How to Cite:
Tafa, M. D., & Worku, S. T. (2022). Assessment of working culture in the case of central highland of Ethiopia. *International Journal of Health Sciences*, *6*(S2), 6962–6976. https://doi.org/10.53730/ijhs.v6nS2.6921

Assessment of working culture in the case of central highland of Ethiopia

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***Abstract*---**In this paper we identified factors affecting working days and variation of working days among different religion followers and different economic activities taking 384 samples from the study area. Data collected through questionnaires and in addition key informant interview conducted with religious leader considering their religious institution teaches corresponding follower and why some days are celebrated and documents related with national calendar are reviewed. The resulted presented with different factors like religious practice, national calendar, political reasons working culture contributed for the low days devoted to economic activities per month. The finding indicated that less mean monthly working day is 20.5 in Ethiopian Orthodox Religion followers, the mean monthly working day in the rural area is less than the urban area, Monthly working day in the agricultural activity is less than any others economic activities in the study area scoring 16.76 days per month although agriculture employs 65.62% of the countries labor force.

***Keywords*---**working day, religious practice, Ethiopian orthodox, Ethiopian calendar, economic activities.

Introduction

On this world human being run different economic activities in order to survive once self, to do this people may not devote the whole days in the year for the economic activities. Rather people may celebrate holidays, need leisure, devoted for different feasts and other social and political factors might affect the working days in the year. The number of public holidays varies across countries and between years within the same country. It can be really interesting to understand

the effect, ceteris paribus, of feast days on the whole economy and on firms' productivity (Esposito, 2014)

Even if productivity does vary by day of the week, and even if it is practical to reallocate working time towards more productive moments in time, it may only be desirable from a societal perspective if workers want to alter their working patterns. On the face of it this may not appear to be an important constraint since workers have become increasingly flexible in supplying their labor, a trend which is apparent in the growth of previously atypical working patterns associated with zero hours and annual hours contracts, shift-working, Sunday working, home-working, part-time and temporary working. But if workers do have preferences for the current arrangement of working time, the attendant social costs of reorganizing work schedules must be weighed against any economic benefits (Bryson, 2007).

Different Countries have their own calendar which comprises celebrated as public holidays due to religious, cultural, political, social and others reasons according to the condition of the countries. The first day of January is observed as New Year's Day and is a public holiday in almost every country. December 25 is celebrated as Christmas and is a public holiday in many countries worldwide. In the United Kingdom and in many countries of the Commonwealth of Nations, the day following Christmas is celebrated as Boxing Day and is a public holiday. In some European countries, Christmas is celebrated from December 25 to December 26, with December 26 celebrated as St. Stephen's Day in predominantly Roman Catholic countries. The last day of December is also a half-day or full-day holiday in many countries. The birthday of Christopher Columbus on October 12 is celebrated in many Latin American countries as either Discovery Day (Newsletter, 2021)

Religion in Ethiopia comprises of a number of faiths. Among these mainly Abrahamic religions, the most numerous is Christianity (Ethiopian Orthodoxy, protestant, Roman Catholic) totaling at 67.3%, followed by Islam at 31.3%.There is also a longstanding but small Jewish community. Some adherents of the Bahá'í Faith likewise exist in a number of urban and rural areas. Additionally, there is also a substantial population of the adherents of traditional faiths(CSA, 2007).

According to Central Statistical Agency of Ethiopia (CSA2007), majority of the North Shewa, Oromia Region inhabitants followers of Ethiopian Orthodox Christianity, with 92.43% of the population while 5.34% of the population were Muslim and 1.61% of the population professed Protestantism. Religion and cultural practice in this area have substantial impacts on the habitants economically, socially and politically. Among this economic activities of the habitants affected by the allowed working day in the months due to the religion events in the area. Ethiopian Orthodox Christian is largely covered this area, working day for this religion follower is limited in the month due as the followers are not allowed to work all days in the month. According to the religion all days in the month are occupied by at least one esteemed celebrated name. This celebration is shown by not working or not to participate in any economic activities.

This may not be limited to the followers of the Ethiopian Orthodox Religion rather it propagates through different ways to others religions followers. Example if the one Ethiopian Orthodox follower is employers and the employees are from different religions as the business of the Ethiopian Orthodox follower not allowed to be worked in this esteemed days accordingly, the employees will be out of working in these days. The same is true if the employees. If the Owner of a business is Ethiopian Orthodox Religion followers the days of services the customers get limited including others religion followers.

The working days in the month in this area again affected by the practice of others religion, political practices and working culture of the residents. These all combined together affecting the working days in the area and deteriorate any economic activities in the area. The study identified factors reduce working days in the study area categorizing as religious practice, cultural practice, political practice and national calendar.

Having these the study identified locally celebrated days due to religious and others reasons in the study area, examined variation of the working days for different economic activities in the study area and variation of working days among different groups in area.

Research Methodology

Data source and type

The study used primary data that collected directly from household head and individual person participate in different economic activities by using structured open and close ended questionnaire and completed by sample respondent. The questionnaire designed to capture all the necessary aspects that used to assess the working days in the study area from individuals participated in different economic activities.

- Questionnaire collected from household head those participate on different economic activities designed to capture all the necessary variables that used to identify the working days in the study area.
- Key informant interview conducted with religious leader considering their religious institution teaches corresponding follower and why some days are celebrated. Accordingly Christian priests, Islamic imam and others religious teachers are included giving key information.

Sample technique and size

As some economic activity is sometimes at household level and other time's individuals in a given household participate in different economic activities, the targeted population is above the household in the study area and below the total population of the study area which makes the targeted population is not properly known. Due to this reasons researchers used Cochran formula to determine sample size ad 384 questionnaires randomly distributed to each corresponding participant types. The formula is given by: (Cochran, W.G, 1977)

$$n = Z^2 \, p \, q \, / \, e^2$$

where,
n=standsforthesamplesizewhichis drawn;
e=levelofprecisionorsometimes calledsamplingerror
(israngesinwhichthetruevalueofthepopulationwouldbeestimated;
p=populationproportion;
q=1-p;Z= levelofconfidence (1.96).

Thesampleis drawnfrommaximumvariabilityofthepopulation(p=0.5) with95% levelofconfidencewith5%precisionlevel.

Accordingly $n=Z^2pq/e^2$

$n = 1.96^2 * 0.5 * 0.5 / 0.05^2 = 384$

The determined sample size is proportionately distributed for each place in the study by using the formula , where Pi is proportion of the town population and n is the total sample size accordingly nxPi.

Table: 1 Proportion of respondents by economic activities

Economic Activities	Number of participants	Percent
Farming	80	20.83
Milling	30	7.81
Butcher	20	5.21
Construction	20	5.21
Ethio Telecom	5	1.30
Ethiopian Electric Utility	5	1.30
Government Offices	5	1.30
Metal Work	20	5.21
Daily Laborer	50	13.02
Wood work	20	5.21
Tailing Machine	25	6.51
Local Alcohol Drink House	29	7.55
Banks	5	1.30
Shopping	50	13.02
Hotel	20	5.21
Total	384	100.00

Source: Expected proportion of the Zone based on National data 2020

Field Strategy

As targeted population of the study is urban resident of central highland of Ethiopia Preliminary study undertaken to develop appropriate questionnaires and way to dig out appropriate data and the field strategy designed and follow a well-planned field procedure before the survey is going to be implemented. In this study, the following activities are carried out before the survey done. Pilot survey taken from none selected town and tested for working days. Enumerators are

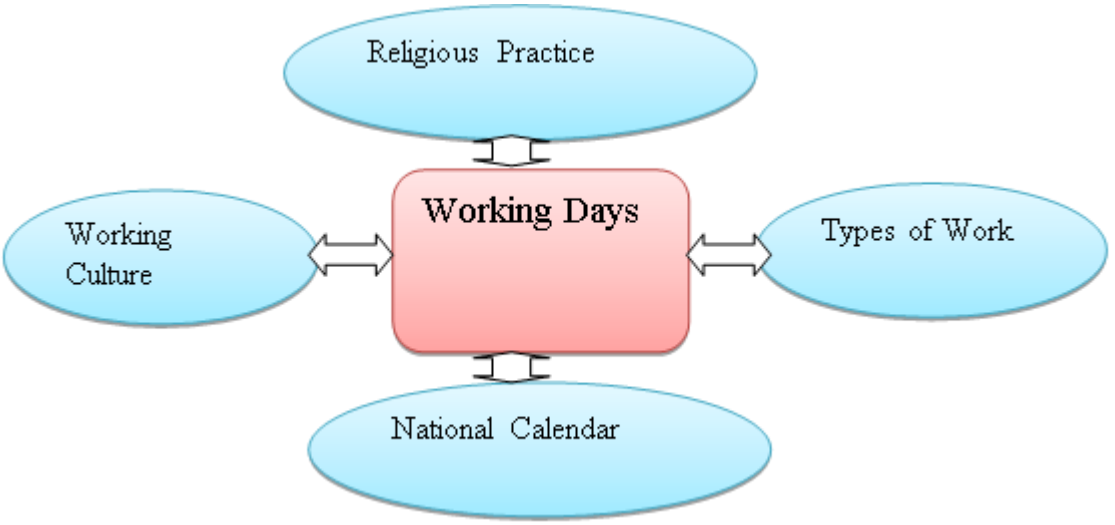
given clarification/training in order to avoid risks of miss interpretation of the questions to respondents during survey period without influencing the respondents' answers. A plan of action formulated stating the number of interviews undertaken per day, how the interviews should be distributed over the weeks.

Methods of data analysis

The analysis of data collected was accomplished by the use of stata version 15, software. Where the scores assigned to each factor by the respondents entered and consequently the responses from the questionnaires retrieved subjected to statistical analysis for further insight. The study employed descriptive analyzing of the data.

Demographic variables of respondents, frequencies, percentages, means, etc. analyzed using descriptive statistics.

Figure: 1 Research framework



Sample Size and Sampling Technique

Purposive sampling method was employed for this study. Thus, out of the currently operating sixteen private commercial banks in Ethiopia for the study purpose the researchers purposely select six private commercial banks based on criteria set by the researchers. Years of establishment, operation time and annual report preparation time starting from 2000 to2017 were used as criteria. Because of those reasons the data for this paper was collected from Awash International Bank, Dashen Bank, Bank of Abyssinia, Wegagen Bank, United Bank and Nib International Bank. Due to short period establishment of private commercial banks and absence of completed eighteen years data the remaining private commercial banks have not gain the chance to include in this sample size. The researchers believed that the sample size is representative as it includes the

banks which dominate a market position in terms of bank branches, total asset, deposit amount, loans and annual profit.

Results and Discussion

Demographic and Socio-EconomicCharacteristics

Study results are presented in a descriptive analysis of the survey data. Descriptive statistics such as mean, standard deviation, percentage and frequency distribution were employed based on data collected from respondents who engaged in 15 different economic activities: farming, wood work, metal work, tailing machine, miller, laborer, shopping, hotel, butcher, construction, local alcohol drink house, banks, Ethio telecom, and Ethiopian electric utility and government offices in the central highland of Ethiopia.

Demographic and Socio-Economic Characteristics

Socio–economic characteristics of sample households by age, sex, marital status and education level are summarized in relation to frequency, percent, mean and standard deviation of monthly worked day by each category as the 12 Ethiopian Months contain 30 days except Pagume which contain 5 days in consecutive 3 years but 6 days at the 4th year.

Pagume is the name given to the 13th month in the Geez calendar. According to the Geez calendar, a year is divided into 12 months of 30 days with the remaining five or six days making up the 13th month. Pagume comes after August just before the Geez New Year which falls on September 11 or 12 (Culture, 2019)

Table: 2 Profile of the respondents (individual respondents)

Variable	Category	Frequency	Percent	Summary of Working day per month/(30 days)	
				Mean	Std. Dev.
Sex	Male	272	70.83	20.650735	5.3455571
	Female	112	29.17	23.267857	6.1556129
	Total	384	100.00	21.414063	5.7113245
Age	20-30	102	26.56	21.745098	4.8291325
	31-40	112	29.17	22.25	5.1596145
	41-50	86	22.40	20.232558	6.2415579
	51-60	54	14.06	21.148148	6.8278216
	Above 60	30	7.81	21.033333	6.3868579
	Total	384	100.00	21.414063	5.7113245
Marital status	Couple	253	65.89	21.166008	5.7552694
	Single	77	20.05	21.909091	4.2401025
	Divorced	32	8.33	21	7.7916415
	Widow	13	3.39	25	6.2981479
	Widower	9	2.34	20.444444	5.0771821
	Total	384	100.00	21.414063	5.7113245
Education	Illiterate	62	16.15	19.33871	5.9173087

	Primary School	110	28.65	21.145455	6.2908647
	Secondary School	109	28.39	22.238532	5.76371
	Certificate & Above	103	26.82	22.07767	4.4955083
	Total	384	100.00	21.414063	5.7113245

Source: Own Survey result 2021

As indicated on the table 2 the four variables: sex, age, marital status and education are presented with their frequency, percentage, mean and standard deviation of corresponding categories. Accordingly, among sampled 384 of the respondents 272 are male while female presented as 112 (29.17%). With compared to male, female respondents are using more day in a month for working while male respondents are using only 20.650735 days in a month(30 days) for working. According to the sample result Female use 23.267857 days for working in a month when male use only 20.650735 days as the remaining days are not used for working rather respondents celebrate the remaining days for different like religious and non-religious purposes.

As the higher standard deviation recorded under female there is higher variation of working days in the month among the female as compared to male which have low standard deviation. Working day per month for different age has no more different as mean of different age groups slightly similar. The mean of working day for couple (those who are paired together in marriage), single and divorced shows 21 working days per month, the mean of working day for widower (man lost wife in death) become decreased to 20 working day per month having higher standard deviation of the groups indicating that higher variation of working day among the widowers and the mean of working day for the widow (woman lost husband in death) is higher which is 25. This is resulted because most of widow engaged on producing and selling locally produced alcohol which is open throughout the month.

The mean of the sampled respondent clearly indicated that education has direct relationship with working which indicates as the people learn more the day they will use for working in the months increase. But respondents who were illiterate working lower days in the month as indicated with corresponding mean of 19.3 per month.

Religious and Related practices of the respondents

Religious practice is the main factor to determine the working days in the study area. According to this research most of the non-working days are due to the celebration of religious festivals including Sunday while only some no-working days are due to reasons like social and political factors table 3

Table: 3 Religious practices of the respondents (individual respondents)

Variables	Category	Freq.	Percent	Summary of Working day per month/(30 days)	
				Mean	Std. Dev.

Religion	Ethiopian Orthodox	309	80.47	20.501618	5.9202627
	Protestant	33	8.59	24.030303	2.3911928
	Muslim	22	5.73	26.136364	1.8846613
	Wakefata	18	4.69	26.222222	1.308594
	Others	2	0.52	24	2.8284271
	Total	384	100.00	21.414063	5.7113245
Distance from religious institution	Below 5 k	287	74.74	21.996516	5.4416795
	5 -15km	51	13.28	21.509804	6.0609324
	15- 25km	26	6.77	17.076923	5.4766638
	Above 25k	20	5.21	18.45	5.9601748
	Total	384	100.00	21.414063	5.7113245
Religious Education	Yes	102	26.56	21.127451	5.5769532
	No	282	73.44	21.51773	5.7654053
	Total	384	100.00	21.414063	5.7113245
Repetition to religious institution per week	5-7	11	2.86	20.909091	5.3563896
	3-4	32	8.33	18.71875	5.8982467
	1-2	100	26.04	22.43	5.4869082
	Less than once	241	62.76	21.373444	5.7039424
	Total	384	100.00	21.414063	5.7113245

Source: Own Survey result 2021

Table 3 clearly shown that as working days in the month is different from religion to religion, accordingly respondents of Ethiopian Orthodox followers scored the lowest mean of working days in in month covering 80.47% of the sample while Wakefata followers scored higher mean of working days in month. In other way the standard deviation is higher in Ethiopian Orthodox followers which indicates that working days in a month is different from individuals to individual as lowest working days (7 working days in 1 month) scored in agriculture activities and highest working days (30 working days in 1 month) scored in hotels and local alcohol drinking house respectively for the same religion (Ethiopian Orthodox followers).

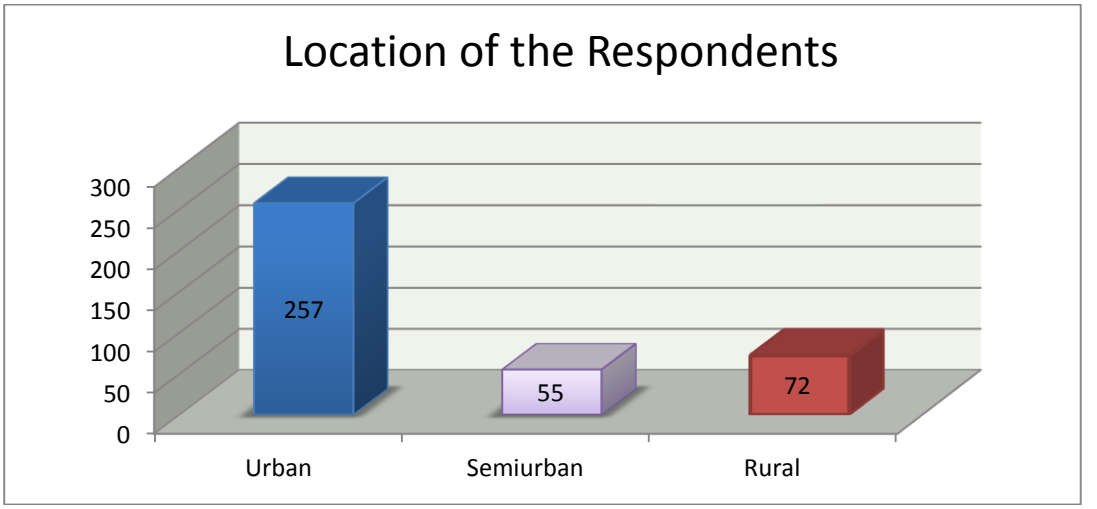
Respondents distance from religious institutions shown indirect relationship working day of the respondent below 25 km but above 25 km the mean working day increased to 18.5 per month while the mean working day per month was 17.07 between 15 -25km. As the result implies working days not affected by distance rather the working days accepted as cultural practice than religious practices. This condition more practiced in Ethiopian Orthodox followers as less mean of working days scored in in this religion followers.

Religious education has positive impact on the working days when those who have no basic religious education have less mean monthly working days. But in the sampled respondent 73.8% of the have no basic religious education while only 26.2% have basic religious education having more monthly working days than those have no basic religious education.

Location of the Respondents

Location of the respondents implies that where the respondent is living irrespective of the economic activities that the respondent is engaged in. As indicated in figure 2 among the sampled respondents 66.93% is taken from urban area while 14.32% and 18.75% were from semi-urban and rural area respectively.

Figure: 2 Location of the respondents



Source: Own Survey result 2021

The location of the respondents resulted different the working days in the months, accordingly semi-urban and rural area used less working days in month while the mean monthly working days scored in urban as 22.6. This is due to different economic activities practiced in urban and rural area, the sampled respondents in the urban area working more days in months than semi-urban and rural area residents. This resulted due to economic activities in rural area worked lower days as compared to economic activities urban residents engaged in. Example agriculture activities which worked only for 16.7625 days per month as it is mostly practiced in rural area when hotel worked for 29.5 days per month in urban area.

Economic Activity Respondents Engaged In

As the zone contain different ecology with variety of economic activities, the main practiced economic activities in the study area identified with corresponding working day per month. Accordingly, Farming, Wood work, Metal Work, Tailing Machine, Milling, Daily Laborer, Shopping, Hotel, Butcher, Construction, Local Alcohol Drink House, Banks, Ethio Telecom, Ethiopian Electric Utility and Government Offices are considered economic activities to identify how many days the respondent work for each livelihoods.

Table: 4 Types of economic activity respondents engaged in

Economic Activities	Freq.	Percent	Summary of Working day per month/(30 days)	
			Mean	Std. Dev.
Farming	80	20.83	16.7625	5.227105
Milling	30	7.81	17.266667	5.1322734
Butcher	20	5.21	17.95	5.1857599
Construction	20	5.21	19.3	4.6237374
Ethio Telecom	5	1.30	21	0
Ethiopian Electric Utility	5	1.30	21	0
Government Offices	5	1.30	21	0
Metal Work	20	5.21	21.35	2.7198104
Daily Laborer	50	13.02	21.96	3.0503262
Wood work	20	5.21	22.2	2.6675437
Tailing Machine	25	6.51	24.32	2.1548395
Local Alcohol Drink House	29	7.55	24.413793	8.8701636
Banks	5	1.30	25	0
Shopping	50	13.02	26.08	1.0466662
Hotel	20	5.21	29.5	.88852332
Total	384	100.00	21.414063	5.7113245

Source: Own Survey result 2021

As it indicated in the table 5 these livelihoods are selected depending on the expected proportion of the existing livelihoods in the area. Agriculture is dominant livelihood in the study area as taken by 20.83% and the lowest mean of working days per month scored in the agriculture. As indicated above agriculture play decisive in the Ethiopian Economy, but also the attention given for the sector by this individuals is too low as they are working only 16.76 days per month because of religious practices, culture and political related reasons. During the data collection days that most the farmers not working are the 2 weekends (Saturday and Sunday), the selected days the month Lidetamariam (1^{st}), Kidus Michael(St. michael) (12^{th}), KidusGebriel(19^{th}), Mariam (21^{st}) and others as 42 of the are indicated on table 5.

Different livelihoods indicated different mean monthly working days indicating that farming and milling shows lower mean monthly working days due to religious, cultural and political reasons while butcher is working lower days 17.95 per month due to fasting of mass in Ethiopian Orthodox Religion followers. Hotels shown higher (29.5) mean monthly working days as only 0.5 day is not worked rare case for different reasons. The mean monthly working days for different livelihoods is different except offices work like banks, Ethio Telecom, Ethiopian Electric Utility and government Office. Why the standard deviation is higher in no office livelihoods is respondents celebrate not for identical days, example individual celebrate Lideta Mariam, kidus Michael, KidusGeorgis, Mariam, Balewold while another individual may celebrate for Lideta Mariam, KidaneMihret, Estifanoskidus Michael, KidusGeorgis, Mariam and Balewold table 5.

Worked Days in a Month for each livelihood and Individuals in the same livelihood

Working day is different from individual to individuals even in the same economic activity, example 2 individuals working only 4 days in a month to sell local drinking alcohol while others 17 individuals working for full month(30 days in a month). In hotel all of the are working at least 27 days in a month whereas more than 50% of the farmers working less than 15 days in a month as individual is working a minimum (7 days in a month) as maximum working days in a month for farmer scored 26 days by 10 individuals as then of them are not from Ethiopian Orthodox followers.

Working days are lower relatively in agriculture activities, but agriculture is the most dominant livelihood in the study area as cereal crops production and cattle rearing are employ societies in the study area. Agriculture is the mainstay of the Ethiopian economy, contributing 41.4% of the country's gross domestic product (GDP), 83.9% of the total exports, and 80% of all employment in the country (Matousa, 2013).

Table: 5 Working days per month and livelihoods

Worked day per moth	Farming	Wood work	Metal work	Tailing machine	Milling	Daily laborer	Shopping	Hotel	Butcher	Construction	Local alcohol drinking house	Banks	Ethio- Telecom	Ethiopian Electric Utility	Government Offices	Total Workers
4	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2
7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
8	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2
9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
11	5	-	-	-	2	-	-	-	-	-	-	-	-	-	-	7
12	8	-	-	-	5	-	-	-	-	1	3	-	-	-	-	17
13	6	-	-	-	3	-	-	-	3	2	-	-	-	-	-	14
14	3	-	-	-	1	-	-	-	-	-	-	-	-	-	-	4
15	12	-	-	-	4	-	-	-	7	1	-	-	-	-	-	24
16	2	-	-	-	1	-	-	-	2	2	1	-	-	-	-	8
17	7	-	1	-	2	3	-	-	2	-	-	-	-	-	-	15
18	3	1	1	-	-	6	-	-	-	3	-	-	-	-	-	14
19	4	2	3	-	2	4	-	-	-	3	-	-	-	-	-	18
20	-	4	3	-	2	1	-	-	-	2	-	-	-	-	-	12
21	-	2	5	3	2	11	-	-	1	1	-	-	5	5	5	40
22	13	2	3	3	-	5	-	-	1	-	1	-	-	-	-	28
23	-	4	-	4	-	5	1	-	2	1	-	-	-	-	-	17
24	-	-	-	3	1	2	2	-	-	-	-	-	-	-	-	8
25	-	-	-	2	1	1	2	-	-	-	-	5	-	-	-	11

26	10	5	4	7	4	11	40	-	-	3	2	-	-	-	-	86
27	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	2
28	-	-	-	2	-	1	2	2	-	1	2	-	-	-	-	10
29	-	-	-	-	-	-	3	3	-	-	-	-	-	-	-	6
30	-	-	-	-	-	-	-	14	2	-	17	-	-	-	-	33
Total	80	20	20	25	30	50	50	20	20	20	29	5	5	5	5	384

Source: Own Survey result 2021

The numbers indicated in unshaded box indicates that how many of the surveyed each livelihood working for days listed in the first column, example 2 of the sampled 29 local alcohol drinking house working only for 4 days per months, 10 farmers working 26 days in a month among the sampled 80 farmers and only 33 respondents working for 30 days per month while 14 of them from hotels, 2 of them from butcher and 17 of the from local alcohol drinking house respectively.

Celebrated Day by Ethiopian Orthodox Followers

In Ethiopia there is different religion but in the study Ethiopian Orthodox is the most dominant in number of followers as indicated on table 4.2 above covering 80.47% of the sample. According to the principle of Ethiopian Orthodox religion each day in the month has its own name and reason for celebration as most of them celebrated as day of Missionaries of God having their own days in a month even in a single day there are 2 or 3 missionaries' day. Example in every the 1st day of Ethiopian Months Lideta and KidusRaguel days are celebrated while every 6th day of Ethiopian Months Iyesus (Jesus), KidistArsema and Kuskam are celebrated (Haileselassie, 2021).

Because with name of all different missionaries of God there are churches in different place, while the celebration for these days depend on the closeness of the resident to these churches. Those who close are close to the church celebrate the day. Accordingly an Orthodox follower may celebrate 5 -15 days without 8 days occupied by weekend (Haileselassie, 2021).

The celebration of these days is without workings that mean those who celebrate these days not take part in basic economic activities like agriculture, milling etc. as shown in table 6 above. This undertaken only by the Ethiopian Orthodox Religion follower whiles others followers working more days (Haileselassie, 2021).

Table: 6 Celebration of day by Ethiopian Orthodox followers

Days in Month	Reason of Celebration	Days in Month	Reason of Celebration	Days in Month	Reason of Celebration
1	• Lideta • KidusRaguel	11	• Hana Mariam	21	• Mariam

2	• Tadeyos • Aba Guba	12	• Kidus Michael	22	• KidusUrael
3	• Ba'ata Mariam	13	• Egzahaberup • AbunaZerebruk • KidusRufael	23	• KidusGeorgis
4	• YohannisWoldenegodguad	14	• AbunaAragawi • GebreKiristos	24	• AbunaTeklehaymanot
5	• AbunaGebremenfesKidus • PhetrosWephawulos	15	• KirkosenaEyelu ta	25	• Markorios
6	• Iyesus • KidistArsema • Kuskam	16	• KidaneMihret	26	• Yosef • AbunaHabtemariam • Thomas
7	• Silasie	17	• Estifanos	27	• Medihanalem
8	• Aba Kiros	18	• Tekle Alfa Eustatiwos	28	• Amanuel
9	• Chirkos • AbunaEstinfasaKiristos	19	• KidusGebriel	29	• Ba'alawolde
10	• MeskelaIyesus	20	• HintseteBetelemariam	30	• Metmikuyohannis • Markos Wengelawi

Source: Ethiopian Calendar

National Calendar of Ethiopia

According to Ethiopian Calendar the country has 13 holidays those banks, Ethiopian Electric Utility and Ethio Telecom and Government and non-government offices are not working forever. 69.23% these holidays are religious Holidays including Ethiopian New Year, Finding of cross, Epiphany of Jesus, Birth of Prophet Mohammed, Good Friday, Easter, Id Al Fitr and Id Al Adha while Adwa or Victory of Ethiopians on Italians, Ethiopian Patriots Day and Down fall the Dergue are politics base and International labor day social holiday that has international recognition irrespective of date celebrated (Teka, 2020)

Table: 7 National Calendar of Ethiopia

S.No	Name of holidays	Date of Celebration	Name of Month in English	Reason of celebration
1.	Enkutatesh	Meskerem 1	September	Ethiopian New Year
2.	Meskel	Meskerem 17	September	Finding of cross
3.	Timket	Tir 11	January	Epiphany of Jesus
4.	Adwa	Yekatit 23	February	Victory of Ethiopians on Italians
5.	International labor day	Miazia 23	April	International labor day
6.	Ethiopian Patriots Day	Miazia 23	April	Ethiopians defeated war on different battles

7.	Ginbot 20	Ginbot 20	May	Down fall the Dergue
8.	Mauled	Not on fixed day	Not on fixed day	Birth of Prophet Mohammed
9.	Siklet	Not on fixed day	Not on fixed day	Good Friday
10.	Tinsae	Not on fixed day	Not on fixed day	Easter
11.	Ramadan	Not on fixed day	Not on fixed day	Id Al Fitr
12.	Arafa	Not on fixed day	Not on fixed day	Id Al Adha
13.	Gena	Not on fixed day	Not on fixed day	Christmas(Birth of Jesus)

Source: Ethiopian Calendar

Conclusion and Recommendations

Conclusion

This studywas conducted in order to assess the working days that resident of the zone participated in different economic activities farming, wood work, metal work, tailing machine, milling, daily laborer, shopping, hotel, butcher, construction, local alcohol drinking house, banks, Ethio Telecom, Ethiopian Electric Utility and government Offices devoted for corresponding works and days not devoted for economic activities or celebrated for religious reasons, political reasons and cultural reasons.

In this studycross sectional data were used as primary data were collected from 384 sample respondent including sex, age, marital status, education, religion and religious practice, location and economic activities that the respondents engaged in collected through questionnaires, interview was scheduled to dig out further information about the respondents and working culture of the study area whereas calendar and some secondary sources were reviewed including Christian religion Bible. Descriptive data analysismethod was used as likepercentage,frequency and meanwereused to describe the condition of working days in the study area.

In addition according to National Calendar the country has 13 holidays that are celebrated nationally due to religious, politics and social reasons. The above discussed factors and working culture of the residents in the Zone brought the working days per month for their livelihood is less than what expected from them to win their life as the region is occupied by agrarian especially the working days per month to minimum when compared to other economic activities.

Recommendations

The findings of the study identified major factor saffecting working days incentral highland of Ethiopia.Basedonthe findingsof the study,the following recommendations are given.

- According to the result the less educated respondents devoted less work for economic activities, education should expand to all area of the Zone in order to increase productivities of the residents.
- In the Zone more than 80% of the residents are Ethiopian Orthodox follower whereas less working day per month scored by this religion follower with high variation of working days by the group. Although the

religion issue is personal concerned body including government need to create awareness to increases the working days per month by these religion followers in the study area.

- Low working days per month scored in the agricultural activity which is the back bone of the economy of the country in contributing lion share in terms of employment, export, gross domestic product and feed residents. So attention should be given for this sector through training farmers, motivating and awareness creation for farmers.
- National Calendar which is celebrated in all areas of calendar and locally celebrated holidays makes the local community to work lower days in a month as people devote their time to celebrate these holidays. Government and concerned body including religious institution let the residents to celebrate the holidays on jobs.

Data availability statement

Data will be made available on request.

Acknowledgments

The authors would like to thank all post graduate economics students in Salale University who participated in the field study works.

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