

Content

Acknowledgements	7
Preface	9
1. Introduction	17
1.1 The emerging textile industry in Ethiopia – dynamics, challenges and prospects.....	17
1.2 The research project.....	28
1.3 Review of literature on the Ethiopian textile industry.....	34
1.4 From development to transformation: metamorphoses of a concept, a theory, and a practice	45
2. On the socio-economic causes of high employee turnover in the Ethiopian textile and garment industry	55
2.1 Introduction	55
2.2 Employee turnover and absenteeism: major causes at a glance.....	62
2.3 Experiences of management personnel and (women) workers	66
2.4 Motivations, working conditions, living circumstances and remuneration of workers.....	71
2.5 Fair and sustainable jobs? Suggestions for the way ahead.....	90
3. From an agrarian to an industrial lifeworld: understanding labor turnover in the context of social upheaval	99
3.1 Introduction	99
3.2 The textile work from a community perspective	104
3.3 Interviews with relatives of textile workers	112
3.4 Ethiopia’s Great Transformation: between community orientation and striving for modernization	118
3.4.1 Farmers’ perception.....	121
3.4.2 The promise of modernization.....	138
4. Conclusion	161
5. Excerpts from a photo documentation	175

