend the commitment by researchers to independence.

d) Independence in ‘capacity building’ and ‘local partnership’ arrangements

FTEPR adopted another form of independence, eschewing the common practice of working closely with the kind of ‘local partner’ organization normally favoured at least partly as a way of satisfying donors’ demands for “capacity building”. When the ‘usual suspect’ partners were approached, they showed little enthusiasm for the kind of difficult and time consuming rural fieldwork that FTEPR was proposing and in some cases they seemed simply more interested in playing a box ticking function for foreign researchers while earning a substantial rent.

Instead, this project invested heavily in the search, training and selection of excellent individual researchers who led teams of enumerators who also went through a minimum of six-day training and selection courses initially, followed by extensive piloting and on-the-job training, and by further re-training whenever a new phase of fieldwork started. In other words, most enumerators, especially the ones who participated in more than one phase of the study, received repeated and in-depth training covering all aspects of research, from key conceptual issues on rural labour markets, to interviewing techniques, and particularly on probing, sampling, use of PDAs and tablets and local ‘diplomacy’ e.g. relations with local authorities. Indeed, FTEPR researchers often had to ‘un-train’ enumerators first, to rid them of bad habits learned from the institutional context of quick



and dirty consultancies within which they are normally forced to survive.<sup>5</sup> Selection through training and piloting is made more difficult by having to work through and beyond the widespread “game” of the donor funded project training session - with its inflated per diems, travelling expenses and refreshments.<sup>6</sup> FTEPR has sought to invest in the longer-term formation of its most effective research assistants. One Ethiopian and one Ugandan Research Assistant have already travelled to Europe to study for Master’s degrees focussing on rural development and based at Ghent and SOAS, respectively.

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<sup>5</sup> Anyone with experience of fieldwork is likely to face the problem of opportunistic behavior by poorly trained or inadequately supervised enumerators. However, failures to overcome these difficulties are rarely analysed; an important exception is the discussion in Himelein, et al, 2013.

<sup>6</sup> “Trainings have become the ubiquitous social practice through which development aspirations are enacted jointly by donors, brokers and villagers fortunate enough to be included in a programme” (Watkins and Swidler, 2012, p.207).

## APPENDIX 6: LONG (MAIN) PAPER BASED QUESTIONNAIRE

### AGRICULTURAL TRADE, EMPLOYMENT AND POVERTY REDUCTION (ETHIOPIA COFFEE)

	<i>Supervisor prints details below</i>	<b>CODES</b>	
Name of Enumerator			
Name of Principal Respondent			
Name of Fieldwork Site			
Wage Employment Stratum	1. Worked for focus producer(s) during the last 12 months 2. Worked for focus producer(s) more than 12 months ago 3. Worked for secondary producer(s) during the last 12 months 4. Worked for secondary producer(s) more than 12 months ago 5. Worked for other coffee producer(s) during the last 12 months 6. Worked for other coffee producer(s) more than 12 months ago 7. Never worked for a coffee producer 8. Overlap	1  2  3  4  5  6	

	<b>CODE</b>
Questionnaire Completed?	

	<b>N</b>	<b>E</b>
GPS coordinates		

***Enumerator Comments:***

.....

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.....

.....

## Questionnaire Completion Code

Completed	01	Respondent Refused	02	Respondent Not At Home	03	Respondent Not Found at Address	04
Respondent Unable to Answer	05	Insufficient Time to Complete	06	Other Problem with Completion	07	Specify Other Problem: .....	

Date <b>first</b> visit			Time beginning <b>first</b> visit		Time end <b>first</b> visit	
Day	Month	Year	Hour	Minutes	Hour	Minutes
.....	.....	.....	.....	.....	.....	.....

Date <b>second</b> visit			Time beginning <b>second</b> visit		Time end <b>second</b> visit	
Day	Month	Year	Hour	Minutes	Hour	Minutes
.....	.....	.....	.....	.....	.....	.....

Date <b>third</b> visit			Time beginning <b>third</b> visit		Time end <b>third</b> visit	
Day	Month	Year	Hour	Minutes	Hour	Minutes
.....	.....	.....	.....	.....	.....	.....

**Important Note 1:** Interviewers must fill in answers/ codes for **ALL** the questions in this questionnaire.

General rules for all questions:

- If a question is not applicable, insert **99** (always give notes/explanations).
- If the respondent does not know the answer, insert **96**.
- If he/she does not want to answer, insert **95**.

**Important Note 2:** Interviewers must fill in the *Enumerator Comments* in a great deal of detail, commenting on the respondent's attitude, personality, accuracy, suitability for a life history interview.

**A. RESPONDENT'S PERSONAL DETAILS SECTION (TO A13)**

A01	A02	A03	A04	A05	A06	A07	A8	A9	A10*	A11
Respondent Individual 1 No.	Name of Individual Respondent	Sex [.....]	Age [.....]	Marital Status [.....]	Highest level of schooling completed  Highest grade completed:  <div> <div></div> <div></div> </div>	Current Education Status	Does [....] receive a pension?  (e.g. old age, military, widow pension, etc)	Is either of the parents of [....] alive?	If "Yes" to A9, is a parent qualified to be listed in the Roster of "Economically Linked Individuals"?	If "Yes" to A10, write the name(s) and Individual Number(s) of the parent (s)
<div> <div></div> <div></div> </div> 01		1 3	<div> <div></div> </div>  Year s	1 2 3 4  5 6 7	1 2 3 4 5  6 7 8 9 10	1 2 3	1 2	1 2	1 2  99	1. ..... ... 2. .....

A12a*	A12b*	A13	A13a	A13b
Has the Respondent done any kind of regular <b>or</b> irregular job to receive a <u>wage over the past 12 months</u> ?	Has the Respondent done any <u>other</u> kind of occasional job for someone else for payment in cash or in kind <u>over the past 12 months</u> ?	Describe the job mentioned in <b>A12a and A12b</b> on which the Respondent has spent <u>most</u> time in the past 12 months (NB; also include at the foot of this page information on any other	List <b>all</b> of the <u>remunerated/income generating</u> activities (cash or in kind) that the Respondent has worked on over <u>the past 12 months</u> .  (including the ones in A12a/A12b/A13)	List <b>all</b> of the <u>unpaid</u> activities that the Respondent has worked on over <u>the past 12 months</u> .

		jobs/work mentioned in A12a/A12b)		
1 2 3 4 5 8	1 2 3 4 5 8	.....  99		

**JOBS/WORK:**

.....

.....

.....

<b>CODES A03</b>	<b>CODES A06</b>	<b>CODES A07</b>	<b>Codes: A8/A9/A10</b>	<b><u>Draft list of household roster:</u></b>	
1. Male	1.Never attended school	1.Not in school	1. Yes	1.	7.
3 Female	2.Not completed primary	2. In school		2.	8.
<b>CODES A05</b>	3. Primary 1 - 6	3. Part-time schooling	2. No	3.	9.
1.Not yet married	4. Junior secondary 7 - 8			4.	10.
2. Married	5. High School 9 - 12			5.	11.
3. Polygamous	6. Preparatory (junior college)				
4. Separated	7. TVET				

5. Divorced 6. Widowed 7. Cohabiting	8. University 9. Adult literacy programme 10. other, specify!	6.	12.  (add more names if necessary)
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Codes: A 12a/12b	Codes: A 13 a	Codes: A 13 b
1. Total of 1 day or less	1. Construction work	1. Unpaid agricultural work on own or family farm
2. Total of less than 2 weeks	2. Wholesale or retail trade, restaurant, café or repairs	2. Unpaid work on own or family <u>non-farm</u> enterprise.
3. Total of less than 1 month	3. Crop production/farming	3. Unpaid domestic work
	4. Herding livestock, care for animals	4. Unpaid farmwork group
	5. Food or beverage processing/production	5. Other (Specify here: ..... ..... ..... .....
4. Total of less than 6 months	6. Public sector teacher, instructor or tutor	
	7. Other government employee	
	8. Private sector teacher, instructor or tutor	
	9. Transportation, including motorcycle taxi, cycle taxi	
	10. Wood processing, stone quarrying/crushing, leather processing, furniture production	
	11. Personal services (taking in laundry, haircutting)	
	12. Security guard	
	13. Domestic work for a wage	
5. Total of more than 6 months	14. Firewood collection/charcoal production, sand carrying, wood cutting	
	15. Gathering (e.g. fruit), rubbish collection, recycling	
	16. Casual/daily agricultural wage worker.	
	17. Seasonal agricultural wage worker;	
	18. Permanent agricultural wage worker;	
8. Never	19. Other (Specify here:.....	

**\*Notes for enumerators:**

**Examples of jobs for wages:** working on someone else's farm or in a factory, as a domestic servant, bartender, shop-worker, construction worker, porter, motor cycle taxi, driver, security guard.....with a daily or monthly cash wage and or commission payment.

**Examples of occasional jobs for payments in cash or in kind:** weeding or harvesting paid by piece-rates or by task, car cleaning, bicycle repair, guarding parked motorcycles/bicycles, occasional washing and cleaning, child care etc. \* If Yes to A10, enumerator should fill in the name(s) of the parent(s) on the Roster B immediately



**B. ROSTER OF OTHER INDIVIDUALS “ECONOMICALLY LINKED” TO RESPONDENT (TO B18)**

B01	B02	B03	B04	B05	B06	B07	B08	B09	B10	B11
Other Individual No.	Name of <u>Other Individual</u> making/receiving a contribution to/from the Respondent	Relation to Respondent	Sex [.....]	How often does [....] <i>make</i> a contribution to your living expenses?	How often does [....] <i>receive</i> contributions to his/her living expenses from you?	Age [.....]	Marital Status [.....]	Highest level of schooling completed  Highest grade completed:  <div> <div></div> <div></div> </div>	Current Education Status	If [...] is a child between 6 to 15 years, give main reason for not being in school
<div> <div></div> <div></div> </div>		--	1 3	1 2 3	1 2 3	<div> <div></div> <div></div> </div> Years	1 2 3 4 5 6 7	1 2 3 4 5 6 7 8 9 10	1 2 3	01 02 03 04 05 06 07 08 09 10 95 99
<b>B12a*</b>		<b>B12b*</b>		<b>B13</b>		<b>B14a</b>		<b>B14b</b>		
Has [...] done any kind of regular <b>or</b> irregular job to receive a wage <u>over the past 12 months</u> ?		Has [...] done any <u>other</u> kind of occasional job for someone else for payment in cash or in kind <u>over the past 12 months</u> ?		Describe the job mentioned in <b>B12a and B12b</b> on which the household member spends <u>most</u> time (NB; also include at the foot of this page any other jobs/work mentioned in B12a/B12b)		List <b><u>all</u></b> of the <u>remunerated/income generating</u> activities (cash or in kind) that [...] has worked on over <u>the past 12 months</u> .  (including those in B12a/B12b?B13)		List <b><u>all</u></b> of the <u>unpaid</u> activities that [...] has worked on over <u>the past 12 months</u> .		
1 2 3 4 5 8 96		1 2 3 4 5 8 96		96 99		96		96		

<b>B15</b>		<b>B16</b>		<b>B17*</b>		<b>B18</b>	
Does [...] receive a pension?  (e.g. old age, military, widow pension, etc)		Is either of the parents of [...] alive?		If “Yes” to <b>B16</b> , is a parent qualified to be listed in the Roster of “Economically Linked” Individuals ?		If ‘Yes’ to <b>B17</b> , write the name(s) and Individual Number(s) of the parent (s)	
1 2		1 2		1 2 99		1. .... 2. ....	

<b>CODES B03</b>	<b>CODES B04</b>	<b>CODES B08</b>	<b>CODES B09</b>	<b>CODES B10</b>	<b>CODES B11</b>	<b>Codes: B12a/12b</b>
01. Spouse 02. Child/Child in-law 03. Grandchild 04. Parent/parent in-law 05. Sister/Brother 06. Brother in law 07. Sister in law 08. Domestic helper 09. Other family 10. Other person	1. Male 3. Female  <b>CODES B05/06</b> 1. regularly/often 2. sometimes 3. never	1. Not yet married 2. Married 3. Polygamous 4. Separated 5. Divorced 6. Widowed 7. Cohabiting	1. Never attended school 2. Not completed primary 3. Primary 1 - 6 4. Junior secondary 7 - 8 5. High School 9 - 12 6. Preparatory (junior college) 7. TVET 8. University 9. Adult literacy programme 10. other, specify!	1. Not in school 2. In school 3. Part-time schooling	01. Not enough money 02. Wage worker 03. Family worker 04. Housework 05. Parents don’t think it’s important 06. School too far 07. School is closed 08. Child doesn’t want to attend school 09. Other, specify: ..... ..... .....	1. Total of 1 day or less 2. Total of less than 2 weeks 3. Total of less than 1 month 4. Total of less than 6 months 5. Total of more than 6 months 8. Never

					..... ..... 99. Not applicable	
<b>Codes: B 14 a</b>  1. Construction work 2. Wholesale or retail trade, restaurant, café or repairs 3. Crop production/farming 4. Herding livestock, care for animals 5. Food or beverage processing/production 6. Public sector teacher, instructor or tutor 7. Other government employee 8. Private sector teacher, instructor or tutor 9. Transportation, including motorcycle taxi, cycle taxi 10. Wood processing, stone quarrying/crushing, leather processing, furniture production 11. Personal services (taking in laundry, haircutting) 12. Security guard 13. Domestic work for a wage 14. Firewood collection/charcoal production, sand carrying, wood cutting 15. Gathering (e.g. fruit), rubbish collection, recycling 16. Casual/daily agricultural wage worker. 17. Seasonal agricultural wage worker; 18. Permanent agricultural wage worker; 19. Other (Specify here:) .....					<b>Codes: B 14 b</b>  1. Unpaid agricultural work on own or family farm 2. Unpaid work on own or family <u>non-farm</u> enterprise. 3. Unpaid domestic work 4. Unpaid farmwork group 5. Other (Specify here): ..... ..... .....	
					<b>Codes: B15/B16/B17</b>  1. Yes  2. No	

**\*Notes for enumerators:**

**Examples of jobs for wages:** working on someone else's farm, as a domestic servant, bartender, shop-worker, construction worker, porter, motor cycle taxi, driver, security guard.....with a daily or monthly cash wage and or commission payment.

**Examples of occasional jobs for payments in cash or in kind:** weeding or harvesting paid by piece-rates or by task, car cleaning, bicycle repair, guarding parked motorcycles/bicycles, occasional washing and cleaning, child care .....etc.

**\* If Yes to B18, enumerator should fill in the name(s) of the parent(s) on the Roster immediately.**

**ROSTER OF ALL WOMEN AGED 15-49 YEARS (including main respondent if applicable)**

<b>B01</b>	<b>B02</b>	<b>B19</b>	<b>B20</b>	<b>B21</b>	<b>B22</b>
Individual No.	Name of <u>Individual</u>	Number of children ever born to [....]	Have any of these children died?  If <b>No</b> , go to next section	Number of these children who died before reaching the age of <b>5</b> years	Number of these children who died before reaching the age of <b>1</b> year
01		96	1 2 96 99	96 99	96 99
02		96	1 2 96 99	96 99	96 99
03		96	1 2 96 99	96 99	96 99
04		96	1 2 96 99	96 99	96 99
05		96	1 2 96 99	96 99	96 99
06		96	1 2 96 99	96 99	96 99
07		96	1 2 96 99	96 99	96 99
08		96	1 2 96 99	96 99	96 99

<p><b>Question B23a. Is anyone living <u>abroad</u> who has made a contribution to or received a contribution from the individuals listed above during the past 12 months?</b></p> <p>1. Yes</p> <p>2. No</p>	<p style="text-align: center;"><b>1</b></p> <p style="text-align: center;"><b>2</b></p>
<p><b>Question B23b. <u>If yes</u> to previous question, give the corresponding number(s)/code(s) of these person(s) in the roster of linked individuals, making sure that they have been included</b></p>	<p>.....</p>

**Important note: Following the first attempt to complete the roster of “linked” individuals, the interviewer should ask the following questions:**

“During the last 12 months have you made a significant contribution to the living expenses of any other adults or children not mentioned so far? Has any other adult or child not mentioned so far provided a contribution to your living expenses over the past 12 months?”

If the answer to either question is yes, this person or child must be entered into the roster of individuals. Additional sheets can be added to the questionnaire if necessary.

**TICK THE BOX IF YOU HAVE READ THE INSTRUCTION ABOVE AND NO MORE LINKED INDIVIDUALS OR FAMILY MEMBERS ARE FOUND →**

☐

**TOTAL number of people listed on:**

**THE ROSTER OF OTHER INDIVIDUALS AND OF FAMILY “ECONOMICALLY LINKED” TO RESPONDENT**

— —

### C (I). FACILITIES AND ASSET CHARACTERISTICS FOR ALL RESPONDENTS

**C1a:** Is this residential unit a TEMPORARY place of accommodation for the main respondent?

1 Yes    2 No

**C1b:** If yes to C1a, does he/she usually live in another MORE PERMANENT residential unit somewhere else?

1 Yes    2 No

**Complete the information in sections CI and CII below for the residential unit defined as MORE PERMANENT in C1a and C1b**

	Yes	No				
<b>C2. Facilities</b> available for the use of the <u>Respondent</u> :			<b>C3. Kitchen conditions:</b>	Is cooking done in kitchen room?	1	2
a) Electricity (public supply)	1	2		Is cooking done in separate kitchen house/building?	1	2
b) Electricity (private supply)	1	2				
c) Piped water from private tap	1	2				
d) Piped water from public tap	1	2				
e) Water from private protected well	1	2		Is cooking done outside?	1	2
f) Water from private unprotected well	1	2				
g) Water from public well	1	2				
h) Water from borehole	1	2		Is cooking done in the same room where you sleep?	1	2
i) Water from a river, stream, lake	1	2				
j) Water from rain water collection	1	2				
k) Other sources of drinking water	1	2				
describe.....			<b>C4. Sleeping conditions:</b>	a) How many other people usually sleep <b>in the same room</b> as the respondent?	— — (number of people)	
l) Private flush toilet	1	2				

m) Public flush toilet	1	2	b) Do you have animals sleeping in the same room in which you sleep?	1. Ye 2. No
n) Ventilated Improved Pit Latrine	1	2		
o) Traditional Pit Toilet	1	2		
p) Only bush for sanitation	1	2		

C (II). BACKGROUND/HOUSING CHARACTERISTICS						
<b>Note for enumerator:</b> Observe the conditions of the accommodation and, if necessary, ask questions.						
<b>1</b>	<b>Main flooring type :</b>		<b>2</b>	<b>Type of roof:</b>		
	01. Earth/sand/Dung	01		01. Thatch/leaf, Rustic mat/plastic sheets, Reed/bamboo, Wood planks	01	
	02. Wood planks, Parquet or polished wood, Vinyl	02		02. Corrugated iron	02	
	03. Ceramic tiles, Cement/bricks, Carpet	03		03. Calamine/cement fibre, Cement/concrete, Roofing shingles	03	
	95. Other: ..... .....	04		95. Other ..... .....	04	
<b>3</b>	<b>Main material used in outer walls:</b>		<b>4</b>	Any there any <b>windows</b> ?	Yes    no	1    1    2
	01. Cane, cane/mud/straw,	01	<b>5</b>	<b>Type of windows:</b>		
	02. Plywood, Stone with mud/lime/cement	02	01. Windows with glass	01		
	03. Bricks, Cement blocks	03	02. Windows without glass but with cover (e.g. wood, iron, curtain)	02		
	95. Other ..... .....	95	03. Windows without covers	03		

C (III). Possessions and assets (individual)									
1	RESPONDENT OWNS?	Yes	No	RESPONDENT OWNS?	Yes	No	RESPONDENT OWNS?	Yes	No
Mobile Phone		1	2	Kerosene Lamp	1	2	Sofa set	1	2
Wrist watch		1	2	Other (homemade) lamp	1	2	Cupboard / 'buffet' / cabinet	1	2
One pair of leather shoes		1	2	Torch	1	2	Electric mitad	1	2
Boat (without motor)		1	2	Refrigerator	1	2	Fixed line telephone	1	2
				Stove/cooker using gas/electric	1	2			
Boat with motor		1	2	Stove/cooker using charcoal/wood	1	2	2	Animals owned by the Respondent:	
Bicycle		1	2					Number of Animals	
Motorcycle/Scooter/Bajaj		1	2	Dvd player	1	2	Milk cows		
Animal-drawn Cart		1	2	Satellite dish/box	1	2	oxen/bulls		
Ox plough		1	2	Table	1	2	Other cattle		
Car/Taxi		1	2	Thermos	1	2	Horses		
Truck		1	2	Sewing machine	1	2	Donkeys/mules		
Radio		1	2	Bank Account	1	2	Camels		
Radio-cassette-CD player		1	2	Mattress	1	2	Sheep		
TV		1	2	Metal or wood bed	1	2	Goats		
							Chickens		
							Beehive		

**\*Note for Enumerators:** Owns *anywhere*, including assets kept in either a TEMPORARY or a PERMANENT residence.

(The respondent may be considered to “own” an asset, if he/she is able to make a decision to sell or dispose of the asset)



## D. POVERTY PROXIES

D1	<p><b><u>DURING A NORMAL WEEK WITH NO FASTING OR HOLIDAYS/CELEBRATIONS,</u></b></p> <p><b>how many times do you eat/consume the following?</b></p> <p>a. Teff</p> <p>b. Maize</p> <p>c. Sorghum</p> <p>d. Bread (wheat)</p> <p>e. Spaghetti/Pasta</p> <p>f. Meat (beef or pork)</p> <p>g. Chicken</p> <p>h. Eggs</p> <p>i. Fresh fish</p> <p>j. Dried fish</p> <p>k. Milk, Yoghourt</p> <p>l. Vegetables, Spinach</p> <p>m. Fruit</p>	<p>a. 1 2 3</p> <p>b. 1 2 3</p> <p>c. 1 2 3</p> <p>d. 1 2 3</p> <p>e. 1 2 3</p> <p>f. 1 2 3</p> <p>g. 1 2 3</p> <p>h. 1 2 3</p> <p>i. 1 2 3</p> <p>j. 1 2 3</p> <p>k. 1 2 3</p> <p>l. 1 2 3</p> <p>m. 1 2 3</p>	<p><b>Answer Codes:</b></p> <p>(1) More than once per week;</p> <p>(2) Once per week;</p> <p>(3) Never.</p>
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D2	<p>If you bought teff / maize / sorghum (specify most important) over the <b><u>PAST MONTH</u></b>, how much did you pay per:</p> <p>a. Kg</p> <p>b. Other (local) measure (fill in):</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>2. Purchased no staple food</p>	<p>a. Birr.....</p> <p>b. Birr.....</p> <p>2</p>
D3	<p>Over the <b><u>PAST MONTH</u></b>, what was the proportion of your total expenditure that you spent on all types of food?</p>	<p>a. Less than 50%</p> <p>b. 50% to 75%</p> <p>c. More than 75%</p>
D4	<p>a) In the PAST 12 MONTHS, what was the total amount spent on the primary school education of all individuals listed in the roster?</p> <p>b) In the PAST 12 MONTHS what was the total amount spent on the secondary and higher education of all individuals listed in the roster?</p>	<p>Birr</p> <p>.....</p> <p>.....</p>

<b>D5</b>	<b><u>In the PAST 12 MONTHS, how much have you spent to pay for <i>medical expenses</i> for yourself or for other individuals listed in the roster of linked individuals?</u></b>	Birr  .....
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<b>D6</b>	<b>How often do you read?</b>  a. Newspapers / magazines b. Books ( <b>NOT</b> including the Bible/Koran!) c. letters / emails / SMS (mobile phone text) / webpages d. Other written document (describe).....	a. 1 2 3 4 5 b. 1 2 3 4 5 c. 1 2 3 4 5 d. 1 2 3 4 5	<b>Codes for answer:</b>  1. Every day 2. Every week 3. Once a month 4. Sometimes 5. Never
<b>D7</b>	<b>When was the last time you wrote a letter, emails, SMS, fax, or other document?</b>  1. Never wrote 2. In the last week 3. In the last month 4. In the last year 5. More than a year ago	1 2 3 4 5	

## E. EMPLOYMENT/ ACTIVITY

**Note to the enumerator:** Provide a complete list of all activities engaged in by **The Respondent** and ask questions for each of these activities.

<b>Matrix E1. Describe <u>ALL</u> of the activities / occupations on which you have worked <u>DURING THE PAST 12 MONTHS</u></b>					
<b>[Note to enumerators:</b> It is expected that each Respondent will have undertaken SEVERAL activities]					
<b>Type of Occupation / Work</b>	<b>1(a) Number of <u>months</u></b>	<b>1b) <u>Usually,</u> how many <u>days</u> per month?</b>	<b>1(c) <u>Usually,</u> how many <u>hours</u> per day?</b>	<b>1(d) How long does it/did it <u>usually</u> take for you to travel to your place of work in this occupation?</b>	<b>1(e) Did anybody help/work for you in this activity for a payment in cash or in kind  Yes      No</b>
1a. Farmer (on your own or on your family farm)				. ....hours    __ _ minutes	1      2
1b. Agricultural labourer (as permanent or seasonal worker)				. ....hours    __ _ minutes	1      2
1c. Agricultural labourer (as casual worker)				. ....hours    __ _ minutes	1      2
1d. Herding livestock, care for animals				. ....hours    __ _ minutes	1      2
1e. Fishing (using your own or family equipment)				. ....hours    __ _ minutes	1      2
1f. Fishing (for a wage or part of the catch)				. ....hours    __ _ minutes	1      2
2a. Collecting, begging, recycling, foraging				. ....hours    __ _ minutes	1      2
2b Wood/charcoal/ collector and seller				. ....hours    __ _ minutes	1      2

3a. Sales / wholesale trade / shop-keeper (warehouse)				. ....hours    __ _ minutes	1        2
3b. Sales / retail trade (street vendor)				. ....hours    __ _ minutes	1        2
4a. Transportation (bicycle, motorcycle, bajaj, fares collector, porter, wheel barrow pusher, donkey, animal cart)				. ....hours    __ _ minutes	1        2
4b. Transportation (lorry driver, bus driver or chauffeur)				. ....hours    __ _ minutes	1        2
5. Construction labourer / brick making / sand collecting/ quarrying/ stone breaking				. ....hours    __ _ minutes	1        2
6. Carpenter/Mason				. ....hours    __ _ minutes	1        2
7. Cleaner (in a company, hotel, etc.)				. ....hours    __ _ minutes	1        2
8. Domestic servant (in a private house)				. ....hours    __ _ minutes	1        2
9. Restaurant / bar (server) / food stall worker (inc. hotel) / local drinking hall				. ....hours    __ _ minutes	1        2
10. Security guard, including vehicle (car, motorcycle etc.) guard				. ....hours    __ _ minutes	1        2
11. Factory worker (including processing/washing station for coffee, etc.)				. ....hours    __ _ minutes	1        2

12a. Professional / technical ( <u>teacher</u> , electrician, mechanic, plumber etc.)				. ....hours    __ _ minutes	1       2
12b. Managerial / administrative / team supervisor				. ....hours    __ _ minutes	1       2
13. Clerical / secretarial				. ....hours    __ _ minutes	1       2
14. Food / drink preparation or processing				. ....hours    __ _ minutes	1       2
15. Craftsmanship (incl. tailoring, crafting, cobbling, basket production, pottery)				. ....hours    __ _ minutes	1       2
16. Personal services (laundry, barbers, photography)				. ....hours    __ _ minutes	1       2
17. Other, describe: ..... ..... .....				. ....hours    __ _ minutes	1       2

<b>Matrix E2. Describe the characteristics of the Respondent's employment/work/activity carried out (each column)</b>		
<b>Type of occupation / work</b>	<b>2(a) Type of employment</b>	<b>2(b) Location of workplace: Where do you/did you usually work in this activity?</b>
1a. Farmer (on your own or on your family farm)	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
1b. Agricultural labourer (as permanent or seasonal worker)	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
1c. Agricultural labourer (as casual worker)	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
1d. Herding livestock, care for animals	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
1e. Fishing (using your own or family equipment)	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
1f. Fishing (for a wage or part of the catch)	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
2a. Collecting, begging, recycling, foraging	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
2b. Wood/charcoal/ collector and seller	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
3a. Sales / wholesale trade / shop-keeper ( warehouse)	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
3b. Sales / retail trade (street vendor)	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
4a. Transportation (bicycle, motorcycle boda boda, fares collector,	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
4b. Transportation (lorry driver, bus driver or civil service driver)	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
5. Construction labourer / brick making / sand collecting/ quarrying/	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
6. Carpenter or Mason	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
7. Cleaner (in a company, hotel, etc.)	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
8. Domestic servant (in a private house)	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
9. Restaurant / bar (server) / food stall worker (inc. hotel) / local	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
10. Security guard	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
11. Factory worker (including processing/washing station for coffee,	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
12a. Professional / technical (teacher, electrician, plumber, mechanic,	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
12b. Managerial / administrative / team supervisor	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
13. Clerical / secretarial	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
14. Food / drink preparation or processing	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
15. Craftsmanship (incl. tailoring, crafting, cobbling, basket	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
16. Personal services (laundry, barbers, photography)	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
17. Other,	1 2 3 4 5 6 7 96	1 2 3 4 5 6 7 8 9
<b>CODES: 2(a)</b> 1. Private salaried (monthly); 2. Private wage (daily, weekly, piece rate, task rate); 3 State salaried (monthly); 4. State wage (daily, weekly) 5. Own account; 6. Commission; 7. Cooperative salaried; 96. Don't know		<b>CODES: 2(b)</b> 1. Home (of respondent); 2. House (of employer); 3. Factory; 4. Shop, hotel, bar; 5. Office; 6. Street, fixed location; 7. Street, no fixed location/moving around; 8. Field/bush; 9. Other.....





		99		12. Other, describe: ..... ..... 99. Not Applicable	8 9 10 11 12 99
<b>E6 a</b>	<b><u>DURING THE LAST THREE YEARS,</u></b> have you had to pay someone or give someone something <b>in order to obtain work?</b>  1. Yes 2. No	1 2	<b>E6 b</b>	<b>If yes to E6a, whom did you have to pay or give something to?</b>  1. Employer; 2. Labour contractor/broker; 3. Other worker; 4. Supervisor/foreman, 5. Other, describe .....  <b>How much did you have to pay? Birr .....</b>	1 2 3 4 5 99
<b>E7</b>	<b>For female workers only:</b>  <b>Is it usually necessary to offer sexual favours in order to obtain work?</b>  1. Yes 2. No	1 2  96 99	<b>E7 a</b>	<b>General comments on E6a/E6b/E7:</b>	

E8	<p>Apart from the employment /activity on which you have spent most time during the last 12 months, did you leave /finish any OTHER waged employment <b><u>DURING THE LAST THREE YEARS?</u></b>”.</p> <p>1. Yes 2. No → go to section E12</p> <p>96. Don't know → go to section F</p>	<p>1 2 96</p>		
E9	<p><b><u>IN THE LAST 3 YEARS</u></b>, why did you leave/finish OTHER waged employment? (List <b><u>all</u></b> relevant events)</p> <p>1. Changed employer 2. Finished casual or seasonal work 3. Quit for family or personal reasons 4. Quit, wages too low or insufficient work hours 5. Dismissed by employer 6. Dismissed following dispute with employer 7. Quit to work on farm operated by respondent or other linked individual 8. Other reason for leaving a job, describe ..... .... 99 Not applicable</p>	<p>1 2 3 4 5 6 7 8 99</p>	<p><b>E1 0</b> If you quit for <b><u>personal/family reasons</u></b> what was the <b><u>main</u></b> reason?</p> <p><b><u>(Choose one)</u></b></p> <p>1. Pregnancy 2. Marriage 3. Health 4. Need to care for household member 5. Request of spouse 6. No permission from spouse 7. Other describe: ..... 99. Not applicable</p>	<p>1 2 3 4 5 6 7 99</p>
E1 1	<p><b>What did you do to obtain or look for other work? (list <b><u>all</u></b> relevant actions)</b></p> <p>1. Waited to be called for (seasonal) work 2. Contacted friends and relatives 3. Contacted labour broker 4. Contacted job promotion centre 5. Started own account work 6. Borrowed money for own account work</p>	<p>1 2 3</p>	<p><b>E1 2</b> Describe the problems you have faced in finding and keeping decent wage employment <b><u>DURING THE PAST THREE YEARS?</u></b></p> <p>..... ..... ..... .....</p>	

	7. Sought work within this area	4		.....
	8. Sought work outside this area	5		.....
	9. Read newspaper	6		
	10. Listened for radio advertisements	7		
	11. Looked at ministry announcements	8		
	12. Other, describe:	9		
	.....	10		
	99. Not Applicable	11		
		12		
		99		

## F. WAGE EMPLOYMENT MODULE

<p><b>INTERVIEWER CHECKS:</b></p> <p>1. ASK <b><u>ALL QUESTIONS IN THIS SECTION</u></b> FOR THE REMUNERATED <u>WAGE</u> ACTIVITY/OCCUPATION <b><u>ON A COFFEE ENTERPRISE</u></b> WHERE THE RESPONDENT HAS <u>SPENT THE MOST TIME</u> (IN NUMBER OF MONTHS, HOURS) <u>DURING THE PAST 3 YEARS</u>.</p> <p>2. IF THE RESPONDENT HAS <b><u>NOT WORKED ON A COFFEE ENTERPRISE</u></b> DURING THE PAST 3 YEARS, ASK ALL QUESTIONS IN THIS SECTION FOR ANY OTHER WAGE ACTIVITY/OCCUPATION WHERE (S)HE HAS SPENT <b><u>THE MOST TIME!</u></b></p> <p><b>NAME OF EMPLOYER:</b> .....</p> <p><b>BRIEF DESCRIPTION OF THE JOB:</b> .....</p> <p><b>START OF EMPLOYMENT:</b> _____ Month _____ Year      <b>END OF EMPLOYMENT*:</b> _____ Month _____ Year</p> <p><b>* NOTE:</b> In this section, refer to the <b><u>MOST RECENT</u></b> working conditions that the respondent faced in this workplace!</p>
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F1	<b>Number of people working in this workplace at peak?</b> <ol style="list-style-type: none"> <li>1. 1 to 5 people</li> <li>2. 6 to 10 people.</li> <li>3. 11 to 20 people</li> <li>4. 21 to 50 people</li> <li>5. 51 to 100 people.</li> <li>6. 101 people or more</li> </ol>	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div>
F 2	<p><b>INTERVIEWER: ADD DETAILS</b> DESCRIBING THE RESPONDENT'S <b>TYPE AND PLACE OF WORK</b>, INCLUDING INFORMATION ABOUT MAIN DUTIES, WORK HOURS, SUPERVISION (UNDER CONTROL OR NOT), ANY RESPONSIBILITIES, FREQUENCY OF TASKS, DETAILED DESCRIPTION OF TASK(S),HARDSHIP, COMPLAINTS ABOUT WORK, ETC</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p><b>NB Respondents should also be asked to give their own views concerning RECENT DIFFICULTIES in FINDING or retaining jobs:</b></p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>	

<b>F 3a</b>	<p><b>How are your wages paid at your place of work? (check <u>all</u> relevant answers)</b></p> <p><b><u>This is about the basis of the payment, not the time when it is paid! (e.g. someone paid on a daily basis 100 Birr, but receiving the wage at the end of every week, is considered ‘daily wage’!)</u></b></p> <p>01. Daily wage</p> <p>02. 15 days intervals</p> <p>03. Monthly wage</p> <p>04. Based on specific contract/work/service</p> <p>05. Piece or task rate wages (per specific quantity or completed task)</p> <p>06. On commission (percentage of profits/sales)</p> <p>07. Other,</p> <p>describe:.....</p> <p>.....</p> <p>.....</p>	<p>01</p> <p>02</p> <p>03</p> <p>04</p> <p>05</p> <p>06</p> <p>07</p>
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<b>F3b. Monthly or daily rates</b>		
	<b>Pay per month</b>	<b>Pay per day</b>
<b>Cash</b>	Birr_____	Birr_____
<b>In kind</b>		
<b>Number of months worked in last 12 months</b>		
<b>Number of days worked in last month</b>		

F3c. Task and piece-rates		
	TASK	PIECE-RATE (Per kg etc.)
Detailed description of work done		
Time on a normal day (hours)		
Pay (cash)	Birr_____	Birr_____
In kind		
Amount (e.g. in kg) achieved on a normal day		

<b>F4</b>	<p><b>Does your employer/company provide the following at your main place of work:</b></p> <p>a. Free or subsidised meals at work (IF YES, →ANSWER Question F5)</p> <p>b. Main Holiday bonus/benefits</p> <p>c. Free or subsidised housing/accommodation</p> <p>d. Transport allowances (transport provided by employer or money for transport costs)</p> <p>e. Paid holidays</p> <p>f. Health checks at workplace</p> <p>g. Paid or subsidised medical care</p> <p>h. Paid sick leave</p> <p>i. Paid maternity leave</p> <p>j. Maternity benefits</p>	<p>a. 1 2 96</p> <p>b. 1 2 96</p> <p>c. 1 2 96</p> <p>d. 1 2 96</p> <p>e.. 1 2 96</p> <p>f. 1 2 96</p> <p>g. 1 2 96</p>
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	k. Severance payments l. Pension entitlements, and/or provident fund benefits m. Disability benefits n. Showers o. Childcare p. Access to free or subsidised land for agricultural purposes q. Other:..... ..... ..... ..... ..... ..... ..... .....	h.            1        2    96 i.            1        2    96 j.            1        2    96 k.            1        2    96 l.            1        2    96 m.           1        2    96 n.            1        2    96 o.            1        2    96 p.            1        2    96 q.            1        2    96  <b>Codes: 1(Yes); 2(No); 96 (Don't Know)</b>
<b>F5</b>	<b>Describe in detail the meals and drinks and other commodities USUALLY provided by the employer:</b> ..... ..... ..... .....	

F6	<p><b>Have you ever been provided with loans or wage <u>advances</u> by employer generally or at times of difficulty or crisis?</b></p> <p>1. Yes</p> <p>2. No</p>	<p>1</p> <p>2</p>
F7	<p><b><u>During THE PAST 3 YEARS</u>, has employer <u>delayed</u> making payments due to you?</b></p> <p>1. Yes</p> <p>2. No</p> <p><b><u>If yes</u></b>, describe payment problem in detail, including the amount owed, the length of the delay:</p> <p>.....</p> <p>.</p> <p>.....</p> <p>.....</p> <p>.....</p>	<p>1</p> <p>2</p>
F8	<p><b>What is the total amount of time you have worked in the employment/activity described here?</b></p>	<p>Years            — —</p> <p>Months        — —</p> <p>Days            — —</p>



F9	<p><b><u>IN THE LAST 12 MONTHS,</u> how many days have you missed work because of:</b></p> <p>A. WORK-RELATED ACCIDENT</p> <p>B. ILLNESS CAUSED BY POOR WORKING CONDITIONS</p> <p>C. WORK-RELATED STRESS</p> <p>D. FAMILY MEMBER WHO WAS ILL OR WHO HAD SUFFERED AN ACCIDENT</p> <p>E. INJURY CAUSED BY DISPUTE OR ARGUMENT WITHIN YOUR FAMILY.</p> <p>F. REPETITIVE STRAIN INJURIES</p>	<p>A. __ __ days</p> <p>B. __ __ days</p> <p>C. __ __ days</p> <p>D. __ __ days</p> <p>E. __ __ days</p> <p>F. __ __ days</p>
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<b>F10</b>	<b>INTERVIEWER CHECKS:</b> DOES THE RESPONDENT CO-RESIDE WITH ANY CHILDREN UNDER 10 YEARS OF AGE?  1. YES. 2. NO → <b>TO F13</b>	1 <b>2→ TO F13</b>
<b>F11</b>	<b>If you co-reside with children under 10 years of age, who <u>usually</u> looks after them when you are at work?</b>  1. Husband/wife 2. Uncle/aunt 3. Older child 4. Parents/parents in-law. 5. Brother or sister/brother or sister in-law 6. Grandparents 7. Maid or helper 8. Neighbour/other 9. Baby Sitter 10. Nursery/crèche 11. No one 12 Other, describe: .....  99. Not applicable	1 2 3 4 5 6 7 8 9 10 11.  99
<b>F12</b>	<b>How did you compensate for this help (looking after children)?</b>  1. With money 2. In kind 3. No compensation 4. It depends on who helps 5. Other, explain:..... ..... ..... .....	1 2 3 4 5

	<p>.....</p> <p>.....</p> <p>99. Not applicable</p>	99
<b>F13</b>	<p><b>In the LAST 3 YEARS, and in reference to the job referred in this section F:</b></p> <p>1. Did you have enough work?</p> <p>2. Were you available to work a bit more (a few more hours/days than you actually worked)</p> <p>3. Did you have very little work (you were available to work for at least double the amount of time than you actually worked)?</p>	1    2    3
<b>F14a</b>	<p><b>In the LAST 3 YEARS, did you work over-time?</b></p> <p>1. Yes</p> <p>2. No → go to F15</p> <p>96. Don't know → go to F15</p>	<p>1</p> <p>2 → go to F15</p> <p>96 → go to F15</p> <p>99 → go to F15</p>
<b>F14b</b>	<p><b>Does your employer compensate you for working over-time?</b></p> <p>1. Yes</p> <p>2. No → go to F15</p> <p>96. Don't know → go to F15</p> <p>99. Not applicable → go to F15</p>	<p>1</p> <p>2 → go to F15</p> <p>96 → go to F15</p> <p>99 → go to F15</p>



<b>F15</b>	<p><b>Are you a member of a Trade Union?</b></p> <p>1. Yes; 2. No; 96. Don't know</p>	<p>1    2    96</p>	<p><b>F16a. Have you been involved in a <u>strike</u> action in THE PAST 3 YEARS?</b></p> <p>1    2    96</p> <p>If YES, please briefly state the main <u>reason</u> for the strike:</p> <hr/> <hr/> <p><b>F16b. If yes to F16a, how many times have you been involved in a strike in the <u>past 3 years</u>?</b></p> <p>.....</p>
<b>F17a</b>	<p><b>Have you migrated for the current job?</b></p> <p>1. Yes 2. No → go to F18a</p>	<p>1  2</p>	<p><b>F17b</b></p> <p><b>Where did you migrate from:</b></p> <p>Kebelle...      Woreda...      Zone...      Region.....</p> <p>Country .....</p> <p><b>Why did you leave that place (Please write answer below)?</b></p> <p>.....</p>

<b>F18a</b>	<b>Have you EVER migrated in search of employment (apart from answer to F17a)?</b>  1. Yes  2. No → go to F19	1	<b>F18b</b>	<b>When was the last time you migrated in search of employment?</b>  YEAR _ _ _ _ 99
		2	<b>F18c</b>	<b>How frequently have you migrated in search of employment in THE PAST 10 YEARS?</b>  1. Twice or more a year 2. Once a year 3. Once every 5 years /...../ 4. Rarely
<b>F19</b>	<b>Was the work described in Section F carried out on a coffee enterprise?</b>  1. Yes 2. No → go to Section G		<b>F19a</b>	<b>Write down the name of this farm/plantation and/or the name of the owner:</b>  ..... .
<b>F19b</b>	<b>Did you receive regular health and safety training?</b> 1. Yes 2. No Comments:		<b>F20</b>	<b>Was there a special clean rest room for pregnant women and nursing mothers?</b> 1. Yes 2. No Comments:

<b>F21</b>	<b>Did you have access to clean toilet facilities?</b>  1. Yes 2. No Comments:		<b>F22</b>	<b>Were pregnant employees required to undertake any type of harmful work (e.g. lifting, handling of chemicals and pesticides)?</b>  1. Yes 2. No Comments:
<b>F23</b>	<b>Was there a safety officer?</b>  1. Yes 2. No Comments:		<b>F24</b>	<b>Were there first aid facilities?</b>  1. Yes 2. No Comments:
<b>F25</b>	<b>Did spray operators receive regular training on working safely?</b>  1. Yes 2. No Comments:		<b>F26</b>	<b>Were spray operators given <u>all</u> of the following protective clothing (respirators, suitable overalls, gloves, goggles, boots)?</b>  1. Yes 2. No Comments (on quality of clothing): .....
<b>F27</b>	<b>Were spray operators provided with facilities for changing clothes and washing after applying pesticides?</b>  1. Yes 2. No Comments:		<b>F28</b>	<b>Have <u>you</u> ever been threatened with, or experienced, physical or sexual abuse at work?</b>  1. Yes 2. No Comments:
<b>F30</b>	<b>Have you ever heard from others about events of physical or sexual abuse at this work place?</b>  1. Yes 2. No Comments:			

**G- AGRICULTURE / FARMING (OWN ACCOUNT)**

**G1 Have you grown a crop on your own account or looked after animals over the past 12 months?**

**1. Yes, please give name and roster number of the individual who has spent the most time on these farming activities:**

.....

**2. No → go to section H!**

<b>G2.List of crops grown by order of importance (for livelihood of respondent)</b>  1.  2.  3.  4.	<b>G3. If you grow <u>coffee</u>, what was last year's (2009) coffee production/harvest?</b>  <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <u><b>Red cherry</b></u>  Kg:  Other unit: </div> <div style="text-align: center;"> <u><b>Dried coffee</b></u>  Kg:  Other unit: </div> </div>	<b>G5. What was last season's production/harvest of the most important crop?</b>  Crop _____  Production in kg _____	<b>G7a</b>  <b>Does the cultivated land belong to you?</b>  1. Yes      2. No /...../	<b>G7b. If "No", what is the arrangement?</b>  1.Paying part of the produce 2. Rent paid for in cash 3. Rent paid through services 4. Borrowing without compensation 5. Other (specify):_____  /...../
	<b>G4. What has been your record <u>coffee</u> harvest ever?</b>  <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <u><b>Red cherry</b></u>  Kg:  Other unit: </div> <div style="text-align: center;"> <u><b>Dried coffee</b></u>  Kg:  Other unit: </div> </div>	<b>G6. What has been your <u>record harvest</u> ever for this crop?</b>  Kg _____ —  Other unit (specify) _____		



<p><b>G8a. Do you employ paid workers (in cash or in kind)?</b></p> <p>1. Yes 2. No /...../</p> <p><b>G8b. If “Yes”, what is the <u>maximum number of workers</u>, seasonally?</b></p> <p>/_____/</p> <p><b>G8c. For what kind of jobs/tasks?</b></p> <p>1. _____</p> <p>2. _____</p> <p>3. _____</p> <p>4. _____</p> <p>5. _____</p>	<p><b>G9. Indicate the number of <u>paid</u> labourers employed last season:</b></p> <p>1. Seasonal /...../</p> <p>2. Daily paid /...../</p> <p>3. Paid per task /...../</p>	<p><b>G10. How much did you pay the workers?</b></p> <p>1. Daily</p> <p>2. Monthly</p> <p>3. Per task</p> <p>4. Other basis, specify:</p> <table border="1" data-bbox="1021 312 1503 710"> <thead> <tr> <th>Basis of pay (code)</th> <th>Kind</th> <th>Cash</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Basis of pay (code)	Kind	Cash										<p><b>G11a. If you pay per task, describe the task:</b></p> <p>_____</p> <p>_____</p> <p>_____</p> <p><b>G11b. Time it usually takes to complete task:</b></p> <p>_____</p>
Basis of pay (code)	Kind	Cash													
<p><b>G12a. Did you have access to credit for your farming activities (including credit in kind)?</b></p> <p><b>1. Yes 2. No</b></p> <p>/...../</p>	<p><b>G12b. If “Yes”, indicate the main source of the credit</b></p> <p>1. Private</p> <p>2. State</p> <p>3. NGO</p> <p>4. Other, specify .....</p>	<p><b>G13. If you sell <u>coffee</u>, indicate ALL your buyers in the last agricultural season</b></p> <p>1. Cooperative(s)</p> <p>NAME(S)_____</p> <p>2. Private buyer (s) NAME(S)</p> <p>.....</p> <p>3. Other (specify).....</p>													

## H. INCOME FLUCTUATIONS AND EXTERNAL SUPPORT

<b>H1</b>	<p><b><u>In the past 12 months</u> has your <u>monthly</u> income been regular, fluctuating or unreliable/unpredictable?</b></p> <p>1. Regular</p> <p>2. Fluctuating (predictably)</p> <p>3. Unreliable (unpredictable)</p>	<p>1</p> <p>2</p> <p>3</p>
<b>H2a</b>	<p><b>If you earn a <u>cash</u> income from your work, do you have to give, send or remit all or part of it to someone else?</b></p> <p>1. Yes</p> <p>2. No → H3</p>	<p>1</p> <p>2 → H3</p>
<b>H2b</b>	<p><b>If yes, who did you have to give it to?</b></p> <p><b>(list all possibilities – please confirm if eligible HH roster members have been listed)</b></p> <p>A. Husband/wife</p> <p>B. Mother/father</p> <p>C. Child</p> <p>D. Other family member</p> <p>E. Labour broker</p> <p>F. Other, describe: .....</p>	<p>A</p> <p>B</p> <p>C</p> <p>D</p> <p>E</p> <p>F</p> <p>99</p>
<b>H3</b>	<p><b><u>DURING THE PAST 12 MONTHS</u> have you used health facilities (e.g. <i>rural clinic, district/government hospital or clinic, private clinic, private health provider, traditional healer</i>) for yourself or other economically linked persons?</b></p> <p>1. Yes</p> <p>2. No → go to H6a</p>	<p>1</p> <p>2 → go to H6a</p>
<b>H4</b>	<p><b><u>GIVE THE NAME(S) AND LOCATION(S) OF ALL THE HEALTH FACILITIES YOU HAVE USED DURING THE LAST 12 MONTHS.</u></b></p> <p><u>NAME:</u></p>	

	<p><u>LOCATION:</u></p>	
<b>H5</b>	<p><b><u>DURING THE LAST 12 MONTHS</u> how did you pay for or get access to healthcare treatment:</b></p> <p>a. Borrowing money</p> <p>b. Selling assets</p> <p>c. Taking from savings</p> <p>d. Government assistance (Health Care Fund for Poor card)</p> <p>e. NGO assistance</p> <p>f. Other, describe: .....</p>	<p>a. 1    2</p> <p>b. 1    2</p> <p>c. 1    2</p> <p>d. 1    2</p> <p>e. 1    2</p> <p>f. 1    2</p>
<b>H6a</b>	<p><b><u>IN THE PAST 12 MONTHS</u> have you received credit/loan or cash grant?</b></p> <p>1.        Yes,    2. No        →    go to <b>H7a</b></p>	<p>1</p> <p>2 → <b>H7a</b></p>
<b>H6b</b>	<p><b>If yes, this credit or cash was provided by (indicate <u>MAIN</u> source)?</b></p> <p>1. Government; 2. Employer; 3. Shopkeeper/trader; 4. Bank/financial institution;</p> <p>5. Friend/Neighbour; 6. Relative; 7. Moneylender; 8. Cooperative; 9. Credit Group 10. Landlord</p>	<p>1 2 3 4</p> <p>5 6 7 8 9</p> <p>10 11</p>

	11. Other, describe: .....	99
--	----------------------------	----

H7a	<b>If you are <u>now</u> in debt, from whom did you borrow? (fill in <u>all</u>)</b>	1. Yes    2. No
	a. Government b. Employer c. Shopkeeper/trader d. Bank/financial institution e. Friend/neighbour f. Relative g. Moneylender h. Cooperative i. Credit group j. Landlord k. Other, describe  99	a. 1   2 b. 1   2 c. 1   2 d. 1   2 e. 1   2 f. 1   2 g. 1   2 h. 1   2 i. 1   2 j. 1   2 k. 1   2  99
H7b	<b><u>DURING THE PAST 12 MONTHS</u>, have you had to work for the person/institution who gave you loans, in order to repay part or all of the loan?</b>	1  <b>2 → H8</b>
H7c	<b>For whom did you have to work during <u>THE PAST 12 MONTHS</u> to pay off debt?</b>	1 2 3

	5. Moneylender	4
	6. Landlord	5
	7. Other, describe: .....	6
		99

<b>H8</b>	<b>Do you provide assistance in cash or any other form to another person? (Not someone on the roster of linked individuals).</b>	
	<b>If yes, specify who is the beneficiary in a note in the margin, next to this question.</b>	1
	1. Yes, routinely	2
	2. Yes, occasionally	3
<b>H9</b>	3. No	
	<b><u>IN THE LAST 12 MONTHS</u>, did you or one of the children in the roster of economically linked individuals drop out of school because of financial difficulties?</b>	
	1. Yes	1
	2. No	2
<b>H10</b>	<b>If you experienced <u>serious</u> financial difficulties, what did you do to overcome these financial difficulties in <u>THE LAST 12 MONTHS</u>? (list <u>all</u> possible answers)</b>	1
	1. Sold livestock	2
	2. Sold land	3
	3. Leased out land	4
	4. Sold any other assets, describe: .....	5
	5. Worked for others, describe: .....	6
	6. Migration	

	7. Sell food stocks	7
	8. None of the above, other (specify): .....	8
		99
	99 Not applicable	

<b>H11</b>	<p><b><u>DURING THE PAST 12 MONTHS</u>, what was <i>your usual MONTHLY cash</i> expenditure?</b></p> <p>(This estimate should NOT be made on the basis of a month when expenditure was unusually high, i.e. for festivals, or for the purchase of durables).</p> <p>Respondent provides or estimates*:</p> <p>96. Don't Know</p> <p>95. Respondent refuses to answer</p>	<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>Birr</p> <p>96</p> <p>95</p>
<b>H12</b>	<p><b>Please ask the respondent to comment on his/her views on employment and related problems/priorities:</b></p>	

H13	<p><b><u>To be filled by enumerator only:</u></b></p> <p><b>Comment on whether this respondent could be a case for life histories! (Is his/her story particularly interesting? Is he/she open and frank in conversation? Does he/she appear to be interested in participating in this research?)</b></p>
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## Appendix 7: Focus Group Protocol

### Focus Group on the Problems Faced by Women on Flower Farms - Researchers Guide

#### General

The sections below are for our benefit – you do not need to tell participants about each section.

Start each section with the first open question, and then prompt/probe until participants have provided answers to the detailed questions. Allow discussion and DON'T FORGET to probe. The sub-questions can be used as a backup if discussion is going off on a tangent or if participants don't talk much.

People arrive

Welcome participants as they arrive –

Note- researchers to decide when it is appropriate to give **refreshments**

Please inform them that we will do the focus group in Amharic

**Give people consent forms**

Once everyone has arrived, ask people to take a seat.

#### **1. (10 min) Introductions**

Introduce yourself. Ask them to introduce themselves again.

Introduce the project:

*We are studying employment in the flower farms. We were here last year and we spoke to many people in Tefki/Ziway. We realised that women on flower farms often face problems.*

*The aim of this focus group is to understand more about women's problems at work on the flower farms. We want to understand what kind of problems are faced: to do with finding work, work conditions and relations with other workers or supervisors.*

*(Note: if participants ask how the research will benefit them, please explain that we are focused on research so there will be no direct benefit. We do hope that if we understand better the problems that women face, it will be useful for those making policy)*

Tell them why they have been selected:

*You have been selected because you know about work on the flower farms.*

Ask them if this is correct – are they flower farm workers?

Explain the focus group rules:

- *Everything is confidential*
- *This focus group does not aim to collect personal information, just to understand the general problems faced by women workers on flower farms. **We are going to ask questions about what typically happens to women, rather than what has happened to you.***



- *We will make notes and use a recorder. This is to help us remember what people have said. We will not use people's names and if we report what people say, it will be anonymous.*
- *People can leave at any time*
- ***The focus group will take about 1 hour 30 min. There will be no payment but after the group we will have lunch.***

**Ask them to sign the consent form** (if they do not consent, explore the reasons why)

Switch on the recorder

## **2. (10 mins) Understanding who flower workers are**

Researcher note: this is a warm-up question. We know much of this from our large quantitative survey, although it will be interesting to hear if we get the same picture from the focus group.

**Opening question: What are the characteristics of female flower workers?**

Sub-questions:

- How old are they?
- Are they married?
- How wealthy are they? What are the differences between richer and poorer flower workers
- How long do they work on flower farms for?

## **3. (10 mins) Understanding more about flower work**

Researcher note: we are interested in whether bribes or sexual favours are used to obtain a job.

**Opening question: Can you tell us more about flower work? What might a typical week look like?**

Sub-questions:

- How much would a flower worker earn?
- Is it difficult to get a flower job?
- Do people need to bribe to get a flower job?
- Do some women give sexual favours to get a flower job?

## **4. (15 mins) Problems of flower work**

Researcher note: We want to begin to uncover some of the problems of flower work, including health and safety issues.

**Opening question: What kind of problems do female flower workers face?**

Sub-questions:

- Are they paid late?
- Is the pay too low?
- How long is the working day?
- Are there enough breaks?
- Is there enough access to toilets, water?

- Do they adequate protective clothing? Are there problems with exposure to chemicals.

[A BREAK HERE 10 min]

## 5. (20 min) Problems of physical or sexual harassment

*Tell them that we are going to ask some sensitive questions and we hope that it is not too difficult for them. They can leave at any time. **Remind them that we are not asking about what has happened to them, but about what happens to women workers in general on flower farms.***

Researcher notes: We want to find out about physical threats/maltreatment and about repeated/unwanted verbal or physical advances of a sexual nature.

**Opening question: Are women on flower farms ever in a dangerous position?**

Sub-questions:

- Do supervisors ever use violence or the threat of violence? Why and when?
- Do co-workers ever make physical threats or physically mistreat them? Why and when?
- Are women ever compelled to have sex with supervisors in exchange for better work or for promotion?
- Do male co-workers ever create an environment that is hostile or unpleasant?
- Is obscene language ever directed to women?
- Do men on flower farms ever try to touch them without their consent?
- Are women ever exposed to pornographic material by supervisors or co-workers?

## 6. (15 mins) Relationships at home

Researcher notes: We are interested in whether women's work on flower farms leads to their mistreatment by partners

**Opening question: How does flower work affect the relationship between women and their husbands/partners?**

Sub-questions:

- Do men worry about their wives/girlfriends working on flower farms?
- Do men prevent women from working on flower farms?
- Do men accuse women of infidelity with co-workers or supervisors?
- Do men ever threaten or assault women?

## 7. (10 min) Closing the focus group

We have asked you questions about female flower workers, is there anything else we should know?

Then ask them if they have any questions they want to ask us.

**Thank them for coming. \*Link through to advice for those affected by physical or sexual harassment.**

End.

## FAIR TRADE, EMPLOYMENT AND POVERTY REDUCTION OUTLINE PDA QUESTIONNAIRE

	<b>CODE</b>
Questionnaire Completed?	

Variable	Question
Serial Number	
Name of Enumerator	
Name of Principal Respondent	
Name of Region	
Name of Zone	
Name of Woreda	
Name of Kabelle/PA	
Name of Village	
Date and time	
RU description (from census)	Description of RU
RU size	Number of people (older than 14) living in RU
resp_name	Name
resp_sex	Gender
resp_age	Age
resp_education	Highest level of education completed
resp_language	Language
resp_migrant	Apart from this RU, during the last 12 months has this person lived in a more permanent RU somewhere else?
Resp_ww_all_last12	In the last 12 months, has this person worked on any enterprise for wages?

<sup>7</sup> There were very minor variations in the content of the short PDA questionnaire in some research sites; for example, a particular effort was made in some sites to find out more in this survey about the scale of labour migration, based on prior scoping information.

resp_ww_coffee/tea/flowers_last12	In the last 12 MONTHS, has this person worked for wages in coffee/tea/flower production?
resp_ww_1st_curr	In the last 12 months, has this person worked on [target site 1]?
resp_ww_2nd_curr	In the last 12 months, has this person worked on [target site 2]?
resp_ww_3rd_curr	In the last 12 months, has this person worked for any other coffee/tea/flowers enterprise?
Resp_ww_all_last36	In the last 36 months, has this person worked on any enterprise for wages?
Resp_ww_coffee/tea/flowers_last 36	In the last 36 months, has this person worked for wages in coffee/tea/flower enterprises?
resp_ww_1st_36 etc	In the last 36 months, has this person worked on [target site 1/etc]?
resp_ww_coffee/flowers/tea_dontknow	Respondent does not know answers on wage work
mobile_phone	
availability	Times available for interview
GPS_lat	
GPS_long	
GPS_alt	
GPS_hdop	
interview_complete	

Completed	01	Respondent Refused	02	Respondent Not At Home	03	Respondent Not Found at Address	04
Respondent Unable to Answer	05	Insufficient Time to Complete	06	Other Problem with Completion	07	Specify Other Problem: ..... ....	
Date <b>first visit</b>			Time beginning <b>first visit</b>		Time end <b>first visit</b>		
Day .....	Mont h .....	Year .....	Hour ..... .	Minutes .....	Hour ..... .	Minute s .....	

**Enumerator Comments:**

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