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Final Report of:

Labour Market Assessment for YOUTH EMPOWERMENT FOR SUCCESSFUL TRANSITION TO DECENT WORK IN AMHARA AND SOMALI REGIONS OF ETHIOPIA Project

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Save the Children



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**Organization for rehabilitation and
development in Amhara (ORDA)**

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Acronyms

| | |
|----------|--|
| BoLSA | Bureau of Labour and Social Affairs |
| BoWCA | Bureau of Women and Children Affairs |
| CoC | Centre of Competency |
| CT | Consulting Team |
| CV | Curriculum Vitae |
| DSA | Debt Sustainability Analysis |
| ERDC | Ethio-Djibouti Railway Corporation |
| ETB | Ethiopian Birr |
| EU | European Union |
| FGD | Focus Group Discussion |
| FY | Fiscal Year |
| GDP | Gross Domestic Product |
| GO | Governmental Organisations |
| GoE | Government of Ethiopia |
| GTP | Growth and Transformation Plan |
| HH | Household |
| Has | Hectares |
| HIV/AIDs | Human Immuno-Deficiency Syndrome/Acquired Immuno-Deficiency Syndrome |
| ILO | International Labour Organisation |
| IMF | International Monetary Fund |
| IPDC | Industrial Park Development Construction |
| KII | Key Informant Interview |
| LMA | Labour Market Assessment |
| L 1,2,3 | Level 1, 2, 3 |
| M & E | Monitoring & Evaluation |
| MoE | Ministry of Education |
| NGOs | Non-Governmental Organisations |
| NR | Natural Resource |
| NNR | Non-NR |
| ORDA | Organization for Rehabilitation and Development of Amhara |
| OS | Occupational Standards |
| PASDEP | Path for Accelerated and Sustainable Development for Eradicating Poverty |
| PSNP | Productive Safety Net Programme |
| PTC | Poly-Technique College |
| SC | Save the Children |
| SMDA | Small Scale and Micro Enterprises Development Agency |
| SPRSP | Sustainable Poverty Reduction Strategy Programme |
| STDs | Sexually Transmitted Diseases(s) |
| TVED | Technical and Vocational Education Development |
| TVET | Technical and Vocational Education Training |
| UN | United Nations |
| UNISOD | United Society for Sustainable Development |
| USAID | United States Agency for International Development |
| WB | World Bank |
| WH | Waghimra |
| YiA | Youth in Action |

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Executive Summary

This section attempts to capture the key issues: methodology, findings, conclusions and recommendations of the Labour Market Assessment (LMA) carried out in Waghimra Zone and Sitti Zone of Amhara and Somali National regional States respectively. The youth in Ethiopia, those aged from 15 to 29 years, constitute about 29% of the population. Young people in Ethiopia are confronted with many difficulties when it comes to their integration in the labour markets and their research for decent and productive jobs. Thus this LMA which focuses exclusively on wage employment opportunities was conducted with the aim to provide practical recommendations and inform the action of the project, which aims to enable and prepare vulnerable unemployed and underemployed youth living in Sitti and Waghimra Zones to pro-actively position themselves for employment to transition to decent work opportunities. The LMA thus focuses on labour needs, youth capacities and needs, organizational features of the job market, governance of the job market and factors influencing the job market as well as youth perception assessment and private sector mapping, as these have a bearing on the employment and employability of youth.

The LMA is undertaken in two starkly different Livelihood Zones; however, both Zones are marked by severe food insecurity. Much of the qualitative discussion reinforced the increasingly obvious fact that the carrying and economic capacity of rural areas to meet the expectations and needs of rural youth is becoming more and more inadequate. On the positive side, both Zones are found in close proximity to the economic development corridors of the country: Waghimra is close to the Woldiya-Dessie-Kombolcha corridor and is also close to Bahir Dar and Mekelle towns (which are both an industrial and service hubs in their own) while Sitti Zone is found in close proximity to Dire Dawa (the Eastern industrial and service hub of Ethiopia) and lies along the Addis Ababa-Dire Dawa-Djibouti corridor which is a transport and economic life line of Ethiopia especially in terms of import and export. Both Zones are currently benefiting from the respective economic geography in terms of wage employment opportunities. Big infrastructure projects and the Industrial Parks being built in Dire Dawa, Mekelle, Bahir Dar and Kombolcha including their trickle down effects also provide huge employment opportunities. Ethiopia's economic development has been spurred, over the last nearly 15 years, by significant growth in the construction sector amongst others. And this was largely financed by external borrowing (36% of GDP) and internal borrowing (Public debt), which has reached 60.2% of the GDP in 2017 estimate (Theodora.com, 2018). As the chances of this borrowing to continue are less likely as is currently observed, this will have its own impact on wage employment in the construction sector going forward unless the government strikes a Public Private Partnership (PPP) for building new infrastructures especially in the energy sector.

The LMA indicated that the economically active (engaged in income generating activities, either from wage or self-employment, during the last 7 days) and inactive (those who are job seekers, jobless/home makers, students, disabled people etc, who were not involved in activities that generate income during the same reference period) segments of the labour force in the study Woredas was 17.5% and 82.5% of the total population in surveyed HHs, respectively. The corresponding figures were 16.7% and 83.3% for Waghimra; and 18% and 82% for Sitti Zone. The figures clearly indicate the high degree of unemployment & underemployment, which is above 80%, prevalent in the study areas.

In terms of labour needs in **the study Woredas**, the government is the major employer followed by the small private sector operators. For instance, the major **private wage employer** in Waghimra Zone is the Lalibela-Sekota road construction Sector/contractor, Private Building Construction Sector/activities in Sekota town; and the Erer Commercial Farm and Private Farms in Erer in Sitti Zone. The opportunities created by the small service sectors in both Zones are far more limited as the business is run, mostly, as a family business. It is very obvious thus that the surveyed towns represent a typical rural setting and wage employment is by no means the predominant mode of employment; on the other hand, those who had gotten wage

employment in other locations but are from the study Woredas are difficult to trace. Nonetheless, seasonal migration in Waghimra is found to be a predominant alternative source of livelihood and income while migration to the Middle East is a common alternative livelihood for youth in Sitti Zone.

The Labour Market Assessment (LMA) has indicated that low levels of literacy/high rates of illiteracy, limited skill sets/skill gaps in youth, and very much limited wage employment opportunities are the major reasons for low wage employment in rural areas. The Consulting Team (CT) has not found that severe limitations of access to finance & financial services is a major constraint to wage employment as would have been the case for self-employment.

One major consequence of the lack of local wage employment opportunities has been internal seasonal immigration (Waghimra Zone) to known migration destinations in the different parts of the country (Alamata, Kobo, Woldiya, Dessie, Kombolcha, Afar, Debre Berhan and Gojjam); and migration (Sitti Zone) mainly to the middle-east but also to Western Europe via Sudan and Libya. Both types of migration would benefit the youth if supported and facilitated in the former and legalized in the latter so that the net benefits outweigh the costs of migration. This was strongly suggested by the qualitative research participants. Moreover, there are attempts by the TVED in Waghimra to facilitate and organize farm labour to Yayu Farm in Gojjam (upon request by the latter) and these are good beginnings; however, the CT suggests that relevant GO partners and SC should work together and lay the foundation for facilitating annual labour mobility by forecasting labour demand (by proactively engaging) in different destinations (including youth in Sitti Zone who could participate in wage labour in Erer Farm) and providing all auxiliary support to immigrants including transport, basic financial and literacy training, and negotiations with local authorities in destination areas to ensure security of the migrants. On the other hand, concerted efforts should be put in place to minimize illegal migration by young people in Sitti Zone to the middle-east and other locations. In fact, supporting legal mechanisms of migration will have more profound benefits to the youth and their families/parents.

While migration is mostly viewed as a coping strategy or a means of livelihood, the Focus Group Discussion (FGD) indicated that most youth who are unemployed or underemployed simply wander around and engage in socializing with other jobless friends. More worse, qualitative consultations clearly revealed that youth who are underemployed /unemployed have exhibited undesired and negative social behaviours. Far worse, employers in Sekota, Kombolcha and Dessie as well as TVET teachers, and GO and IPDC staff in Kombolcha has indicated that working youth do exhibit low levels of commitment, addictive behaviour, and lack vision.

The field work has clearly indicated that the labour market demands different combinations of skills sets. The TVETs have the aim of equipping the youth with general technical skills in a certain field. Some of the issues that have emerged from an analysis of skills in demand and supply vis-a-vis the TVETs are: TVETs have the primary aim of equipping trainees with technical skills and do not sufficiently focus and provide the soft skills; TVET training has to be aligned with skills in demand in the market and spatially tailored given the local economic context as opposed to implementing/operationalising a top down training target as indicated by one TVED official- for instance, in Kombolcha IPDC, the desire is to have more specialised skills while in Sitti, some manufacturing sector employers required trainees with general technical skills as well as managerial skills & workplace code of conduct; TVETs aim trainees to be self-employed and do provide project based trainings and these are reported to lack depth and breadth mainly in the technical trainings provided; and TVETs are not necessarily accessible (only Sekota and Hadi Gala have TVETs) to rural youth because of the cost implication: cost of food & accommodation, travel, training materials, and miscellaneous costs that would be incurred if trainees want to access TVETs where they exist.

Wages received by the youth for professional jobs in the government sector in both locations are in accordance with the Civil Service Regulations mostly ranging between ETB 2,500 to 5,000/month while youth in Private Sector like Banks earned slightly higher salaries and benefits. In both Zones, some youth are employed in NGOs and Private Sectors and expressed better pay albeit severe competition in both type of employers, and shorter contracts/uncertainty in the case of NGOs. Wage rates reflect the supply and demand for labour and some other variables in the local economic context. Thus there are different daily wage rates in Sitti (about 70 birr/day) and Waghimra (about 40 birr/day) for labourers; however, in their migration destinations, youth from Waghimra explained they earn as much as 150 birr/day while in Erer private farms, labourers could get as much as 80 birr/day.

In the IPDCs, which are presumed to be the largest employers, the wage rates are found to be very low for those working in the manufacturing sheds. Female/women youth constitute about 90% of the workforce in the IPDCs visited (Mekelle and Kombolcha) and the average wage is reported to be a gross salary ranging between ETB 850 and 1000 per month. Thus obviously this scheme traps women into low paying jobs! In Kombolcha, the IPDC officials have reported two mass complaints of an industrial scale that were somehow handled by the IPDC. Employed youth have complained about wage rates in the different sectors and Employers on the other hand have reflected the youth are simply having huge expectations. That said, businesses have generally been negatively affected over the last three years and this may have its overall impact.

In terms of organizational features of the wage market, occupational safety, hazards, abuse etc are issues that are normally present in industrial hubs of the country. The FGD and KII discussions the CT undertook as such have not revealed any issue worthy of notice in this regard. However, MoLSA needs to have the capacity to undertake awareness and enforcement of different standards as well as handling abuse when reported or discovered or put in place mechanisms to detect the same. MoLSA in both Zones seems to have weaker capacity compared to those in the Bigger Towns like Dire Dawa, Kombolcha and Dessie. These latter ones have better awareness and supervision and monitoring mechanisms/structures.

The governance mechanisms and structures of the job market in this less industrialized part of the Country have not exhibited any particular feature except that in the absence of the Labour Courts, it is the MoLSA which is handling anecdotal labour disputes that were reported to the CT to exist in this less industrialized part of the country. Both Zones seem to pay less emphasis for these issues and this may be due to the low level of manufacturing in these locations.

Understanding regarding who is youth or not, determined by the age bracket, varies even amongst youth groups and less so by educated adults especially in the government office. The FGD & KII with adults and youth revealed that the youth are regarded as useful to society and their country. Likewise, the FGD conducted with employed and unemployed youth in both age categories have yielded different wishes and aspirations albeit challenges to realize their dreams. Search for and achieving a better livelihood, continuing education to become a professional (students), pursuing education to stand out from the competition (Bankers), become a performer in the work they do (youth in government office as well as Banks) and improved livelihoods through regular investment of finance gained from migratory wage employment (Waghimra) are some of the commonest wishes and aspirations of youth. There are obviously gender variations as mostly women youth have other responsibilities and their options for wage employment are also relatively limited. In some instances, youth have been seen to support the realization of dreams and aspirations of their younger fellow become true by serving as voluntary teachers during summer. Thus every effort should be made to ensure youth wishes and aspirations are reasonably achieved as indicated in the conclusion and recommendation sections of this report.

It was found out that the attitude of the youth towards wage employment varied by age group, occupation and gender. Young boys and girls are clear in their minds regarding their future vision of becoming professionals in this and that. Unemployed skilled youth are eager to get wage employment opportunity and underlined its importance for their livelihood. Most employed youth graduates, whom the CT discussed with, would like to leave their government job while those in the Private Sector (especially in Banks) have a positive view about wage employment. Perhaps the huge numbers of youth who are engaged in self-employment via the government credit programme may be alluring/attracting those in the government job to aim for and target self-employment as their vision.

In terms of socially determined segregation of work by gender, the CT has found that young women are trapped into low paying jobs in the Industrial Parks; for instance, about 90% of the workers in the IPDCs are women; while women are also found to have less mobility and chances of pursuing education, they are thus technically excluded from pursuing their dreams. Put differently, despite women wanting to move in search of seasonal and permanent wage jobs, their mobility is curtailed by their security risks and social status and roles: they may have to cater for children and the house; there are chances of sexual violence and abuse as well as overall security risks involved in their mobility away from their home and especially to distant locations; and society in general prefers marriage for the uneducated than allowing them pursue other options. Lack of or limited opportunities for employment for female youth in Sitti has meant that women have to migrate to the middle-east with all its pros and cons.

Wage markets in the study area are affected by many factors both from the supply side and the demand side. The supply side constraints include: **gaps in skills sets, information asymmetry, lack of job orientation, lack of job matching services, lack of soft and other skills like team work, problem solving, and managerial skills** that could be gotten from integrated youth service centres are the major ones. The Demand side limitations mainly include low labour absorption capacity of the local economies, distance and transaction costs incurred while searching jobs, lack of finance and access to finance to kick start the search for jobs in other locations, and employers may not necessarily make job announcements public and visible forcing youth to rely on networks of information etc.

Based on the above analysis and presentation of findings, a number of recommendations have been made to each study area. Some of these are:

- Establishing/strengthening Integrated Youth Service Centre (IYSC); mobilise youth graduates for voluntary service to support students;
- Enhancing women's participation into the workforce;
- Institutionalizing Job matching mechanism and structures;
- Job fairs and youth events regionally and locally;
- Advocate for establishing/strengthening an Institution that utterly caters for youth employment; involve inspirational speakers and recruiters in events and TVETs;
- Install Public Information Notice Boards, and create awareness of employers and job seekers to use such notice boards;
- Arrange training in life skill, soft skills and key primary managerial skills for the youth; complementarily with other programs (RESET II, Other EC and Donor funded programs); aligning and strengthening TVETs and Polytechnic Colleges;
- Support Brokers/Institutes for formalizing their work as well as enhancing legal migration to the Middle East. This means that the youth, specially (female), need to attend special training (e.g. food preparation and housekeeping) before applying for jobs outside the country;

- Attracting investment in the attractive & potential sectors; and aligning the programme and the expectations of it.
- Facilitate consultation workshop with Government and private sector employers (at least) for a half or full day in order to identify (validate the findings of this assessment) their interest in employment opportunities/needs for fulltime, part-time jobs and apprenticeship programmes; use such workshops as an opportunity to reach a common understanding on roles and responsibilities among different actors.
- Through coordination with (TVET polytechnic colleges), the project can look for host organisations for selected TVET students from intervention Woredas. In addition, it can also allocate pocket money for economically poor students during the apprenticeship period.

1. Background: Context and Economic Geography

1.1. An overview of the Ethiopian Economy: structural challenges

The economic prospects of Ethiopia for FY2018 and the medium term should remain stable, with Annual Real Gross Domestic product (GDP) growth is projected to hover around 8 percent in FY2018 and the medium term. On the upside, foreign direct investment inflows supported by incentives and ongoing development of industrial parks are expected to boost the manufacturing sector and the country's export capacity. The IMF (IMF, 2018) reports that "Ethiopia has maintained high and inclusive growth for more than a decade, achieving commendable progress in reducing poverty and improving living standards". On the downside, the economy will remain vulnerable to the risk of an overvalued exchange rate and limited progress with structural adjustments. The authorities are counting on the expansion of the private sector, especially through foreign investments in the industrial parks, to make Ethiopia's strong growth momentum more sustainable. However, Ethiopia's external debt situation will become difficult in the medium term. Ethiopia's risk of debt distress was downgraded from "moderate" to "high" in the 2017 Debt Sustainability Analysis (DSA) following the significant and protracted breach of two external debt burden thresholds caused mainly due to poor export performance (WorldBank, n.d.). The Growth and Transformation Plan II (GTP II) underlines that Ethiopia fell short of achieving targets for the manufacturing sector during and before the GTP I, PASDEP and SPDSP periods (FDRE, 2016). However, the public sector led development strategy is reaching its limits, exacerbating external imbalances and raising public debt vulnerabilities'. According to the same IMF (2018) report, the total debt of the country as of 2016/17 is \$29.4 billion. ***Although beyond the scope of this LMA to link Macro Economic situations and their impact on youth employment, the demand side labour market interventions have been promoted hitherto through the development of small and microenterprises, promoting labour-intensive manufacturing industries, and labour-intensive infrastructural developments; however, sustainability of promoting the latter which have been instrumental in wage employment creation across the country may become questionable given the debt burden.***

1.2. Rural Sector in Ethiopia:

The economic capacity of rural areas to meet the expectations and needs of rural youth is becoming more and more inadequate throughout Ethiopia. In every Region (with the possible exception of Gambela and Beneshangul Gamuz), young people are looking for alternative livelihoods beyond agriculture so that potential program beneficiaries can be found in almost all parts of the country (Employment Study, George and Veronica). "According to the 2013 National Labour Force Survey (NLFS), nearly one quarter of the employed youth worked in the informal sector in 2013, particularly young people aged 15 to 19 who have no bargaining power. In addition, the labour force participation of youth is strongly determined by geographical, socioeconomic and gender disparities. Ethiopian young women are more than twice as likely to be unemployed as young men. Beside high gender inequality, a strong duality between rural and urban areas characterises youth employment in Ethiopia. In rural areas, young people leave school at a very early age and start to work in subsistence agriculture: low labour income, large underemployment, and limited chances to enter the formal sector mark their working life. On the other hand, in urban areas, youth face higher rates of unemployment, lower chance of employment (compared to adults), and difficulties on school-to-work transition. This reflects the rural-urban migrations of unskilled young workers as well as of newly graduate who are seeking job opportunities in the urban economic centres" (OECD, 2017).

1.3. Key Government Policies and Strategies:

Poverty reduction mainly calls for the reduction of poverty, inequality and unemployment. Employment provides an important linkage between economic growth and poverty reduction by allowing the poor to generate income. As asserted in the Plan for Accelerated and Sustainable Development to End Poverty

(PASDEP), the Government of Ethiopia gives due emphasis to employment creation, both in the context of poverty reduction through creating employment opportunities and using labour resource for growth as one of the most important resources the country is endowed with. While employment issues currently are governed by the provisions of the Labour Law of the country and by different international conventions ratified by the country, it has become mandatory for the country to have a national employment policy and strategy that guides the issue of employment creation and labour administration in a coordinated manner, both in the urban and rural and formal and informal sectors. In pursuit, the Government of Ethiopia, through the Ministry of Labour and Social Affairs, initiated the preparation of this document National Employment Policy and Strategy of Ethiopia (MoLSA, 2009).

The Ethiopian Industrial Parks Development Corporation (IPDC) was established in 2014, as one of the public enterprise. Inspired from the full support of government, IPDC is becoming an engine of rapid industrialization that nurture manufacturing industries, to accelerate economic transformation, promote and attract both domestic and foreign investors. Indeed, it is important to note, that IPDC, in collaboration Ethiopian Investment commission and Ethiopian Revenue and Custom Authority and more institutions provides one-stop-shop service for investors investing in designated industrial parks (IPDC, 2019).

The strategy of industrial parks development which is being implemented by the Industrial Parks Development Corporation (IPDC) has a purpose of attracting foreign direct investment (FDI) in key strategic manufacturing industries, which in turn, would assist transfer technology to the local entrepreneurs, diversify the structure of the country's export, and generate employment. The IPDC, which has the vision of becoming an "innovative and leading eco-industrial parks developer and operator in Africa by 2025," is mandated to activate both pre and post investment servicing, availing land, and prebuilt sheds equipped with all-encompassing utilities and infrastructural facilities with international standards of quality of service, labour security, and environmental safety (UNDP, n.d.).

1.4. Youth, employment, Migration

The magnitude of international migration from Ethiopia has substantially increased in recent decades owing to various political, demographic, social and economic factors in the country and at the global level. The oil-rich Middle East countries and the Republic of South Africa have emerged as major destinations for significant portion of Ethiopian labour migrants since the 1990s. Labour migration to the Middle East contains both documented (regular) and undocumented (irregular) migrants. Similarly, most of the migrants to the Republic of South Africa travel without securing the required permits. The Ethiopian Diaspora and migrant workers remit a large sum of money to the country for a variety of reasons, ranging from assisting their families to investment. Indeed, in recent years, remittance flows to Ethiopia have become important sources of foreign currency. For example, the National Bank of Ethiopia (NBE, <http://www.nbe.gov.et/>, 2017) reported that the amount of remittance flowing to Ethiopia has increased from USD 3.04 billion in 2013/14 to USD 3.99 billion in 2015/16, surpassing the amount of foreign currency from exports (FSS, 2018). The remittance flows to the country both through formal and informal channels, each of which has its own advantages and constraints. The choice of channel for remittance transfer is often determined by different factors including the status of the migrants in the host countries, linguistic constraints, accessibility of formal financial institutions, and the variance between the formal and informal exchange rates of hard currencies with Ethiopian Birr. Depending on how the money is used, remittances have far-reaching effects on the socioeconomic wellbeing of the migrants themselves, families of the migrants, the migrant sending communities and the country at large. However, empirical evidences on the choice of remittance transfer

channels, determinants of the choice, and roles of remittances in socioeconomic wellbeing of the migrants themselves, families of the migrants, the migrant-sending communities and the country at large is scant¹.

2. About the Project

2.1. Project Context

Save the Children with funding from European Union (EU) has been implementing a RESET PLUS Project Youth empowerment for successful transition to decent work project targeting unemployed and under employed youth living in eight Woredas of Sitti and Waghimra (WH) zones (four in each zones) in Somali and Amhara regional states respectively. The action is jointly implemented by Save the Children (SC), the lead organization, OXFAM, Organization for Rehabilitation and Development of Amhara (ORDA) and United Society for Sustainable Development (UNISOD). The action will also partner with relevant government authorities such as Bureau of Labour and Social Affairs (BOLSA), Bureau of Youth and Sport (BOYS), and Bureau of Women and Children Affairs (BoWCA), Technical and vocational Education training agency (TVET), Small Scale and Micro Enterprises Development Agency (SMDA) etc, – at Regional, Zonal and Woreda level (SC, 2015; 2017).

SC and partners implement the project in two different regions which have different livelihoods and socioeconomic patterns as well as economic geography. Agriculture in WH and Livestock in Sitti, the predominant means of living/livelihood are not enough in themselves to absorb the labour in the local economy nor do other sufficient alternative livelihoods prevail. Government officials in both Zones indicated that the PSNP has been implemented in all the Woredas for a long time. Thus migration is common in both places despite one being internal migration (Waghimra); and the other, out migration to other countries (Sitti Zone).

Waghimra Zone is found close to the Woldiya-Kobo-Alamata-Dessie-Kombolcha development corridor and is also close to Bahir Dar and Mekelle towns (both towns having Industrial Parks but also are industrial and service hubs in their own). Sitti Zone is in the Eastern Corridor of the country is adjacent to the Eastern Business capital, Dire Dawa, which is also a link to the main port of Djibouti where a bulk of Ethiopia's goods are transported into and out of the country. Dire Dawa also has an industrial Park and has been one of the industrial towns of Ethiopia despite slowdowns of the local economy which seemingly picked recently.

2.2. Objective of the project

The overall objective of this project is to enable vulnerable young men and women (aged 15-29) to successfully transition to decent jobs primarily through wage employment. There are seven key results the action aims at achieving in its 42 months (April 2018–June 2021) life time. These are : (1) Youth have improved economic opportunities; (2) youth transition to decent, wage based-work; (3) Youth have improved assets and financial literacy; (4) community attitudes change positively towards wage employment in “market sheds”; (5) entry level work opportunities are available to youth through on job training and mentoring mechanism; (6) private and public sector participation have increased in supporting transition to work in urban areas ; and (7)transparency and functioning of the job market has improved.

In order to provide robust information to implement the project, SC and partners have commissioned this Labour Market Assessment (LMA) consultancy. The main objective of the assessment is to provide practical recommendations and inform the action, which aims to enable and prepare vulnerable unemployed and underemployed youth living in Sitti and Waghimra Zones to proactively position themselves for employment

¹ Ditto

to transition to decent work opportunities. The LMA thus focuses on labour needs, youth capacities and needs, organizational features of the job market, governance of the job market and factors influencing the job market. The LMA will also include youth perception assessment and private sector mapping, as this have a bearing on the employment and employability.

3. Labour Market Assessment Study

3.1. Objectives of the Labour Market Assessment

The main objective of the assessment is “to provide practical recommendations and inform the action, which aims to enable and prepare vulnerable unemployed and underemployed youth living in Sitti and Waghimra zones to proactively position themselves for employment to transition to decent work opportunities”. More specifically, the LMA aims to assess the youth labour market situation in the five broader areas: Labour needs, Beneficiaries capacities and needs, organizational features of the job market, governance of the job market and factors influencing the job market.

3.2. Methodology, Approach and Limitations

This Youth Labour Market Assessment was conducted in Ayisha, Erer and Shinele Woredas (Sitti Zone) and Sekota Zuria and Dehana Woredas (Waghimra Zone) of Somali and Amhara National Regional States respectively. The field work was conducted over a period of 15 days, from 6th to 20th December 2018. Two teams were deployed to conduct data collection in both Region/Zones simultaneously.

The methodology for this LMA employed both qualitative and quantitative data collection tools/methods, and collected information from both primary and secondary sources.

Primary data was collected from different sources using questionnaire survey, focus group discussion, key informant interview and direct observation.

Questionnaire survey:

A multi stage stratified random sampling method was used to select sample HHs. Four Woredas (two from each intervention Zone) was selected based on their (youth) population. Then study Kebeles were selected in consultation with SC field staff and Woreda officials/administrators. The Sample size was determined using Cochran’s formula (COCHRAN, 1997) for each Waghemra and Sitti zone independently as these sites represent to distinct socio-economic, livelihoods and geographic characteristics:

$$n = \frac{Z^2 \times (P)(1-P)}{d^2}$$

Source: Cochran, W. (2011)

Where,

n= (initial) desired sample size (HH)

Z= 1.645, a value for 90% confidence limits,

P= 0.8 statistical power;

d= Desired precision (±0.05 for ± for 95%)

This yields a sample size of 173 respondents (youth age between 15 and 29, inclusive) for each intervention Zone (346 in total). In order to get the desired number of responses, the assessment assumed a 15% non-response rate, and targeted to interview 200 (youth respondents) from each study area (I.e. 400 respondents in total). To this effect, the final numbers of respondents achieved were 177 and 198 youth in Sitti and Waghimra Zones respectively. Compared to the original sample size of 346 (desired number of responses), the total number of responses actually captured exceeds by 29 responses.

Sample HH were randomly selected from the list of HHs provided by Kebele administrators. Then all youth (male & female, and age 15 to 29) in the selected HH, who were available at the time of the survey were included in the survey. Thus, a total of 375 youth (33% female) who are living in 291 HHs participated in the survey (see table below).

Table 1: Study Woredas, Kebeles, and No of youth Respondents

| Zone | Woreda | Kebeles | # sample HHs | # respondents (only youth b/n 15 & 29 years inclusive) | | |
|----------------------|------------------------------|--|--------------|--|-----------|-------|
| | | | | male | Female | total |
| Waghimra Zone | Sekota, Dehana, Sekota Zuria | Sekota Town, Silda, Chilla, Amdework, Hamusit Gebeya, and Sireal | 150 | 128 | 70 | 198 |
| Sitti Zone | Erer Woreda Ayisha Shinille | Asbuli, Fetuli (Rural), Erer o1 (peri Urban) Erer 02 (Peri Urban), Ayisha 01 &02 (Peri urban), Degagoo, Shinile Town | 141 | 125 | 52 | 177 |
| | | Total | 291 | 253 (67%) | 122 (33%) | 375 |

In Addition, each respondent were asked to list and provide basic information (like sex, age, education attainment, and employment status and disability condition) about other people living in their respective household. This information was used to analyse:

- The total labour force as well as the proportion of youth (age between 15 and 29) labour available in the study population (supply side)
- Proportion of economically active and not active labour force; as well as
- Employment, unemployment and underemployment situation of the whole population in the study Woredas/Zones.

FGD and Key Informant Interview:

Primary qualitative data was collected through FGD and KII from a total of 28 and 43 participants respectively; the FGD and KII involved people from different stakeholders including government, Private Sector Operators, Industrial Parks Development Corporation (IPDCs), employed and unemployed youth/ students.

Table 2; Number of FGD and KII participants across study Zones

| Zone | FGD | KII |
|----------|-----|-----|
| Sitti | 12 | 18 |
| Waghimra | 16 | 25 |
| Total | 28 | 43 |

In addition to the above research participants, the LMA benefited from a visit of 12 towns; 7 Industrial Parks, TVETs/ PTC (see Annex I) and private Manufacturing Plants; and 7 offices in the North (Waghimra); while in Sitti Zone, the corresponding numbers are 4, 3 and 4. A visit was paid to major towns and cities in East and North: Dire Dawa, Erer and Shinele in the East; and Mekelle, Kobo, Alamata, Kombolcha, Dessie and Debre Berhan in the North (a visit to Bahir Dar was not made).

Desk Review

The desk review helped to better understand the project & key project indicators to be assessed in this assignment, map out country profile on potential employments and employment distribution (**by economic activities, occupation type by sex for youth age between 15 and 29**), and identify potential action sectors. The Household survey was the main quantitative method used to gain information from HH and youth –primary source of information. Focus Group Discussion & Key informant Interview were the main Qualitative Tools used. Besides, field observation and visits to markets, factories, towns, etc provided invaluable information.

3.3. Challenges & Limitations

The Government structure in Sitti Zone has been changed recently and staff in the Zone and in the Woredas is fairly less aware about key issues pertaining to this programme. They were also busy with their own meetings, which unfortunately coincided with the field work. Common to both locations was the fact that there is somehow a Research Fatigue in these locations because of the relatively large number of NGOs operating and carrying out varied assessments. Another limitation which is technical in nature is the definition of Employment which uses a one-week recall period that which is a bit challenging and seeming biased to urban situations.

4. Key Findings and Discussion

4.1. Sitti Zone, Somali National Regional State

4.1.1. Characteristics of the Studied HH and youth

The total number of population dwelling in the 291 HHs studied is 1453 people, where the proportion of male and female is 50.1% and 49.9% respectively. However, proportion of male and female varies across the two intervention zones: In Sitti Zone, the proportion of male HH members is 54% while the proportion their female counter parts is 46%. From the total population, the youth (age from 15 to 29) accounts for 47 in Sitti Zone.

Table 3: Total population of studied HHs by sex in Sitti Zone

| Sex/Description | No. People | Percent |
|-----------------|------------|---------|
| Male | 415 | 54% |
| Female | 351 | 46% |
| Total | 766 | 100% |

The average family size in Sitti and Waghimra zone is 4.3 and 3.5 people, and the median age 20 and 22 years respectively. Looking at the population pyramid of surveyed HHs in Sitti Zone (see fig 1 below), the youth, aged below 30, constitutes the highest proportion.

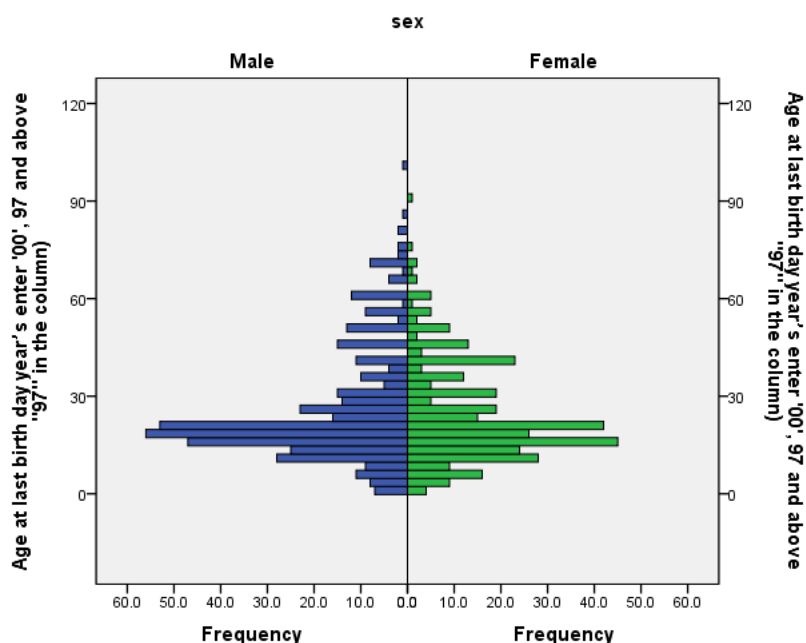


Figure 1: Population Pyramid of surveyed Population in Sitti Zone

4.1.2. Status of Youth Employment in Sitti Zone

The majority of the youth in surveyed HHs are students (57%); and only 8% have employment, where 6% are skilled and the remaining 2% unskilled labour. The proportion of youth who currently seeking job and those engaged in household chore/activities without payment are 6% and 27% respectively.

Table 4: Situation of Youth Employment in Sitti Zone

| Current Employment staus | youth age from 15 to29 | | | |
|-----------------------------|------------------------|--------|--------|------|
| | Male | Female | total | % |
| not employed (Home maker) | 34 | 65 | 99 | 27% |
| run own small business | 5 | 2 | 7 | 2% |
| wage employment (unskilled) | 6 | 1 | 7 | 2% |
| wage employment (skilled) | 13 | 8 | 21 | 6% |
| Job seeker | 19 | 1 | 20 | 6% |
| Not Applicable | 3 | 0 | 3 | 1% |
| student | 130 | 75 | 205 | 57% |
| Total | 210.00 | 152.00 | 362.00 | 100% |

The MoLSA adopted the ILO definition of working age, which comprises all people between the age of 15 and 64 years. From the table below, one can observe that the proportion the working age population in Sitti Zone was 73% of the total number of people in surveyed HHs. From this, the proportion of youth (age from 15 to 29) accounts for 47% of the total population.

Table 5: Population of Surveyed HHs in Sitti across different age cohort

| Sex | Age Cohort | | | | | | | | | | | |
|--------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | 0-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65 + |
| Male | 21% | 25% | 17% | 9% | 5% | 2% | 4% | 4% | 4% | 2% | 3% | 5% |
| Female | 26% | 20% | 16% | 7% | 7% | 2% | 10% | 4% | 3% | 2% | 1% | 2% |
| Total | 23% | 23% | 16% | 8% | 6% | 2% | 7% | 4% | 3% | 2% | 2% | 4% |

In Ethiopia, a bulk of empirical evidence suggests that unemployment is affecting youth in broad categories, the educated/ minimum professional requirement and those that have lower levels of education/not fulfilling the minimum professional requirements. According to the Key Informant Interview (KII) and Focus Group Discussion (FGD) discussions, the youth are forced to make one of the many alternative decisions available to them: semi-skilled and skilled youth in rural and urban centres rely on the strong social network and capital in the Somali culture in their bid and pursuit of livelihood options; and those in deep rural areas and with no education rely on their social networks, families and clans until they find some form of income and employment; while unskilled youth in urban centres have different opportunities in front of them in terms of migration, wage labour in the locality, etc. Repeated droughts in Somali region of Ethiopia have caused a huge impact on the livelihoods of the people while opportunities in other sectors that could provide wage employment have not substantially increased. According to KII and FGD discussions, it is this increasingly tight livelihood circumstance that has been triggering the outmigration of youth from the locality.

4.1.3. Challenges of youth Employment

Generally, common challenges for youth in pastoral areas of Ethiopia are low levels of literacy/high rates of illiteracy, limited skill sets, severe limitations to access to finance & financial services and the formal sector is constrained to grow and hence provides limited employment opportunities outside of the government. Different literature often mentions the importance of education, livelihoods, skills training and private sector development as factors that influence the local economy and thus employment. Moreover, youth in pastoral and agro-pastoral areas are mobile: weather conditions, seasonality, conflict mainly caused by resource

competition; occasional opportunities, etc. guide their movement/mobility while they are good at maintaining their traditional networks and social linkages. Thus any programming in wage employment needs to understand the patterns of livelihood and social dynamics to best achieve desired impacts. A word of caution regarding the role of youth in pastoral areas as they are instrumental in moving livestock while other household (HH) members remain behind in certain locations.

In addition, there is de facto restriction of labour Mobility: from the various FGD and KII interviews, it was learnt that mobility of the youth to get employment has been restricted to Woredas/areas dominated by clans where he/she belongs to. Due the tension between different Somali clans, caused by the current political practice in the Region, the CT met many youth who left their jobs (from other Woredas/Zone of the Region) and came back to Sitti Zone where their clan is based.

4.1.4. Consequences of Youth Unemployment

The Labour Market Assessment (LMA) has indicated that unemployment rates are high, wage opportunities seem very much limited, and youth aspirations are being compromised in between. From all working age population, only 18% (N=560) were found to be economically active population (those engaged in income generating activities either from wage or self-employment during the reference period last 7 days in this case) while the remaining 82% (N=560) of the labour force was categorised as population economically not active. Looking specifically, the majority of the youth (aged 15-29) are students, and are considered as economically not active population. However, a larger size of the youth are not economically active mainly because they were students, home-makers, job seekers or not able to work due to some reasons.

The FGD indicated that most youth who are unemployed or underemployed simply wander around and engage in social activities. One major consequence of this is a decision to out-migrate (migration is also determined by many variables). Youth who are unemployed also engage in disruptive social and economic behaviours. Thus, in order to avoid non-desirable outcomes of youth unemployment including disruptive social behaviour, it is imperative to be creative in terms of promoting all available wage employment opportunities as well as creating linkages where required to increase labour force absorption in these localities. Given the strong pastoralist social support mechanisms and structure, promoting wage employment also contributes to some form of investment in pastoral livelihoods and the Consulting Team (CT) very well recognized interdependencies that existed in this context. During social discussions with knowledgeable persons in the study area, many pointed out that the social support mechanisms are still operating and employed youth always fall back on those linkages as required and vice versa.

4.1.5. Wage Employment Opportunity/Spatial analysis of Employment Landscape

The field work revealed that wage employment opportunities vary temporally, spatially as well as by gender. According to female only and mixed FGD discussions, young boys and girls have to travel away from home (as there are no TVETs nor Colleges in the study Woredas) to pursue their education. The CT also learnt that parents decide against this pursuit because of fear of the security situation and lack of economic capacity to support their son/daughter. Women are more affected by such decision of parents in pursuit of education and or employment.

As a result, the participation young females in wage employment are lower than young males. Thus, multiple factors play against the participation of young girls in decent job opportunities: these include: lack appropriate skills, socio-cultural and economic barriers, and most jobs available for unskilled persons are labour intensive and /or not appropriate for girls (Bahiru & Ku, 2014). To this effect, young girls tend to engage in small business/economic activities to sustain their livelihoods. As the participants said, these are small businesses which do not require much labour (ibid).

Generally, wage employment opportunities are concentrated in Woreda Capitals, Orange Farms (in the case of Erer) as well as in some government-led projects like Ayesha wind farm. The **Addis Ababa-Dire Dawa-Shinele-Djibouti** Rail way which is already operational provides invaluable self and wage employment opportunities/ for residents in the study area. Rural roads construction, the **Dire Dawa-Dawale-Djibouti** tarmac highway construction, the recently thriving Dire Dawa town which is once again rising as the eastern industrial zone of the country with its new medium manufacturing plants, real Estate development and a big industrial Park are the main economic development corridors/landscape from which youth in the study area could benefit from, both now and in the future.

According to the FGD and KII discussions, the construction sector, both building and road construction, has been providing invaluable wage employment opportunities. As indicated in other sections, however, the extent to which such mega projects will be planned and executed is dubious (Ethiopia's dependence on government investment and Chinese foreign investment exposes the country to risks if government spending is constrained and if China reduces its investments) (KPMG, 2017), mainly given the huge external debt the country currently has. That said, expansion of manufacturing, trade and commerce complemented by the Industrial parks in Dire Dawa presents a unique opportunity for the Sitti Zone youth to take advantage of. However, as we shall see in later sections, the job readiness, attitudes, skills sets, etc have to be the prime features of the youth determining the degree to which the former can benefit.

- The **Addis Ababa-Awash-Dire Dawa-Shinele-Djibouti** road and rail way network is the central transport plank for import and export of goods in and out of Ethiopia and thus is a pivot of economic development. To these effects, the Government of Ethiopia, with support from multinational organisations like the UN, World Bank and others, has been investing millions of Dollars along Addis Ababa-Dire Dawa-Djibouti import-export corridor in: Industrial Park Development; Express tarmac road construction connecting Ethiopia with Djibouti; and Wind Power development for electric generation. Besides, at the backdrop of the infrastructure development that links Ethiopia to Djibouti and Sea port of Berbera, and Ethiopia's government decision to privatize its assets in the logistics sector, DP World² has considered Dire Dawa as one of the primary options for development of Logistics facilities (DP_World, 2019). ***This presents huge opportunities for the region in general where the youth from the study area would also be meaningful participants and beneficiary provided they are equipped with the right and competitive skill sets to seize the opportunity.***
- The findings from interviews with private sector employers, Woreda and Dire Dawa City Administration officials and review of relevant documents reveals that there are many potential employment/job opportunities for both skilled and unskilled youth along the eastern (Ethiopia Djibouti Somali land) economic development corridor. Some of the opportunities are in large scale projects: Industrial zones (which are managed by Dire Dawa city Administration), Industrial Park Development (managed by the Federal Government), and private sector investment in Real Estates, Hotel & Restaurants, and medium and large scale manufacturing industries. In recent years, according to the Dire Dawa City Administration Office, investment in light and medium manufacturing as well as Hotels has been on the rise. And the pattern will continue for some time and is reinforced by the many complementary investment actions taking place in the Eastern Zone in general. The following two examples shed light on the magnitude of investment in the Eastern region and potentials and contributions for youth employment. Potentials in Economic terms are understood as multipliers or actions the effects which will trickle down to different sectors of the economy and the spiral chain of cause and effect relationship will continue.

² DP World Logistics Europe is the responsible organization for the inland and inter-modal activities of DP World in Europe

- In Sitti zone, major **current** wage employment happens at the government sector, farm sector /wage labour, construction sector, and the Private Service Sector, in order of priority. With regard to **potential** opportunities, opportunities for youth mainly in lower skill categories exist in the Wind Farm in Ayesha, the Construction Sector, the IPDC (manufacturing Sector) in Dire Dawa and Ayesha and the Service Sector in Dire Dawa town. FGDs in Dire Dawa town clearly revealed that in the Service Sector in Dire Dawa town, Hotels, Restaurants, Cafeterias, etc., provide the most opportunity followed by construction sector. Thus given the importance of these sectors now and in the future, some narrative is provided on the major projects that would provide wage employment. A stock taking of the youth and profiling them based on their age, skills, educational attainment, etc will help the RESET PLUS project consciously target and train youth with soft and hard skills given these opportunities.

Wind farm project in Ayesha

- Ethiopia launched a Wind Farm (to generate Power) project (Ayesha II) in June 2017 (NBE, <https://newbusinessethiopia.com/ethiopias-fourth-wind-power-project-in-progress/>, 2018), which is the fourth project following Adama I & Adama II; and Ashegoda Wind Farms in Oromia and Tigray regions respectively. According to the KII with relevant experts, this project generally will create job/employment opportunity for about 50,000 persons during and after completion of the construction work. The CT tried to contact Chinese Company that is responsible for the construction of the project, though not successful the Chinese staffs do not speak English and staff who could speak English was not around during the assessment. Nonetheless, discussion was held with various stakeholders including SC staff at Dire Dawa, as well as Ayesha Woreda officials. According to these sources, the Ayesha II Wind Farm project will have a potential job opportunity for 50,000 people. As the project is taking place in Ayesha Woreda, the youth in Ayesha will have greater chance of employment for both skilled and unskilled labour. These potentials will need to be tapped and relevant government authorities in Ayesha will need to exert conscious effort in readying matching skills from within the locality.

Industrial Park Development

- Ethiopia envisions becoming the leading manufacturing hub in Africa by 2025 (EIC, 2018). In order to realise its vision, the Government of Ethiopia prioritised and embarked the development of light manufacturing industries, which includes Industrial Parks (IP), agro-processing, leather, metal engineering ,pharmaceuticals, construction materials, garment, apparel, and chemicals. Dire Dawa and Ayesha Industrial Parks are among the 13 (this is officially 12) Industrial Parks included in the GoE's plan to shift the structure of the economy from an Agricultural based to an Industrialized development. The construction of the Dire Dawa Industrial Park has already been completed and its inauguration was planned for 11 Dec. 2018 but postponed to an unknown date; and not inaugurated during the write of this report. Although reported by officials in the Study area, the IPDC official website does not provide any information about the Ayesha Industrial Park. On the other hand, construction of Ayesha Industrial Park has not started yet.
- FGDs and KIIs with different groups have indicated the below mentioned patterns of employment opportunity, both current and potential, in the target Woredas as well as including labour mobility to other locations. Sitti Zone (pastoral economy, low levels of education of youth, low levels of economic development, etc) is a typical poor and drought prone and affected pastoral community and thus seizing opportunities for semi-skilled and unskilled jobs should be given a priority as with job matching for the educated yet unemployed. Key opportunities identified include:
- FGDs and KIIs with different groups have indicated the below mentioned patterns of employment opportunity (Unskilled youth; Semi-skilled and Skilled youth): for youth in the study area and beyond.

- Youth in the project target Woredas have different employment opportunities depending on where they are located given the specific niche opportunities; however, employment opportunities in government sector offices display similar patterns in all target Woredas.
- Following from changes in leadership of Somali regional state, and a process of government reform in the government sector offices during the last three/four months, all sector offices in the target Woredas are undergoing a number of changes. These include, change of leadership and displacement of existing staff and recruitment of new staff almost in all sector offices. During the field work of this LMA, the CT learned that the Head of the Woreda Civil Service/Capacity Building Office was at Jigjig, the regional capital, to process and get approval of the region to recruit 45 university/college graduates.
- During FGD with the youth in Ayesha Kebele 01, some of the participants (mainly university graduates) confirmed that the Woreda Civil Service Office had collected their official documents and went to the Region to process their employment. But they also explained that they do not know what the status was.
- For University/College graduates, teaching in local secondary and preparatory schools can be one option, especially for graduates on certain subjects. For example, high school students in Erer preparatory secondary school explained that no teacher was assigned for certain subjects since September when the school activity started. They were asked if they know anyone in their Kebele or Woreda who graduated from University in these subjects, and who they think can teach the mentioned subjects. The students indicated that they knew at least two graduate students in those subjects, but they explained that these graduates do not want to be a teacher rather they want to get employment at Woreda offices. The assessment team asked the school principal a follow up question about lack of teachers especially for grade 10 and 12 classes, which are important milestones for the students because of the national exams by end of the year. He explained that they had requested the Woreda office of Education to hire teachers for these grades though he received no response so far.
- For University /College graduates, teaching could be one of the wage employment opportunities which can be explored. However, it depends on the interest of the graduate youth as well as some pedagogical training on teaching methods and other relevant issues (soft skills) that should be provided to enhance their skills which then would be helpful in nurturing the new generation in accordance with the demands of the day.
- The completion of the Ethiopia, Djibouti railway, which consists of a number of Stations along the route, offers employment opportunities, both Semi-skilled and skilled labour, from low grade jobs (e.g. Labourers) to senior level positions (e.g. station HR manager) (EDRC, 2018).
- On the other hand, most youth in both Ayesha and Erer Woredas seemed to be inactive exploring and looking for jobs as well as other opportunities which they could benefit from.
- There are certain short-term and permanent employment opportunities associated with the new highway being constructed to facilitate land transport to Djibouti. This highway crosses almost all Woredas in Sitti Zone. According to the plan, the use of this highway involves payment (as in the case of Addis Ababa, Adama express road). Thus, there would be a number of toll gates (payment points) along this highway that will create employment opportunities for youth in the target Woredas.
- The highway road construction that links Ethiopia to Djibouti provided short-term opportunities for many youth during the construction of the road mainly as daily labourers, and foremanship.

Potential Public and Private Sector Employers

- The following summarises the potential public and private sector current and potential employers and employment opportunities in the target Woredas:

Table 6: Indicative Employment Sectors and Skill Sets required for youth in Sitti Zone

| Sectors | | Skill/knowledge sets | Current/ potential | Year1 | Year 2 | Year 3 |
|---|--------------|--|-----------------------|-------|--------|--------|
| Public Sector/ Government (all (target) Woredas in Sitti Zone) | Unskilled | Basic reading and writing (cleaning, guarding) | Current | 60 | 30 | 20 |
| | | | Potential | 500 | 500 | 500 |
| | Semi-skilled | min grade 10 complete-messenger, archive management, reception | Current | 150 | 150 | 30 |
| | | | Potential | 500 | 300 | 300 |
| | Skilled | University, college and TVET graduates in various fields (management, accounting, HR, sociology, education etc); Teaching, community/social development/ | Current | 175 | 150 | 50 |
| | | | Potential | 1000 | 500 | 200 |
| Manufacturing (Water Bottling and packing Cosmetics products, Candle, Plastic and PVC, Paper & Tissue (Dire Dawa) | Unskilled | Basic reading and writing (cleaning, guarding, labour work) | Current | 30 | 20 | 60 |
| | | | Potential | 500 | 500 | 500 |
| | Semi-skilled | Grade 8 and above, driving, packing, sanitation and hygiene | Current | 50 | 15 | 150 |
| | | | Potential | 1000 | 1500 | 3500 |
| | Skilled | University, college and TVET graduates in various fields (management, accounting, HR, chemical, electrical engineering etc); Teaching, community/social development/ | Current | 15 | 175 | 175 |
| | | | Potential | 1000 | 2000 | 3000 |
| Construction (Railway, Road, housing/real estate) (all Woredas along Addis Ababa-Dire Dawa-Djibouti road/Railway) | Unskilled | No skill needed | Current | 1000 | 1000 | 1000 |
| | | | Potential | 3000 | 3000 | 3000 |
| | Semi-skilled | Grade 8 and above (levelling, layout, measurement, record keeping, communication; in most cases, such employees acquire knowledge and skills on the job. | Current | 500 | 3000 | 700 |
| | | | Potential | 500 | 600 | 700 |
| | Skilled | BSC/Diploma or L3 and above TVET certification from University/college and TVET graduates (Civil , electrical, water, mechanical etc engineering , management, HR, construction management etc | Current | 500 | 500 | 500 |
| | | | Potential | 2000 | 2000 | 1000 |
| Energy (Ayesha wind farm) (Ayesha) | Unskilled | No skill or basic reading and writing /labour work | Current | NA | 2000 | 2000 |
| | | | Potential | NA | NA | NA |
| | Semi-skilled | Grade 10 and above (Clerical skill, cooking, record keeping, communication; | Current | NA | 500 | 700 |
| | | | Potential | NA | NA | NA |
| | Skilled | Engineering field (BSc , L3 and above TVET certification | Current | NA | 500 | 500 |
| | | | Potential | NA | NA | NA |
| Agriculture (Dairy Farm, Fruit Production in Dire Dawa and Erer) | Unskilled | knowledge on Sanitation & Hygiene; picking fruits, cultivation and watering | Current | 1000 | 1000 | 1000 |
| | | | Potential | NA | NA | NA |
| | Semi-skilled | Grade 10/12 complete, TVET | Current | 50 | 50 | 50 |

| | | | | | | |
|---|--------------|--|-----------|------|------|------|
| (Erer, Dire Dawa) | | level1&2 skills on: crop/orchard management, dairy cow management, veterinary , record keeping | Potential | NA | NA | NA |
| | Skilled | University/college graduates in plant science/Agronomy, animal science/livestock husbandry, Veterinary and HR management | Current | 15 | 15 | 15 |
| | | | Potential | NA | NA | NA |
| Service (Banks, Health Service, Hospitality, etc) (all Woredas in Sitti Zone and Dire Dawa) | Unskilled | Basic reading and writing (cleaning, guarding) | Current | NA | NA | NA |
| | | | Potential | 2000 | 1500 | 1000 |
| | Semi-skilled | min grade 10 complete; customer handling, good communication; food preparation) | Current | NA | NA | NA |
| | | | Potential | 3000 | 2000 | 2000 |
| | Skilled | BA/Diploma, TVET-L2 and above in Management, accounting, HR | Current | NA | NA | NA |
| | | | Potential | 2000 | 2000 | 2000 |
| Workshops (Metal, Wood, Maintenance Workshops, etc) (mostly in Dire Dawa) | Unskilled | Basic reading and writing (cleaning, guarding) | Current | NA | NA | NA |
| | | | Potential | 1000 | 1000 | 1000 |
| | Semi-skilled | grade 8 complete and above (measurement, metal/wood cutting, welding, nailing etc | Current | NA | NA | NA |
| | | | Potential | 700 | 700 | 700 |
| | Skilled | TVET level1 and above certificate in metal/wood work | Current | NA | NA | NA |
| | | | Potential | 1000 | 1000 | 1000 |

Source: -----

Government Sector Office

- During the field work, it was observed that almost in all project Woredas, the GOs have many vacant positions. According to the information from Ayesha Woreda Civil Service office, at the time of the assessment, the Woreda filled between 50% and 60% of its human resource requirements. If additional budget is secured from the Regional Government, it will be able to recruit more graduate as experts in different sector offices, development agents at Kebele level, teachers, etc.
- A key informant interview, with a Capacity Building Expert from Woreda Civil Service Office in Ayesha, revealed that the Woreda is facing a budget deficit to complete the recruitment process. According to the Woreda Administrator and other Cabinet Members, almost all sector offices in the Woreda have already utilized the entire budget allocated for 2018/19 fiscal year. According to these sources, currently they are facing a budget deficit of ETB 2 million. Similarly, the head of Youth and Sports offices in Erer and Shinele Woredas expressed that they have faced similar budget deficit challenges to fill in vacant positions in their respective Woredas.

Government Projects

- There are a number of projects planned by the Regional and Federal Government. These projects are being implemented or will be implemented in project intervention Woredas or other nearby towns. A case in point is the fourth Wind Farm being implemented in Ayesha Woreda, the Ayesha Industrial Park Development Construction (IPDC website does not provide information on this and implementation not started yet), the Ethio-Djibouti Railway extension works, the Addis Ababa Djibouti truck (a new road construction). These projects offer huge employment opportunity for skilled, Semi-skilled and unskilled youth labour. According to Key informants in Ayesha Woreda, the Wind Farm in Ayesha has a potential job opportunity for up to 50,000 people with skilled, Semi-skilled and unskilled labour. According to the Dire Dawa Industrial Park Site Manager/Coordinator, the park has 15 sheds. When operation begins, it will offer job opportunity for up to 60,000 people in one shift implying that the number of employees can double or triple if the Industries in the Park function more than one shift (8 hours).

Private Sector employers

- Manufacturing and construction industries in the project Woredas and Dire Dawa City Administration offer huge opportunity for skilled and unskilled youth. As stated earlier, Dire Dawa is considered the industrial hub and gateway of the eastern development corridor of Ethiopia. In addition to the above mentioned Government managed projects, Dire Dawa city Administration consolidated and reserved land for Real-Estate Development, Hotel and Restaurant development, expansion and new development of Light Manufacturing Industries, which will create employment opportunity primarily for youth in the city and nearby Woredas including Shinele and Erer Woredas.
- According to the Head of the Land Bank of Dire Dawa City Administration, the City council allocated more than 128 Has of land for investment on manufacturing industries including: Wheat Flour Processing, Soap and Soap less Detergent production, Jute & Poly Sack/Bag manufacturing, Textile & Sponge Manufacturing, Water Bottling, Construction Material Manufacturing, & Automobile Assembly .
- In addition, the City Administration also allocated more than 65 hectares of land for forty individuals who made an additional investment for expansion of their existing industries; another 100 hectares provided to ReDstar Bajaj Manufacturing industry, which is planning to expand its business to assemble/ manufacture TATA model minibuses. According to the Head of the Land Bank, the opening of new and expansion of such manufacturing industries will create job opportunity for more than 100,000 people, skilled and unskilled labour, in the coming three to five years during the construction and implementation phase.
- Although it is difficult to estimate labour absorption capacity, according to the FGD and KII, private sector service providers in Sekota town do provide wage employment opportunities in the following order of priority: **Current Employers:** Hotels and Restaurants seeking Semi-skilled employees; Wood and Metal Workshops seeking Semi-skilled and skilled employees; while Bank & Insurance Companies are the more formal private sectors that provide opportunities for skilled wage employment. **Future wage employment** opportunities do clearly exist along the development corridor: Unskilled labour in different farm wage employment areas in the proximity of the Zone like Kobo, Alamata, Afar, Gojjam, etc; Semi-skilled and skilled opportunities especially in Dessie, Kombolcha and Debre Berhan corridor including the IPDC in Kombolcha exist. Engineering, Machine operations, Machine Maintenance, Food processing, Administration and Business, etc. professions are the ones employers mentioned in Dessie & Kombolcha, which are the industrial zones in Central Northern Ethiopia.

4.1.6. Wage Rates in the Labour Market (Regular Vs Daily Wage Workers)

- Wages received by the government sector in the study Woredas are consistent with the Civil Service regulations. The LMA indicated that public and private wages for professionals are commensurate with their expectations and/or are in tandem with the industry norms (ETB 2500 to 5000 on average). While government pays at the lower limit; the private banks do pay at the upper end. The Ethio-Djibouti Railway Corporation (EDRC) also pays salary between ETB 2370 and ETB 15600 depending on job grades.
- The Orange Farms (owned by a Private Investor and Individual Farms), in Erer can potentially offer seasonal employment to youth in Erer town and surrounding rural Kebeles. In the private farm, the main activities which demand higher number of labourers are land preparation and orange collection. The private farm, which has approximately more than 7 hectares (according local sources), is responsible to hire and manage seasonal labourers. According to an FGD held at Fetuli Kebele in Erer, the participants explained that the wage rate the farm pays is small though the labourers work only for about 6 hours daily. According to these sources, the daily wage rate for land preparation and orange collection was Birr 30 and 20 respectively. The discussants explained that the people/youth in the Woreda lack interest to work in the farm. As a result, the farm usually brings workers (Dubos, as the local people call them) from Bale and

Arsi areas of Oromia Region. In this regard, the farm provides transportation service from and to the farm for the workers.

- On the other hand, merchants, once agreed on the unit price with a farmer, are responsible to hire casual labourers to collect the orange product. Unlike the payment method (daily rate) used by the private farm, merchants use piece rate payment method, where they pay Birr 20 for 50 kg of orange collected. Thus, the amount of income an individual worker earns depends on the amount (Kg) of orange he/she collects. FGD participants in Fetuli and 01 Kebele of Erer town explained that most workers are happy about the wage rate as s/he could collect more than 50kg and earn more than Birr 20 per day. According to discussants, on average, these workers earn more than ETB 100 per day.
- These seasonal activities enable (unskilled) local youth to participate in wage employment for three to four months.
- These are the kind of issues (where youth from the locality can benefit) that the project can be a mediating agent/catalytic agent in the short term and sows the seeds of negotiation, compromise, and crafting win-win solutions between Employers and Employees. One can argue, however, if excessive, that such interference is against market principles and labour mobility/free movement of people ultimately distorting labour markets.

4.1.7. Qualification & Skills for Employment

- The advertisement posted by the EDRC clearly indicated specifications of its skill /labour requirement. The minimum qualification or education requirement listed was grade 10 or grade 12 complete with ability to communicate in English. On the upper side, it required BSC degree or TVET Level 3 or above with official certificates on various fields including civil engineering, electrical engineering, water supply, procurement and property management, Administration or related disciplines. In all cases, no previous work experience is needed (i.e. zero work experience).
- In Sitti Zone, the majority (57%) of the population, who of course are young, have primary (29%) and secondary level (28%) education. On the other hand, the proportion of people who attained TVET and College/University level education is very low at 10%.

Table 7: Education Attainment of Youth in Sitti Zone

| Education Attainment | Sitti Zone | | | % |
|--------------------------------------|------------|--------|-------|------|
| | Male | Female | Total | |
| Illiterate | 50 | 66 | 116 | 16% |
| Non-formal education/Adult education | 26 | 40 | 66 | 9% |
| Only read and write | 36 | 29 | 65 | 9% |
| Primary level education | 110 | 104 | 214 | 29% |
| Secondary | 128 | 76 | 204 | 28% |
| TVET | 4 | 3 | 7 | 1% |
| College/university | 46 | 18 | 64 | 9% |
| Total | 400 | 336 | 736 | 100% |
| percent | 54% | 46% | 100% | |

As can be seen from the fig above, the majority (70%) of the youth have attended either primary (18%) or secondary (52%) level education. The proportion of the youth in TVET and College is only 15% (2% TVET and 13 College/University). FGD participants in Ayesha Kebele 01 consisted of youth between the age of 19 and 25. Two (out of 8) participants were university graduates in accounting and economics; four of them had only grade 7 or grade 8 level education while the other two had never attended formal school. According to the discussants, there are many young boys and girls (total figure not available/no database of youth population and status) in Ayesha who completed grade ten and above level of education, however, equally there are many youth (even age above 18) with no formal education or lower grades (below grade 8 or 7). Some of them reported they had seen the advertisement while others heard from other people about the advertisement posted in Ayesha town. However, they explained that they know no one in the Woreda who applied for any of the positions advertised. They also complained the recruitment process was already over, but commented that there is lack of transparency. From the discussion and examination of the ad, it is the observation of the CT that there are certain limitations on the ad as well as youth behaviour. Government as well as private employers require employees with different sets and levels of soft and hard skills ranging from utterly unskilled wage labourer to the most advanced and skilled professional.

Professional skills: there is high demand for TVET (mostly above Level 3) and University graduates. For example, the EDRC posted two vacancy announcements in December 2018 to hire about 558 employees for the various train stations along the Ethio-Djibouti railway. As the vacancy announcements clearly show, the required qualifications and skills include University/College Degree/Diploma, TVET Level 3 certificate in various fields including: Electrical, Civil, Mechanical, Construction and Water Engineering, human resource management, Administration, Purchasing & Property Management, Accounting, Transport & Logistics, Education & Statistics and certificate on Food Preparation. Applicants with grade 10 and 12 level of education should have certificate in food preparation, be proficient in English language.

- The Dean of the Ethio-Italy TVET College indicated that most of the manufacturing industries require TVET graduates mostly with skills in the field of Auto-Mechanics, Electric and Electronics and Product Manufacturing.
- Furthermore, most employers in service provision sector (e.g. Hotels and Restaurants) require employees with customer handling skills (communication, hospitality, and language skills), management skills and accounting. In the construction sector, employers mostly look for various engineering skills, construction and finishing skills, operation and management skills, as well as stock management. Manufacturing industries also look for people with product marketing (promotion and sales), etc.
- **Personal skills:** Apart from the technical and practical skills, employers are also looking for employees
- With life-skills. During KII with private sector operators, interviewees mentioned that their employees need to have certain life-skills like self-confidence, motivation, teamwork, and good time management skills.

4.1.8. Organizational features of the job market

Occupational safety standards and hazards are issues that arise with the development of the manufacturing sector, formal and informal. The Sitti Zone is marked by very low levels of the secondary sector – manufacturing. Thus not much can be discussed about the subject. However, the CT has the following observation and remarks. Firstly, as with other sections of the country, the construction sector has been providing opportunities in Wage employment and the sector is not very well known for providing protective devices for its employees. The neighbouring town of Dire Dawa is an industrial town and the BoLSA has many years of ensuring safety standards in the work place as well as providing services in many other labour relations issues. A KII with ex-staff of the Dire Dawa BoLSA revealed that increased industrialization has

expanded the role and breadth of the services the office provides. They also mentioned that the IPDC when fully operational would increase the volume of work. Workshop, Garages, and other similar enterprises in Dire Dawa and smaller towns of Sitti Zone are observed to have low levels of safety standards and occupational hazards are occasionally observed. The ex-staff of BoLSA mentioned that the capacity of the BoLSA is very much stretched given the sprouting of many medium sized manufacturing enterprises in Dire Dawa. However, he noted that employers also undertake safety measures by their own volition and as part of the industry standard. In Dire Dawa, the CT was able to learn that the Labour Unions (Workers in many of the old manufacturing plants have their own respective labour unions) are represented at the Confederation of Labour unions in Addis Ababa. The presence of the Chamber of Commerce in Dire Dawa also provides a forum for Employers to express their concerns and meaningfully engage with government as required. However, Sitti Zone as with Waghimra Zone is characterized by a MoLSA office which is fairly new to such industrial relations issues.

4.1.9. Governance Mechanisms and structures of the Wage Market

In terms of governance of the job market, labour disputes in Dire Dawa are handled by the Employers and Employee representatives who regularly meet up and resolve issues; while major cases are also handled by the Labour Court in Dire Dawa. Such mechanisms and structures for handling labour disputes are far from being a reality in Sitti Zone. Whether or not the MoLSA staff are properly aware of the relevant labour laws and are trained in arbitration is questionable. Moreover, public awareness of their rights and obligations in accordance with relevant labour laws of the country is limited. Nonetheless, civil servants are far better informed about the regulations that govern their employment. Relevant government offices (TVED) can support negotiation of wages for the unskilled (in Sitti Zone, particularly Erer Woreda) to work in private farms as the transaction cost of bringing labour from Arsi and Bale is relatively higher. However, this shall not be intended to refrain mobility of the labour from Arsi and Bale nor to distort labour market, but to enable locals seize opportunities at a win-win rate for all parties.

4.1.10. Wishes and aspirations of the youth

Aspirations and wishes of youth vary among different age groups. Such variation has also been affected by the level education achieved, skills acquired and the situation they are in/find themselves. Most youth between the age of 15 and 18 years are interested to carry on their education and attain professional skills in different disciplines. During FGD with girl students in secondary and high schools, participants expressed they would like to continue their study to achieve higher professional attainment.

- Most of the students in the FGD (six female) at Degagoo secondary & preparatory High School aspire that they would like to join University Education, study Medicine and become Medical Doctors/ Health Officers or Midwives while only one girl aspired to become a Teacher. One other girl was not clear about what she would want to achieve. Similarly, an eighth grade student in Erer Woreda expressed her wish to be a Doctor or Midwifery nurse with the aim to reduce the problem of Women in her village or Woreda. According to these discussants, it is clear that their career aspiration has been driven by socioeconomic conditions observed in their community. However, they commented that lack of teachers especially for more than one subject in both Grades 10 and 12 is likely to affect their ability to succeed in the forthcoming national exams and could be a reason for falling short of realising their dreams. While assessing employment opportunities in teaching for young university graduates, the CT looked into how lack of Teachers on certain subjects can affect future dreams/visions of young boys and girls in high schools/secondary schools and how these unemployed graduates could be of help.
- When asked about factors helping their dream become true, the students in both Erer and Ayesha showed high level of confidence that they will study hard to make their dream become true. However, the girls from Ayesha cited the problem of lack of teachers mentioned above. The CT discussed this issue

with the principal of Degagoo secondary and preparatory high school. The latter confirmed that the concern expressed by the girls is true and he explained that he is dealing with the Woreda office of Education to resolve the problem, which was caused by both shortage of budget and displacement of teachers who left the area due to uncertainty of the security situation during the past few months. To this effect, according to Woreda officials in all three study Woredas, the budget allocated for 2011 Ethiopian FY was already consumed by the ex-Heads (of sector offices) who were replaced by new ones in the government reform process. In some Woredas, like Ayesha, the Woreda Government reported annual budget deficit of about 2 million.

- The Household survey revealed that about 49 % of the total population of the surveyed HHs are between the age of 15 and 29 years. From these, 17.4% of the youth were either attending University/TVET college studies or have graduated during the last five to three years. Only 50% of University/TVET College graduates are currently under wage employment mainly in the government sector office though some are working jobs that doesn't match their qualification. During the FGD discussions held in Erer, Ayesha and Sitti Woreda, participants, both those currently working and seeking jobs, explained that they are not happy about the situation they are in: on the one hand, those who are currently working feel that they are underemployed as they are working jobs that do not match with their qualification. On the other hand, University/TVET College graduate expressed hopelessness due to lack of jobs since their graduation five / three years ago.
- From KIIs, FGDs and document reviews, the CT learnt that there are a number of factors which contributed to the situation:
- **Mismatch between Education attained and employment opportunities:** FGD participants noted that the current education system in Ethiopia is of poor quality and misaligned from the interests of young people, and thus does not equip youth with skills to establish a livelihood. Although the increase in academic institutions and universities in the country might appear to be a positive development, these institutions are not changing the outcomes for young people, as many youths are “graduated but unemployed.” During discussions with Deans of Dire Dawa and Ethio-Italy polytechnic Colleges, both respondents confirmed that, to some extent, there is mismatch between skills acquired from TVETs/PTC and skills required by the manufacturing sector. TVETs equip students with skills in specific field. However, in a recent tracer study (A tracer study is an assessment of destination/where about of TVET graduates) conducted by Ethio-Italy TVET college staffs, they learnt that manufacturing industries require to hire graduates with general knowledge related to the type of manufacturing industry that is, technical skills on specific field plus knowledge about the manufacturing industry, managerial skills, and teamwork. In addition, the hiring staff also commented that graduates lack appropriate workplace code of conduct and managerial skills.
- **Social, economic, and political marginalization:** Some KII and FGD respondents said that Ethiopia's system of Ethnic Federalism, in which ethnicity is closely linked with political power, discriminates against other ethnicities in granting access to government services. As a result, the youth feel deprived of the right and privileges of access to Government services and employment opportunities. In Somali regional state, the situation of employability of youth is affected not only by ones ethnicity but also by clan differences within the Somali ethnic groups as well (Fantaw et al, 2018). In Erer Woreda, for example, three KII non-Somali discussants explained that they are utterly marginalised from most government services and privileges. The assessment team also met with some non-Somali youth who have graduated from University 3 to 5 years ago, however, they explained that they were hardly able to get employment in the local Government Sector Offices despite the ability to speak the local language and deep understanding and practice of local culture. According to these KII participants, they never had the opportunity to express their concerns even they never had the chance to participate in any such assessments carried out in the Woreda. On the contrary, however, the assessment team met some non-Somali language

speaking youth who have been teaching economics and geography subjects in Degagoo secondary and preparatory high school (Ayesha Woreda).

4.1.11. Youth Behaviour and attitude towards wage employment

- As much as there is a difference in education attainment, work experience and current economic situation of the youth in the target areas, the attitude and behaviour of the youth in the target area varies by gender, level of education, skills acquired and depending on the economic situation they are in. Most youth with lower or no school attainment mostly offer unskilled labour to the market. Young boys in this category opt to go for seasonal and temporary labour work some youth with easy access to farm land want to participate in production of high value crops (fruits and vegetables) production while others who barely have economic opportunities tend to engage in any available job. However much the youth have shown clear signs of hopelessness during the FGDs, the below figures indicate that there is a good threshold of hope that could be triggered and changed into positive and meaningful livelihood options.

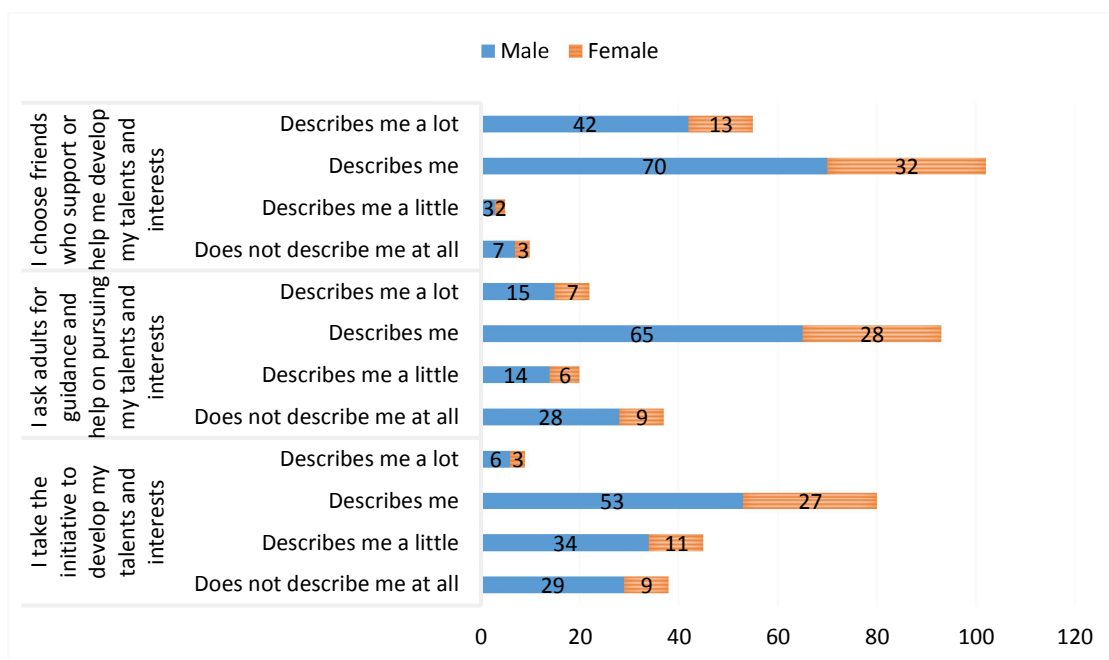


Figure 2: Youth Perceptions in Sitti Zone (no. of Response)

- During an FGD discussion in Fetuli Kebele of Erer Woreda, participants (young boys, who completed/ attended schooling up to grade 8 only) expressed that they prefer to cultivate Orange farm rather than seeking wage employment. Because, according to the discussants, they lack the relevant qualification to get hired. For example, Feisel is 20 years old & a married young person. He studied up to grade 9 only. Currently, he is engaged in cultivating Orange farm on two hectares of land which he acquired from his father. Feisel also explains that there are many young persons in the Kebele who are also engaged in Orange farming. However, one can understand how access to land may be a challenge in a fertile area like Erer, thus entrants into this activity are limited!

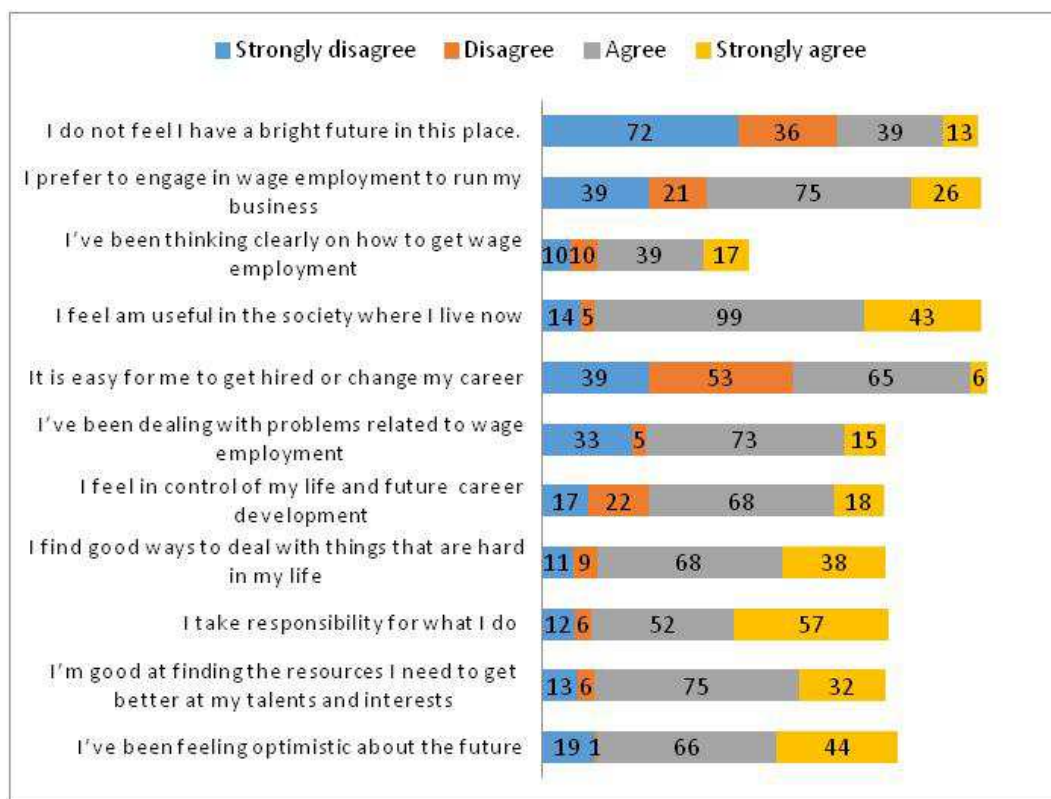


Figure 3: Youth Perception (frequency) on Wage Employment and factors influencing it in Sitti Zone

- During the field visits in selected project Woredas, the CT observed that there are many young University/TVET college graduates, who studied various courses, have been seeking jobs for the last five / three years. During FGDs held in Erer and Ayesha, the participants explained that they were unable to get employment despite they had received university degree and TVET certificates. During the discussions, the CT learnt that these University/College graduates have taken no action or do not know what action they could take and where to go to apply for a job. They simply wait for an action by the government or somebody else to give them the chance to be hired. Particularly, the youth, who have no or zero year of work/professional experience, lost their confidence to get employment as most job advertisements posted by NGOs and private sector employers require at least three years of related work experience. For example a vacancy advertisement for an M&E Officer position, which was posted by a local NGO in Ayesha town, shows that an applicant should have an MSc or BSc degree with three or five years of experience in specific fields respectively. Furthermore, during KII discussions with different employers including government & private sector, the CT learnt that these organisations have no experience or practice of offering entry level jobs for fresh young graduates.
- Similarly, the CT also observed other advertisements (one posted on a notice board in Ayesha & the other on EDRC website) which was posted by Ethio-Djibouti Railway Corporation. Both ads clearly indicated the number of positions and qualifications required for employment posting/placement at different train stations along the Ethio-Djibouti railway. Interestingly, for all positions, the Railway Corporation clearly indicated that no (Zero) prior work experience was required. As stated on these ads, EDRC required the following qualifications: for most positions, it required University/TVET L3 Graduates and above on various fields, and Grade 10/ Grade 12 complete job seekers for a few positions. Depending on the specific type of assignment, the EDRC provides specific training for employees before they start their job. In the latter's case, it was a good opportunity for University/TVET graduates, who have no work

experience, to apply and try their chance to get a job. Regardless of the limitations in the advert (short deadline for application and application methods), an FGD held with the youth in Ayesha 01 Kebele revealed that they either heard from someone (but late to apply) or never heard at all.

- In addition to lack of work experience, University/TVET College graduates also lack access to information about available vacancies, soft skill on preparing tailored CVs and writing application letters.

4.1.12. Gender effects (socially determined segregation of work by Gender)

Gender differentials in terms of wage employment opportunities exist in the study Woredas in Sitti Zone. The qualitative discussions with varied groups painted a crystal clear picture that the rural female youth have much fewer opportunities than their male counterparts in terms of both local employments in government offices, private sector, and farm labour. In terms of migration in pursuit of wage employment abroad, both male and female youth get required support from family and relatives irrespective of their gender. The qualitative discussions also shed light on the commonly held view of migration to Dire Dawa from Sitti Zone. It was learnt that those youths who are educated do migrate within Somali region especially to Jigjiga in search of wage employment Dire Dawa is also considered the second major destination. However, regardless of gender, the unskilled have very few options. It is also noted that Somali youth (male and female) do not as such migrate for Labour related work in the Country; rather they prefer to migrate abroad. This has to do with the cultural norms and standards that may not necessarily support the pursuit of such livelihood strategies. It is recalled that similar employment related studies conducted by SC uncovered the issue of cultural barriers to employability. Very few women reported that they migrated or are willing to migrate to urban centres in search of wage employment. Moreover, when asked about searching domestic work opportunities in Sekota town, most responded that they do not have enough information about the possibilities, do not have a relative to stay with while searching for jobs, or are simply afraid of the risks in towns albeit the difficulties of getting jobs. However, FGD participants indicated that they know of young girls from their villages who went to Sekota town as domestic workers because they have a relative that mediated or are staying with their relatives (they do not know about the terms and conditions of stay). The qualitative discussions of the LMA found that youth males are searching for different types of jobs when they move to the urban areas. Thus in terms of the ability and willingness to take the risks and pursue employment opportunities in Urban centres, male youth stand out in stark contrast to their female counterparts who almost are confined to their village only occasionally working in farms in exchange for cereals as opposed to wages.

KII with youth males and females who are employed by the public sector/skilled professionals/ revealed that they both faced the same difficulty in accessing jobs that required possessing relevant work experience until they found one that required no work experience. Given the current reshuffling and changes in leadership in Somali region, the educated youth who are not employed have shown little hope and chances of getting jobs soon. Thus female youth particularly in the rural areas are at a disadvantage because they lack appropriate education, skills and family guidance and support / cultural barriers/ that prevent them from getting education and leading to employment in the wage labour market.

4.1.13. Factors influencing the Wage Market

Factors that positively contributed for wage employment in the Study area especially in recent years have to do with the construction of infrastructure (Wind Farm, Roads and rail ways), expansion of manufacturing and the service sector in Dire Dawa as well as the huge potentials envisaged out of the IPDC in Dire Dawa and possibly in Ayesha. All of these and the expansion of the Dire Dawa cement Factory as well as many other private medium manufacturing enterprises in Dire Dawa obviously have positively impacted wage employment in the Eastern Corridor of the Country.

Impediments to rapid expansion of investment and thus employment in the different sectors have to do with the following: security in some parts of the region; lack of infrastructure like electricity, water, for the incoming investors; as well as bureaucratic processes. On the contrary, the economic geography of Dire Dawa presents a unique opportunity/advantage in terms of its proximity to the port as well as availability and possibility of drawing skilled labour from the market. The fact that Dire Dawa, Djibouti and Jigjiga are connected with daily Air flights with Addis Ababa enhances and facilitates business.

While the availability of such opportunities in the Economic Corridor is good, the extent to which the Sitti Zone and its Woredas are ready to take advantage of the same is a completely different issue. In fact, youth in rural Sitti one Woredas are usually having secondary or lower levels of education and the opportunities thus exist mainly around unskilled labour in manufacturing and construction. While this LMA is not very broad and exhaustive, one could discern from the livelihood pattern as well as the labour force and its qualities in the study area (similar with much of the other pastoralist areas except some unique opportunities as well as proximity to Dire Dawa) that the most viable options lay around unskilled wage employment.

4.1.14. TVETs in the study area

Introduction of TVET in Ethiopia dates back to the Imperial era. In 1970, some high schools were converted to comprehensive high schools where students could gain access to both academic and vocational education. Since 1994, however, TVET become an integral part of the whole education ecosystem. The TVET strategy plan, prepared by the MoE in 2008, has uplifted the role of TVETs in the country's economic development, and put "improving access" as one of its main objectives to achieve its goals. To this effect, the strategy envisaged to make TVETs accessible to all by taking measures to make TVET accessible at least in every Ethiopian Woreda (MoE, 2019). To this effect, large numbers of TVET institutions have been built across the country to increase access: (i) Between 2000 to 2015, the number of public TVET institutions have increased from 16 to 334, and enrolment increased from about 3,400 to around 273,600 (ibid); (ii) participation of the private sector in TVET has also increased significantly though the type of training they offer focused predominantly in the areas of Information & Communication Technology (ICT), Commerce and Health sectors.

Currently, all regional States and City Administrations have TVET institutions that are able to offer trainings in all Levels, Level I to Level V. TVET institutions are organised at different levels: i) TVET Centre (offers L1 and L2 training), ii) TVET Colleges (train from L1 to L4), and iii) Polytechnics Colleges (train from L1 to L5). Generally, however, the distribution and accessibility of both public and private TVETs in pastoral regions is very limited (Haramaya_University, 2014). To this effect, Somali Regional State has only five TVETs including Jigjiga Polytechnic College, Gode Health Science College, and Jigjiga Health Science College. But, due to its proximity, TVET colleges in Dire Dawa also provide enrolment opportunity for the youth in Woredas of Sitti Zone of Somali Regional State.

Given this limited spatial distribution of TVETs, lack of proper documentation or database, it was difficult to obtain the extent of youth labour force available in the study Woredas and disaggregated by age, sex, education attainment and skills acquired. As shown in above Tables, the household survey revealed that youth (age between 15 and 29) constitutes 49% of the total population of surveyed HHs. The majority (51%) have secondary or preparatory level of education. Participation of the youth in College/University and TVET is only 14% and 2% respectively. Quite a significant proportion (34%) of the youth have primary level or no formal education.

4.1.15. Conclusions

Wage Employment and related issues: The Eastern economic corridor presents wage employment opportunities for youth, with different sets of qualification, **in Sitti Zone.** In the project target Woredas, government sector offices and government managed projects (like the wind farm project and EDRC) are the major employers of youth. The private sector operators mainly in Dire Dawa city Administration also play key role in absorbing Semi-skilled and skilled youth labour. In some Woredas like Erer and Shinele Woredas, seasonal wage employment gives livelihood option for the unskilled labour. Most youth in rural areas especially girls are unemployed. The underdevelopment of the private sector in target Woredas of Sitti Zone undermines opportunities for wage employment locally; however, there is a positive prospect as many new investments in manufacturing, construction, and services sectors particularly in Dire Dawa are sprouting.

The economic corridor along Addis Ababa, Erer, Dire Dawa, and Ayesha, Djibouti presents huge opportunity, current and future, for wage employment for all occupations and skills sets. A concerted and well-coordinated effort to seize and maximize from all these opportunities is an immense yet a possible and an interesting task. This will also provide huge confidence for the younger age group: 15-18 years.

Generally, wage employment opportunities for all skills sets and unskilled labour force in the project target Woredas is somehow limited except in Ayesha Woreda, but the youth have to enhance their competitiveness to succeed elsewhere where competition is stiff provided they could afford to cover expenses required.

The readiness of female youth is constrained by their education levels, skills, economic, socio-cultural norms and security issues; male youth, on the other hand, have a better readiness, albeit in different extent and capabilities. In recent years, uncertainty of the security situation in the Region is also a major obstacle for girls to realise their dreams. However, men are not abated by this known risks sometimes resulting in death and looting.

The ongoing changes in government structure and reform processes at all levels (Region, Zone, Woreda and Kebele) in Somali Region and particularly in Sitti Zone is creating a vacuum in terms of knowledge on existing youth related policies and regulations, skills and capacity of Woreda experts to identify the needs of the youth and design/prepare practical plans. Many of the Woreda staffs in all study Woredas were new, and lack clear plan for their sector office. When asked about plan/strategy, for example, most offices tend to the kind of activity which their predecessors used to implement though limited impact on the lives of the youth.

Key features of Job searching and recruitment: Job ads are common in the government and private sector operators mainly in bigger towns like Dire Dawa. However, the CT observed some inconsistent practice in both government and private sector. Besides, the youth in the target Woredas have limitations in hunting for information about vacancies/ job ads. Thus, most youth in the target area usually gets information from relatives or friends and other connections. Employers reached during the fieldwork as well as key informants indicated that Employers are making decisions regarding recruitment. The government offices follow the Civil Service regulations for recruitment. However, almost all Woreda towns visited do not have a central location where ads could be posted. However, government, parastatal organisations and NGOs post ads at the gate of their offices or in locations they think are visible to the public. If there were some central locations identified and a notice board is erected for posting ads in Woreda capitals, this may trigger many others to post their ads in the same place instead of using networks, and increases the chance of the youth to know about job vacancies. This in and of itself can be a job opportunity for someone to manage it under the Youth Centre to be established by the SC/OXFAM/UNISOD. Moreover, supporting the legal processes for migration with clear accountability of the AGENTS is an indispensable.

Linkages and Coordination with private sector for apprenticeship and subsequent employment:

There is coordination mechanism that links trainees from TVETs, PTCs and University/College with potential private, governmental and nongovernmental organization. However, there is clearly a gap in coordinating and managing this apprenticeship and subsequent employment programme. University students usually receive support letter from their University/College and they go around /door to door searching/ governmental or private sector employers or use personal links/networks to get accepted for apprenticeship programme. TVET colleges, however, are tasked by the government to identify potential employers who can provide apprenticeship experience for the TVET students. Identifying and engaging employers in certain industries (especially government owned) has been successful. In this regard, TVETs are required to plan and give prior notice to the employer. The low levels of development of the private sector in the Sitti Zone renders difficulty in terms of accessing sufficient private sector operators both for apprenticeship and subsequent employment.

On the contrary, however, private companies tend to resist this practice and see TVET apprentices as a management burden (IGC, 2013) (Pramila & Irina, 2013). This implies that there is a need to initiate awareness creation of the private sector about the benefits of the apprenticeship programme to both the would be employees and the employers. Given that TVETs are primarily aiming to engage trainees in self-employment, it is evident that some reorientation of this role to TVETs needs to be undertaken or another agency has to be entrusted with this task.

Organisational features of the job market: As with Waghimra Zone, workplace safety, abuse, sexual violence and job related hazards were not as such observed or reported. This is a reflection of the relatively low degree of industrialization which employs very few youths in sectors that potentially jeopardise youth safety and security. This is true in industries that engage in textile, ginning, apparel, weaving, etc. some of which are operational in Dire Dawa. However, in the study area, maids/assistants were common in Hotels and cafes and these are most of the times exposed to abuse and violence on top of the exploitative employment relationship. In all cases, however, there is no evidence that employers consciously planned or targeted employment of youth between the age of 15 and 29. Of course, government civil service do not recruit any person below the age of 18. However, it should not be construed that the informal sector does not employ persons under the age of 18.

Furthermore, there is no clear evidence that show integration of youth support services such as family planning, HIV/AIDs, cultural promotion etc. being provided to the youth.

Factors influencing the job market: a number of factors are observed to affect the labour market. On the supply side, gaps in skills sets, information asymmetry, job orientation, job matching, soft and other skills that could be gotten from integrated youth service centres, etc. are the major ones. Employers as such have not mentioned commitment and ethics to be a problem. On the demand side, impediments to rapid investment expansion including macro and micro variables, low levels of industrialization and development in the Sitti Zone, public unavailability of information to labour demand, tailoring trainings to respond to labour market demands, etc. are some of the limitations.

Gender differences in education and cultural factors lead to lower possibilities of female wage employment: all evidences and observation are that female youth wage employees are far less than male youths. As mentioned in other sections including in the WH section of the report, this is caused by, amongst others, low levels of education, marriages happening at a younger age, less opportunities for wage employment in rural areas, cultural/social and security concerns for seasonal and regular migration to distant locations, etc. Youth in the 1518 age cohorts have shown marked interest for wage employment; however, most educated female youth who are in wage employment would like to be growing in the same profession

while some did not rule out of becoming self-employed after sometime. They mentioned that the turnover in Somali region is huge.

Wishes and Aspirations of youth: Youth students in Sitti Zone have shown interest to pursue professional careers. Youth in professional career have indicated they would like to progress in their profession and become more competitive by pursuing their education. Still some male youth in government employment have indicated desire to pursue self-employment. Some of the interviewed unemployed and uneducated youth also indicated that they are more desirous of working as self-employed knowing that they had little chances of success in wage employment. While employed youth have mixed feelings about their future, contribution to society, etc., unemployed youth, regardless of their education, seem to have a view that is skewed towards giving up hope. The current political changes in the Country and especially in the Somali region and subsequent reshuffles of government Office staff have sparked some kind of optimism amongst some youth who were able to reflect about the future of the youth in general. The unemployed non-Somali speaking youth have shown marked dissatisfaction because they felt discriminated against in their search for wage employment.

4.2. Waghimra Zone, Amhara National Regional State

4.2.1. Characteristics of the Studied HH and youth

Table 8: Number of survey participants

| Sex/Description | Total respondents | percent |
|-----------------|-------------------|---------|
| Male | 313 | 46% |
| Female | 374 | 54% |
| Total | 687 | |

In Waghimra Zone, the proportion of female HH members was found to be 54% while the proportion of male counter parts is 46%, and, the proportion of the youth is very high though the population of aged (between 40 and 60 years old) are also quite significant.

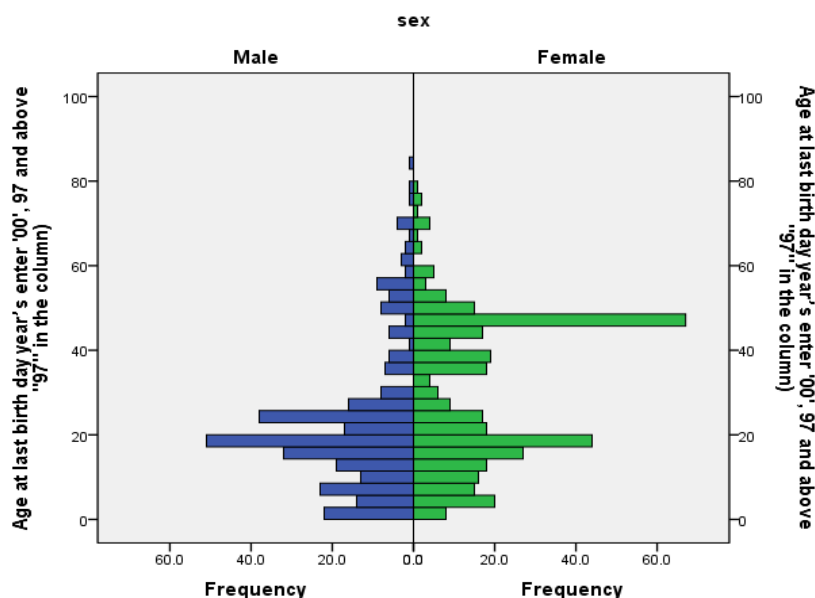


Figure 4: Population Pyramid of Waghimra Zone

4.2.2. Youth employment status, Waghimra Zone

The majority (41%) of the youth population in surveyed HHs are students. In spite of low level of education attained, the proportion of job seeking youth is quite significant (28%), and the proportion of youth working on domestic chore activities (without payment) is also high at 23%.

Table 9: Youth employment status, Waghimra Zone

| Current Employment status | youth age from 15 to29 | | | |
|----------------------------------|------------------------|---------------|---------------|-------------|
| | Male | Female | total | % |
| not employed (Home maker) | 29 | 40 | 69 | 23% |
| run own small business | 3 | 6 | 9 | 3% |
| wage employment (unskilled) | 2 | 2 | 4 | 1% |
| wage employment (skilled la | 10 | 1 | 11 | 4% |
| Job seeker | 51 | 33 | 84 | 28% |
| student | 57 | 48 | 122 | 41% |
| Total | 152.00 | 130.00 | 299.00 | 100% |

In Waghimra Zone (table below), the proportion of the Working age population is 73%, which is similar to the findings from Sitti Zone. However, the proportion of the youth (age from 15 to 29) is 40% of the population in surveyed HHs.

Table 10: population distribution by age cohort and sex in Waghimra Zone

| Sex | Age Cohort | | | | | | | | | | |
|--------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 014 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 |
| Male | 29% | 19% | 19% | 12% | 2% | 1% | 4% | 2% | 4% | 4% | 1% |
| Female | 21% | 15% | 13% | 3% | 2% | 2% | 11% | 21% | 6% | 1% | 1% |
| Total | 24% | 17% | 16% | 7% | 2% | 2% | 8% | 13% | 5% | 2% | 1% |

As was ascertained by the Key Informant Interview (KII) and Focus Group Discussion (FGD) discussions, the youth are forced to make one of the following decisions a) depend on their family (extended network/social capital) until such time they find some form of temporary or permanent wage or self-employment opportunities; b) youth with the low-skill /low educational level and mainly residing in the rural areas migrate out of their locality in search of employment and income; and c) those with the minimum professional requirement in both rural and urban areas solely rely on their families until they find a job /employment that matches between their level of qualification and their occupations in the labour market. However, the FGD discussions revealed that most unqualified rural youth simply wander around and have no formal or informal jobs except occasional income earning jobs. Most youth are also landless and this according to them has exacerbated their situation. Nonetheless, when they marry, their parents give them some land to construct a house and most reported they keep ruminants like Goats. Still some FGD participants reported that they cannot afford to be unemployed and end up migrating into towns even though that occasionally means far lower wages than is normal.

4.2.3. Consequences of Youth Unemployment

The qualitative information gathered has clearly revealed that unemployment has myriad effects on the youth: their vulnerability to negative behaviours and its consequences increases; the degree to which they integrate into mainstream society and their ability to access basic rights like land, housing, etc is compromised; international migration of the skilled and unskilled and its positive/ negative consequences; and the unemployed and marginalized youth often engage in disruptive social behaviour (Tewolde & Feleke, 2017) especially in the current political climate of Ethiopia. The Structural deficiencies of the of the Ethiopian Economy, mentioned elsewhere, coupled with the specific livelihood patterns/limitations in both study areas

present a huge challenge to promote decent wage employment. From all working age population, only 16.7% (N=414) were found to be economically active population (those engaged in income generating activities either from wage or self-employment during the reference period last 7 days in this case) while the remaining 83.3% (N=414) of the labour force was categorised as population economically not active. Looking specifically, the majority of the youth (aged 15-29) are students, and are considered as economically not active population. However, a larger size of the youth are not economically active mainly because they were students, homemakers, job seekers or not able to work due to some reasons. In the rural areas of the studied Kebeles, youth explained that they don't often farm because they don't have land and heavily rely on migratory wage employment seasonally; however, in seasons they are underemployed, they simply wander around because of lack of wage employment opportunities locally. Some have said they don't really know what the future holds for them and quickly reflect their hopelessness during an in-depth bilateral discussion.

4.2.4. Wage Employment Opportunity/Spatial analysis of Employment Landscape

The qualitative findings ascertained that the development corridor in North East Amhara extends from *Sekota, Alamata, Kobo, Woldiya, Dessie, and Kombolcha* to *Debre Berhan*. This development corridor is important in terms of wage employment for the region and the country: medium business and manufacturing plant owners in Kombolcha and Dessie reported that more than 80% of their staff, especially those that are Semi-skilled or unskilled do come mainly from the different parts of the Amhara region. Mekelle up in the North is less linked economically, socially and culturally with Waghimra Zone and it is not a preferred job seeking route for varied occupational needs of the youth from WH. On the other hand, Addis Ababa, far in the centre provides opportunities for young people from across the country; the CT learnt during the FGD and KII that youth from WH do migrate for both skilled and Semi-skilled/causal labour jobs. However, almost all FGD groups confirmed that they know of very few causal labour migrants to Addis Ababa. The consulting team has ascertained Kombolcha and Dessie are the melting pots of youth (indeed adults) from different parts of the country especially Amhara region, looking for skilled, Semi-skilled and unskilled wage employment opportunities. This is more so because Dessie has seen a persistent rise in medium scale manufacturing and service sector as well as construction while Kombolcha is historically an industrial HUB that showed unprecedented growth in recent years including in the service sector. This growth is also driven by the IPDC in Kombolcha town and expansion of new manufacturing plants both in Dessie and Kombolcha. The IPDC has a 750 hectares of land allocated for it, on which it commenced construction of sheds in Phase 1 on 75 has. 9 Sheds (with a potential of employing 22,000 persons) have been completed and there are 4 foreign companies of which 3 that started operation in Leather and Textile/Garment overall employing about 1300 persons, of which 90% are women youth. There are 23 manufacturing Plants which are operational while there are about 5 new entrants in different sectors. Worthy to mention is the MIDROC group owned reportedly the biggest Steel Plant in East Africa, which is under construction.

According to the FGDs and KIIs, the Construction Sector has been cited as a major attraction in all categories of job opportunities /wage employment for all age groups including youth. The KII with different groups including the investment office in Kombolcha and Dessie as well as Employers in Sekota indicated that employers prefer to attract senior talent from Addis Ababa as availability of highly skilled talent may be lacking locally: a case in point is the Foam Plant, Leather Processing, and the Paint Factory in Kombolcha which employed highly skilled professionals from the nation's capital; Technicians and engineers in the Floor Mills in Dessie; wood workshop senior carpenters in Dehana and Sekota; finishing work in construction(ceramic, marble, etc.) work in Dessie, Kombolcha and Sekota. This is where the TVETs/Poly technic Colleges (PTCs) have to proactively engage with employers to develop and nurture required talent locally. KII and FGD participants were critical of the current overall educational system stating that it does not provide the ammunition young people need to enter into the work force.

About 23 potential investors (mainly from US, China, Korea) have recently spoken with the Kombolcha IPDC and the potential for expanding Apparel and Textile as well as Leather products seems very high given the economic geography (proximity to port Djibouti and Assab are only 470 and 390 kms away respectively; presence of Leather and Textile Factories along the value chain, etc).

The youth from Waghimra Zone do not migrate to the Middle East as is common in the neighbouring Zones of Amhara (North and South Wollo Zones) and some parts of Tigray Region. For instance, Mersa and Kobo TVETs and Kombolcha and Woldiya PTCs have trained returnees from the Middle East (funding provided by Ministry of Labour & Social Affairs /MoLSA) and attached them to enterprises and created access to finance. In Kombolcha, young girls and boys were selected and trained by a consortium of NGOs including CIFA & CCM (The CIFA and CCM are implementing a project that focuses on reducing irregular migration entitled “**Intervention of socioeconomic and psychosocial support to mitigate the main roots of illegal migration in South Wollo, Amhara Region** possibly with funding from the EC). The CT had a brief discussion with a group of young boys and girls who were on training in Kombolcha PTC. It was understood that trainees are not receiving soft skills nor do they understand the objective of the training; not sure about if there will be job matching) they said it is less likely); stipends provided are not realistic (according to the youth from Harbu in Kalu Woreda of South Wollo) and not well differentiated between those that travel and have transport expenses daily and those from Dessie that do not commute daily; etc. Such programmes which have the same objective as the RESET PLUS in terms of employment creation need to be carefully planned and executed as trainees have raised

Evidences & facts

Employers in Dessie and Kombolcha solely make decisions regarding who to employ, especially very skilled talent, including in the IPDC.

Plant operators in the Kombolcha IPDC complained repeatedly about the lack of specialization. The PTC replied they train a complete professional while the former require sub-specialization.

Employers reported/CT observed too that the working culture and ethics of youth is very weak-marked by addiction and high turn-over!

Now that MOLSA has started training officially those that would like to migrate (provided they are Grade 8 and above), large number of young girls are being enrolled into this programme.

Investment in Kombolcha resulted in huge evictions and negative impacts to same; however, some attempt is being made to employ youth from the same group. A KII interviewee reflected the lamentable predicament evictees are strangled in.

The cheap labour narrative being used to attract investors into Ethiopia (including into the IPDC) not necessarily accepted nor considered beneficial to employees/the country? Conversely, one cannot establish the concrete comparative advantages /attractions Ethiopia has for Investors?

concerns including they have become more indebted as the stipend is not enough—unintended outcome! Linkages of the Institutes with the private sector is encouraging. An important good practice around Public – Private partnership the reciprocal relationship between the TVETs/PTCs and the Hotels, Garages, Workshops etc.: the private firms provide on-the-job training to trainees while the TVETs/PTCs provide capacity building training to staff of the private firms in accordance with Kaizen principles.

Moreover, discussions (KIs and FGDs) with Government Staff (Technical Vocational Enterprise Development (TVED), Administration Office, etc) clearly indicated that as much as there are successes in the promotion of micro and small enterprise development, there are huge evidences of failures that really trigger huge questions. A case in point is a Bus loaned to a group of 5 young people (a Revolving Fund credit provided after they saved 20% of the value of the Asset) in Dehana Woreda that which according to the (TVED) Head/Deputy Administrator of the Woreda “is marred with challenges and a functioning Bus was halted from operation for months because of disagreements among the youth group members as well as their respective parents”. The CT also have encountered a group that is out of a Fresh Fish Supply business in Sekota town. KIs revealed that such failures are very common and are attributed to lack of very well developed soft skills, sound business plans, etc. This have bearing on wage employment too. It has to be noted that the Destitution Study (Kay et al,2003) commissioned by SC UK clearly recommended what key steps should be taken as a policy and operational measure to enhance the Nonfarm sector employment and income generation, including support to migration, in Waghimra zone given that agriculture alone cannot support people’s lives.

The CT learnt from the FGDs and KIs with different groups that the patterns of employment opportunity in the locality are limited while the development corridor provides more opportunities. While skilled and Semi-skilled youth can seize opportunities along the development corridor, unskilled youth also seasonally migrate to regular high production/ high labour demanding areas of the country along and across the Corridor. Thus it is obvious that in Waghimra Zone, the government is and remains the largest and main employer followed by the small and underdeveloped private sector leaving much option for youth from these locations to look options elsewhere. Thus the FGDs and KIs with different groups have helped the CT identify key opportunities.

Table 11: Indicative/rough estimate of Employment opportunities across different sectors For WH Zone

| Sectors | | Skill/knowledge sets | Current/po tential | Year1 | Year 2 | Year 3 |
|---|--------------|--|-----------------------|-------|--------|--------|
| Public Sector/ Government | Unskilled | Basic reading and writing (cleaning, guarding) | Current | 60 | 50 | 30 |
| | | | Potential | 2000 | 2000 | 2000 |
| | Semi-skilled | min grade 10 complete-messenger, archive management, reception | Current | 150 | 150 | 150 |
| | | | Potential | 5000 | 5000 | 5000 |
| | Skilled | University, college and TVET graduates in various fields (management, accounting, HR, sociology, education etc); Teaching, community/social development/ | Current | 200 | 200 | 200 |
| | | | Potential | 5000 | 5000 | 5000 |
| Manufacturing (Water Bottling and packing) | Unskilled | Basic reading and writing (cleaning, guarding, labour work) | Current | 20 | 10 | 60 |
| | | | Potential | 500 | 1000 | 1000 |
| | Semi-skilled | Grade 8 and above, driving, packing, sanitation and hygiene | Current | 20 | 15 | 150 |
| | | | Potential | 10000 | 15000 | 15000 |
| | Skilled | University, college and TVET graduates in various fields (management, accounting, | Current | 15 | 350 | 350 |
| | | | | | | |

| | | | | | | |
|---|--------------|---|-----------|------|------|------|
| | | HR, chemical, electrical & manufacturing engineering etc); Teaching, community/social development/ | Potential | 2000 | 5000 | 5000 |
| Construction (Railway, Road, housing/ | Unskilled | No skill needed | Current | 500 | 1000 | 1000 |
| | | | Potential | 3000 | 5000 | 6000 |
| | Semi-skilled | Grade 8 and above (levelling, layout, measurement, record keeping, communication; in most cases, such employees acquire knowledge and skills on the job. | Current | 500 | 600 | 700 |
| | | | Potential | 3000 | 5000 | 8000 |
| | Skilled | BSC/Diploma or L3 and above TVET certification from University/college and TVET graduates (Civil , electrical, water, mechanical etc engineering , management, HR, construction management etc. | Current | 500 | 500 | 500 |
| | | | Potential | 3000 | 7000 | 7000 |
| Energy (Ayesha wind farm) | Unskilled | No skill or basic reading and writing /labour work | Current | NA | NA | NA |
| | | | Potential | NA | 3000 | 3000 |
| | Semi-skilled | Grade 10 and above (Clerical skill, cooking, record keeping, communication; | Current | NA | NA | NA |
| | | | Potential | NA | 1000 | 1000 |
| | Skilled | Engineering field (BSc. , L3 and above TVET certification | Current | NA | NA | NA |
| | | | Potential | NA | 1000 | 1000 |
| Agriculture/Farm Sector(Private and commercial farms in Kobo, Alamata, Yayu and other farms in Gojjam, and pocket areas of Amhara region) | Unskilled | knowledge on Sanitation & Hygiene; picking fruits, cultivation and watering | Current | NA | NA | NA |
| | | | Potential | 8000 | 8000 | 8000 |
| | Semi-skilled | Grade 10/12 complete, TVET level1&2 skills on: crop/orchard management, dairy cow management, veterinary , record keeping | Current | NA | NA | NA |
| | | | Potential | NA | NA | NA |
| | Skilled | University/college graduates in plant science/Agronomy, animal science/livestock husbandry, Veterinary and HR management | Current | NA | NA | NA |
| | | | Potential | NA | NA | NA |
| Service (Banks, Health Service, Hospitality, etc) | Unskilled | Basic reading and writing (cleaning, guarding) | Current | NA | NA | NA |
| | | | Potential | 2000 | 3000 | 3000 |
| | Semi-skilled | min grade 10 complete; customer handling, good communication; food preparation) | Current | NA | NA | NA |
| | | | Potential | 3000 | 5000 | 5000 |
| | Skilled | BA/Diploma, TVET-L2 and above in Management, accounting, HR | Current | NA | NA | NA |
| | | | Potential | 2000 | 5000 | 5000 |
| Workshops (Metal, Wood, Maintenance Workshops, etc) | Unskilled | Basic reading and writing (cleaning, guarding) | Current | NA | NA | NA |
| | | | Potential | 1000 | 1000 | 1000 |
| | Semi-skilled | grade 8 complete and above (measurement, metal/wood cutting, welding, nailing etc | Current | NA | NA | NA |
| | | | Potential | 700 | 700 | 700 |
| | Skilled | TVET level1 and above certificate in metal/wood work | Current | NA | NA | NA |
| | | | Potential | 1000 | 1000 | 1000 |

Source: -----

Unskilled youth: On-farm wage employment opportunities exist in Tendaho Sugar plantation (Afar region), Zeleke Farm (Kobo area of Amhara Region), Yayu Farm (Gojjam area in Amhara Region), and Alamata area (Tigray region), Sudan (seasonally for Millet harvesting) and Metema (Ethiopia) for Sesame harvesting.

Unskilled youth: Nonfarm wage mainly in construction and other manual jobs exist in the major towns along the development corridor (Sekota, Woldiya, Kobo, Alamata, Kombolcha, Dessie, Debre Berhan and Addis Ababa). In the study area of Waghimra, those working in agriculture are self-employed, although land pressures and other factors (drought, lack of other economic opportunities, etc.) suggest that those male youth seeking employment outside the agriculture sector in the form of migrant labour, albeit seasonally, is on the rise. However, women go around in the vicinity of the Woreda and the Zone for seeking in kind/cereals or grain support ('begging'). They never go as far as Gojjam area where they know they could get better income from begging because of security reasons as well as they have children to care for. Thus the gender differentials of migratory labour are obvious and warrant attention.

Semi-skilled and Skilled youth: the public sector in Waghimra Zone is the biggest employer and the skilled (young graduates) often find employment in one of the Woreda offices of the Zone or one of the Zonal Offices. The private and government Banks as well as the INGOs also have absorbed a small number of this group of youth. Local private sector operators in Sekota explained that they mostly take up Semi-skilled and less often skilled youth professionals but mainly they employ Semi-skilled youth in the service sector. Conversely, Employers reported they recruit 'senior professionals' from Addis Ababa or other major towns of the Country. A Wood workshop owner in Sekota, a metal workshop owner in Sekota, a wood workshop owner in Dehana town, Small and medium sized Manufacturing owners in Dessie and Kombolcha have indicated they attract and recruit talent from Addis Ababa. This is mainly because required levels of skill sets, both soft and hard, are not available in the local market. Some FGD participants have clearly indicated that they don't want to join the military despite repeated efforts of the government to recruit them.

According to the FGD with, unemployed youth (all are landless; all have livestock; most have wives; seasonal migrants) mentioned that average monthly earning in migration location is ETB 4,500; and sometimes there are security risks (looting, death, etc) as they travel deep into the Afar territory to keep cattle; however, despite this Sekota town is their least preferred migration destination mainly because of low wages. Youth mentioned very limited cases of migration to Sekota: and when these migration decisions are made, it is because of networks that share information and provide social capital. Some unemployed girls explained in the FGDs that they tried to work as a maid in Sekota but came back soon because of low wages and desire to finish school as their employers won't allow them to. The male youth know where to migrate and take risks; do exchange information by phone and also have their wives to fill gaps at home.

In Dehana Woreda, youth FGDs in Silda Kebele (nonworking youth) indicated that ORDA is considered as a major means of wage employment. In Per urban towns like Amdework and Hamusit Gebeya in Dehana and Sekota Zuria Woredas respectively, female youth have indicated they occasionally earn income from activities like working in groceries and restaurants as cooks, from painting and ceiling work during house construction; low wage (20birr/day) weeding and similar work on farms; fetching water to the community during public works and other occasions while both male and female youth indicated they took advantage of opportunistic NGO based temporary opportunities like participation in awareness creation on SRH, Surveys, etc.

In General, it was recognized that WH has little wage employment opportunities outside of the government while on the other hand, agriculture alone could not provide livelihoods. Besides, the youth lack the key soft skills and hard skills as well as the financial means to take the risk and to go out and seek wage employment in other locations. FGD participants thus mentioned a huge number of graduate especially over the last two

years are unemployed this was further attested by the MoLSA in Sekota. The 'educated' youth have higher rates unemployment and FGD participants reiterated that while it is good to expand the education system, the lack of focus on quality and enhancing the absorptive capacity of the economy warrant huge attention.

4.2.5. Wage Rates in the Labour Market (Regular Vs Daily Wage Workers)

The LMA indicated that public and private wages for professionals are commensurate with their expectations and/or are in tandem with the industry norms (ETB 2500 to 5000 on average). Unskilled labourers also expressed they earn ETB 100 to 150 /day in their migration destinations. On the other hand, Semi-skilled and unskilled construction workers in Sekota town as well as in the road construction site in the Lalibela-Sekota road somehow complained about wage rates being low as well as competition from migrants from Tigray who may have agreed for a lower wage rate.

The average wages that are paid in Kombolcha IPDC are slightly higher than that of all other IPDCs, according to IPDC senior staff. Despite this, workers in the same park have raised concerns (Strike, Picketing) twice in the last six months citing lower wages they earn (Basic Gross ETB 850 to 1000/month which could rise to ETB 2500 to 3000/month including OT and performance based payments). Moreover, KII with IPDC staff in Kombolcha and Mekelle revealed a mixed message: some reported the wages being enough while others mentioned the wages are generally lower. KII discussions in Kombolcha (Investment office) reported that the wages are lower and the narrative to Investors by the GoE regarding CHEAP LABOUR in Ethiopia is a major concern and root cause of the problem.

Women account for more than 90 % of the workers in the IPDC (reportedly Women are chosen/preferred over men for their dexterity) in Kombolcha and Mekelle, dedicated to Textile and Garment manufacturing in both locations. It is no wonder that despite the employment opportunity, women are trapped into low paying jobs. FGDs shed light on the fact that Sekota town pays relatively lower wages for both unskilled and Semi-skilled jobs compared to other locations. Employers on the other hand have a contrary view that the youth do not want to start small and grow; rather, their expectations are high because they are influenced by their peers and modernity. During the assessment, it was learnt that Yayu Agriculture Farm (Gojjam) has requested more than 1,500 labourers from WH; however, the former changed the wage rates they initially communicated based on which the Waghimra Zone TVED has been mobilizing labour from all Woredas. It is the view of the CT that such planned seasonal migration of labourers to all locations has to be very well organized, supported and facilitated (Round trip transport service, First Aid Kit, negotiation of terms and conditions, etc) by the government on a regular basis.

4.2.6. Qualifications of employment (Criteria for hiring; and Skills sought by employers)

Employers are the ones that make pertinent decisions regarding employment criteria and standards; however, instances are observed where private sector and Government agree on the standards (TVETs) and mass recruitments are made. The unskilled wage market in the North eastern development corridor requires basic skills and health / able-bodiedness. Employers in Sekota mentioned that youth in unskilled jobs can perform the task; however, they strongly mentioned about work ethics, taming their expectations, and demonstrating commitment. Employers of skilled professionals in Sekota mentioned that their employees have the required requirements. However, they equally underlined that in some specific skills, the market cannot provide (see other sections). In Waghimra Zone, the majority (37%) of the people in surveyed HHs are illiterate; the proportions of people with primary and secondary level education were 26% and 20% respectively. The proportion of people with TVET and College/University level education are very low at 9%.

Table 12: Education Attainment of Youth in Waghimra Zone

| Description | Number of youth (by sex) | | | Percent |
|-------------------------|--------------------------|--------|-------|---------|
| | Male | Female | Total | |
| Education Attainment | | | | |
| Illiterate | 62 | 172 | 234 | 37% |
| Non-formal education | 15 | 9 | 24 | 4% |
| Only read and write | 16 | 16 | 32 | 5% |
| Primary level education | 87 | 77 | 164 | 26% |
| Secondary | 68 | 62 | 130 | 20% |
| TVET | 18 | 13 | 31 | 5% |
| College/university | 18 | 6 | 24 | 4% |
| Total | 284 | 355 | 639 | 100% |
| Percent | 44% | 56% | 100% | |

The TVETs train the youth with a greater preparedness for self-employment and entrepreneurship. However, the IPDCs are absorbing high numbers of lower and small numbers of higher level TVET graduates. Private sector manufacturing and workshop operators in Dessie and Kombolcha also take up reasonable number of TVET graduates. While these fulfil the minimum requirement, as mentioned elsewhere, there is a mismatch between the requirements of the IPDC firms and the manner the TVETs provide the training.

4.2.7. Organisational features of the job market

Wage employment normally calls for a differentiated yet consistent mechanism for maintaining safety standards and minimizing occupational hazards. The Zonal MoLSA has responsibility in ensuring disputes are handled, safety standards are met and occupational hazards are avoided/minimised; etc. FGD and KII discussions with wage workers and Employers in the major and smaller towns revealed that the abovementioned occupational issues as such have not been given priority albeit the MoLSA taking up some responsibility to a certain degree and Employers also taking precautionary measures. Industrial Parks require permission to entry and the CT was not able to really visit the firms while in production (industrial and business secret is highly hailed as the firm in the IPDC produce for major brands in the world).

Safety standards in Workshops, Garages and similar level enterprises as well as run of the mill/very regular service providers seem far less adhered to while medium level manufacturers and Service providers like Hotels have moderate safety standards. However, in Kombolcha and Dessie where manufacturing is somehow thriving, safety standards are relatively better met; and the MoLSA also have experts that supervise same. That said, construction sites are the ones observed to have the minimum safety standards fulfilled yet having higher risks of occupational hazards. This is a country wide problem that requires uniform and consistent measures. Generally, the role of MoLSA in Kombolcha and Dessie which are industrial towns is quite different than those in smaller towns like Sekota where the major instrument for avoiding hazardous circumstances in the latter rests with the Employer who respects industry norms as well as social norms.

4.2.8. Governance Mechanisms and structures of the Wage Market

In terms of governance of the job market, labour disputes in Kombolcha and Dessie are handled by the Employers and Employee representatives who regularly meet up and resolve issues; while in smaller towns like Kobo, Sekota, and Woldiya, the mechanisms and structures for handling such issues seem absent. However, MoLSA staff in Sekota indicated there are good beginnings in terms of addressing/handling grievances as and when they get reported. Whether or not the MoLSA staff are properly aware of the relevant labour laws and are trained in arbitration is questionable. Moreover, public awareness of their rights and obligations in accordance with relevant labour laws of the country is limited. Nonetheless, civil servants are far better informed about the regulations that govern their employment. Negotiation of wages for the unskilled in commercial farms and construction sites is something that the government can support **without distorting the labour market**.

4.2.9. Wishes and aspirations of the Youth

Perceptions in the study area regarding who is youth differs; and more so amongst the youth themselves who have expressed youth as being in different age brackets. Adults have explained that youth are regarded mainly as contributors to society at large though some have explained that the youth have become addicted and somehow a burden to society. A factory owner in Sekota severely complained about youth going wild ways.

The FGD conducted with employed and unemployed youth in both age categories have yielded different wishes and aspirations. So, responses regarding aspirations, wishes and needs indicate a desire and search for a better livelihood; and a more friendly discussions and in-depth inquiry yielded that their true aspirations may never be met under the prevailing circumstances. For instance, the FGD with fewer than 18s in the different Kebeles of Sekota Zuria and Dehana Woredas indicated that youth have positive wishes and aspirations. They have stated they would like to become professionals in different fields including Medical Doctor, Nurse, Teachers, Bankers, etc. In Chila Kebele of Dehana Woreda, graduate youths indicated that they engage in voluntary teaching during the summer. The youth who attend high school and preparatory from Sekota Zuria have to stay in Sekota and have to travel home every week and this was mentioned as an additional burden affecting their studies. Sekota every week Regardless of their occupation and academic status, employed youth have underlined the importance of money/saving in their life as it would help them affect their future plans: become self-employed or pursue further education this has also to do with the regular nature of the wage employment and the less risk of losing their jobs.

The migrant workers who travel long distances annually for daily wage employment mentioned that their labour is in high and consistent demand because of their unreserved effort in the work they do while those working at the government and Private Offices in rural Kebeles and Sekota reiterated the importance of becoming successful at their work as it is a way to grow in the career path. Those in the private sector (Banks) mentioned that what they do is extremely competitive and they have to consistently deliver to maintain their position.

When asked what views they have regarding their contribution to society, the unskilled migrant workers in WH firmly explained the contribution to their family and thus society. Those youth working in the offices have a narrower and sharper view regarding contribution to their organization and thus society at large. Migrant workers who are married mentioned they struggle to make ends meet (have a better family life) while those working in the offices mentioned that every effort is geared towards establishing and sustaining a good family life. Both groups are dubious about the degree to which they have achieved their wishes and aspirations.

Unemployed youth, both educated and uneducated, have a rather grey outlook regarding broader contributions to society for obvious reasons; however, the former still showed marked signs of optimism

about family too. One thing that came evident from youth working in the government offices was that their intentions are tied around going self-employed after a few years.

Male youth have a better aspiration and desire to fulfil their wishes than their female counterparts. This is derived mainly by their knowledge of what other locations hold for them in terms of opportunities as they faced it during their seasonal mobility. It is very rare to find females youth from rural areas that had been to urban centres. The females mentioned there are some youth girls who had tried to work as a maid in Sekota but returned after a few months because of low wages and other reasons like desire to finish their school, etc.

4.2.10. Gender effects (socially determined segregation of work by Gender):

The FGDs revealed that the rural female youth have much fewer opportunities than their male counterparts in terms of both local employment in farm labour and migration in pursuit of wage employment. In fact, very few women reported that they migrated or are willing to migrate to urban centres in search of wage employment. Moreover, when asked about searching domestic work opportunities in Sekota town, most responded that they do not have enough information about the possibilities, do not have a relative to stay with while searching for jobs, or are simply afraid of the risks in towns albeit the difficulties of getting jobs. However, FGD participants indicated that they know of young girls from their villages who went to Sekota town as domestic workers because they have a relative that mediated or are staying with their relatives (they do not know about the terms and conditions of stay).

The qualitative discussions of the LMA found that youth males are searching for different types of jobs when they move to the urban areas. Thus in terms of the ability and willingness to take the risks and pursue employment opportunities in Urban centres, male youth stand out in stark contrast to their female counterparts who almost are confined to their village only occasionally working in farms in exchange for cereals as opposed to wages.

KII with youth males and females who are employed by the public sector/skilled professionals/ revealed that they both faced the same difficulty in accessing jobs that required possessing relevant work experience until they found one that required no work experience. The reason for lower female participation in the labour market, according to the FGD and KII, is because females often are not allowed by families to migrate to other locations, often females have lower levels of education as they tend to drop out thus letting very few progress to secondary/Degree/ education, marriages either at an early stage are not uncommon and thus they tend to have productive roles in the main! Thus female youth particularly in the rural areas are at a disadvantage because they lack appropriate education, skills and family guidance and support / cultural barriers/ that prevent them from getting employment in the wage labour market.

4.2.11. Socio cultural norms and ethics of young people of today

The socio cultural norms and ethics of the youth in the study area, WH, are generally reported to be agreeable to any work environment. Addiction to local narcotics like “Khat” and substance abuse are not mentioned as a major problem. However, Employers in Sekota had huge concerns about the employed and unemployed youth who are recklessly drinking in Night Clubs in Sekota town. Moreover, Employers in Sekota have repeatedly mentioned about the lack of commitment and dedication the youth exhibit for the jobs they are paid for? By contrast, around Dessie and Kombolcha where the “Khat” Culture is more widespread/common and is contagious, according to KII and FGD discussions, the youth are largely affected by “Khat” and the consumption of alcohol. The impact of this is shown in the absenteeism, reluctance and lack of commitment the youth exhibited.

However much the youth have shown clear signs of hopelessness during the FGDs, the below figures indicate that there is a good threshold of hope that could be triggered and changed into positive and meaningful livelihood options.

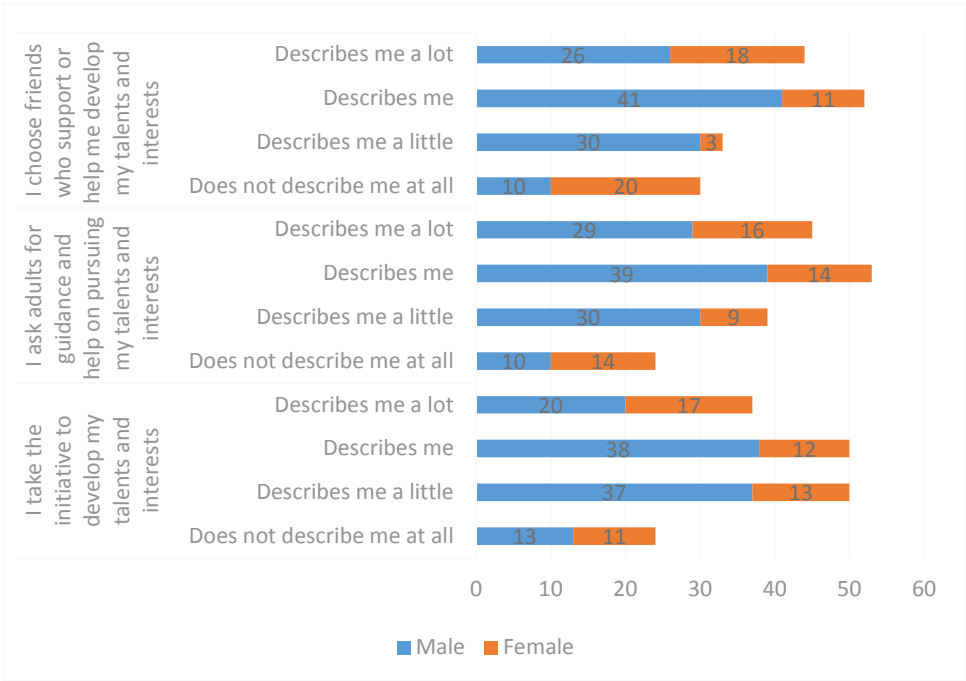


Figure 5: Youth Perception in Waghimra Zone (No of Response)

Wage employment opportunities are extremely helpful in supporting local economies to be vibrant. Even in remote rural villages, road construction projects have helped the establishment of small towns (around camps) that are thriving during and after the construction work.

Wage employment opportunities also bring together a large number of national and international people from different cultural backgrounds and experience. One of the big projects in that part of Ethiopia (Afar, North East Amhara and Tigray) is the Djibouti-Afar-Hara Gebeya Rail way construction project which also passes through Kombolcha, where the international (Turkish) staff are residing. This big project has recruited so many people from the different parts of the country. The KII in Kombolcha pinpointed that as much as the Rail Way Project created opportunities for wage employment, it attracted a large number of young girls who lived in groups and were chasing the expatriate Turkish engaged in constructing the train system. Reportedly sexual abuse, physical abuse, sexual exploitation, addiction to substance use and incidences of Fistula are cited. Such behaviours are also contagious and affect the local community at large.

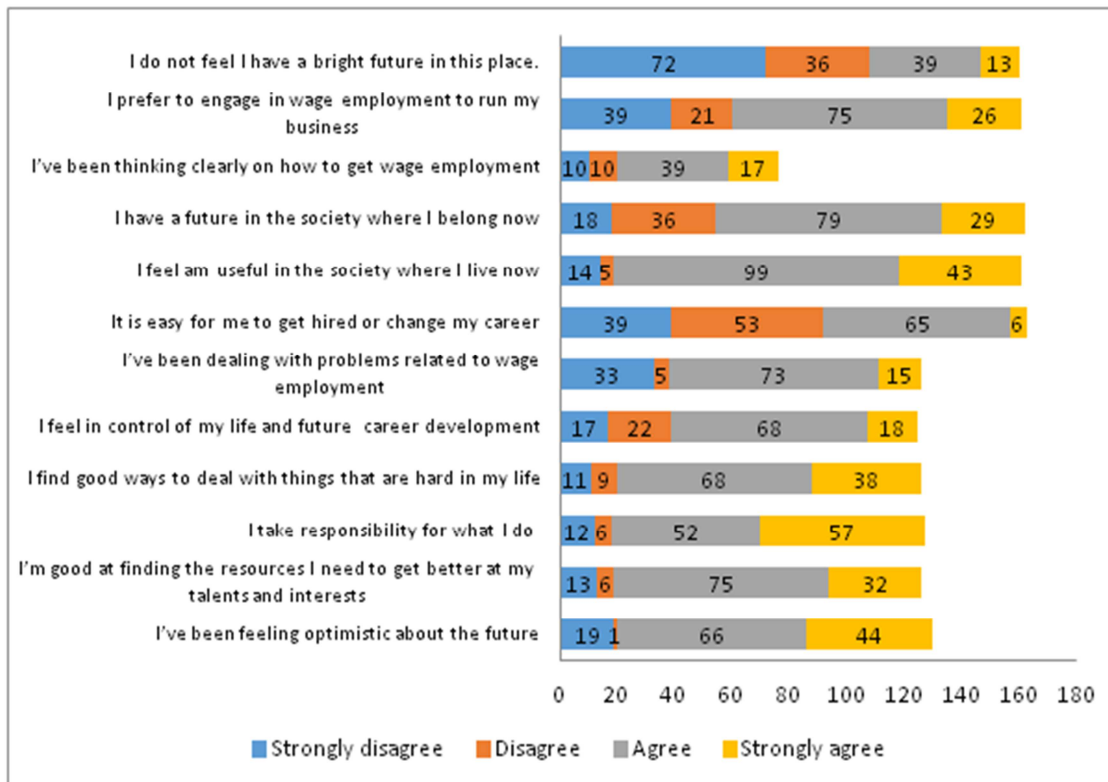


Figure 6 Youth Perception (Frequency) on wage employment & factors influencing it Waghimra

The above graph clearly indicates that youth have reported positively about wage employment and about themselves (their position in society) as well as they have control over their future. Although we know most youth are not wage employees, they reported they deal with problems related to wage employment. That said, the graph is not discussed in detail for the sake of use of space as well as it being considered self-explanatory.

4.2.12. Factors influencing the Wage Market

On the positive side, the increase in FDI in the country over the years and the expansion of manufacturing and service sectors in Ethiopia in general and the study area in particular have increased opportunities for wage employment. Kombolcha and Dessie have become manufacturing Hubs of the country. Kombolcha houses the second largest OIL SEED, Haricot Bean Processing plant (destined for export market) that employs about 600 unskilled women as well as Telaje Garment (which employed 450 TVET graduates-all women).

Big infrastructure projects (Rail Way, Major Roads) and Rural Road construction as well as Building Construction in small and bigger towns have seen unprecedented growth in Ethiopia over the last decade. North Ethiopia is no exception to this. The IPDC coordinates provision of integrated services like Electricity, Fire Control Unit, Water provision, Bank, Insurance, customs, foreign exchange, migration/visa, 4G internet services, etc to the Investors in the IPDC. Thus Mekelle (30,000), Bahir Dar (60,000) and Kombolcha (22,000) could potentially provide huge wage employment opportunities for the youth. The new road under construction and yet currently providing connection between Waghimra Zone and Bahir Dar, cutting the two day rounded travel to a half day travel, will present unique opportunities in the future; however, prevailing dynamics of economic linkages and wage employment are explained by the WH Zonal TVED to be weak.

At the same time, KIIs revealed that impediments to the expansion of the private sector exists both in Kombolcha, Dessie and Sekota; the major obstacles being securing land and accessing consistent water (KII participants in Kombolcha raised an ethical dilemma of supplying water to the manufacturing enterprises without fully providing potable water to all residents in the town) and electricity services. For instance, in Sekota about 10 investment licenses have been issued recently but none has started operation owing to varied reasons; nor are they likely to start soon according to FGDs and KIIs.

Youth in WH have huge opportunities for wage employment both inside and outside of their zone. However, Youth labour market disadvantage for youth in WH exists mainly because of distance, lack of access to finance important to transition to wage employment, lack of networks and information asymmetry that impede possibilities of seizing opportunities in the development Corridor. The absence of PTC in Sekota where youth could be trained in Level 5 is a supply side disadvantage to the youth. In fact, even worse, skills provided in the TVEDs (lack of specialization, lack of practical skills, lack of soft skills, mismatch between supply and skills in demand, etc) and schools are not good enough to make the youth competitive employees (see other sections). Seasonally migrating youth have higher transaction costs of migration, security and health risks as well as chances of being infected from STDs. Thus if the government can organize their migration and return seasonally, it will be a relatively seamless/ less chaotic and better organized movement of the work force and helps avoid all those negative externalities.

4.2.13. TVETs in the study area

The TVET (Level 1: Level 4) in Sekota; and the Polytechnic College (PTC) (Level 1: Level 5) in Woldiya and Kombolcha were visited. TVETs provide training in **Hard Skills** (Metal Work, Wood Work, Electricity, Construction, Automotive, Garment and Textile) and **Soft Skills** (business accounting, Budget, Data base, IT) to young people and any age group with the aim of enabling trainees become self-starters and self-employed. The L1 and L2 accept students from 8th Grade while the rest take 10th Grade Students who scored just or above the cut-off/minimum score/result for that specific year. Besides, the TVET and PTC accept trainees of any age and educational attainment for tailored trainings. In fact, most regular trainees start off with the development of a business plan (along with the 20% saving for the upcoming Loan/Revolving Fund) that will be executed as a group by completion of the training. Wage employment is NOT the main objective of the TVETs/TVED office. They also provide short and medium term training of 15 to 90 days' duration (depending on and tailored to a specific demand). Nationally there are about 800 courses for which there is a clear and unique Occupational standard; however, the fact is that focus is given to about 30 courses based on their market demand.

The training is mainly on the job (70%) and theoretical (30%) and is meant to provide a lifelong skill for the trainees. Major Challenges mentioned by the KII with TVED Managers, TVED/PTC Teachers, etc

The prevalence of Top-down planning/apolitical with the end in mind of reducing unemployment and job seekers.

There is high political interference in terms of the appointment of middle level managers and instructors who do not have the right capacity and capability but also passion and attitude. As a result, though there are a lot of machines in most places (often in excess) for use, the concomitant capacity to utilize and demonstrate the same machines to trainees is missing ultimately resulting in low capacity graduates. The TVEDs are bureaucratic and hence there is a high turnover of staff in the institutes.

TVETs in principle provide tailored training but may lack the trainers in the school and the workstation/site to attach the trainees as apprentice and for on the job training (example: ceramic laying, marble flooring, etc). A TVED staff in Woldiya and Kombolcha explained that the regular market/on the job training produces better

quality and compared tailors from the open market and TVETs. In Kombolcha IPDC, one firm has provided machines for the PCT but also have asked to take over the training complaining about delivery quality. Some instructors in TVEDs have mentioned that they critically lack capacities in the demonstration of machines that they have never been trained on.

Trainees may not get a stream of training they are interested either because many students may choose the same stream, the institutes may have their own quota/political and capacity/ or the stream may be temporarily shut-off because of reported over saturation of the market.

The poor cannot access some training which are hugely marketable like Pharmacy & Nursing only Private Institutes provide these trainings. While Private Institutes are available in the development corridor, TVED staff mentioned that it too has its own weaknesses.

Youth in the Towns where TVETs exists can access the training provided they fulfil the criteria; those in rural areas and living far should and MUST find a sponsor to cover their expenses for training. This is true for the WH RESET PLUS Programme (it has a cost implication and should be done based on careful planning and scale). Moreover, cut off grades/results, costs for Centre of Competency (COC), material costs during training, etc are some of the barriers for youth to access the trainings.

4.2.14. Conclusions

Wage Employment and related issues: The government is the major employer of youth as well as private sector operators in Major towns. Seasonal migration provides a regular livelihood option for the unskilled. Most youth in rural areas especially girls are unemployed. The underdevelopment of the private sector in WH undermines opportunities for wage employment; however, positive prospects as many new investments in manufacturing is on the pipeline. Natural resource based livelihood expansion (Frankincense, Marble, Iron Ore) is reportedly the growth path and trajectory for the Waghimra zone. On the other hand, the economic corridor along Sekota, Kobo, Alamata, Woldiya, Dessie, Kombolcha, and Debre Berhan presents huge opportunity for wage employment for all occupations and skills sets. Seasonal migration of unskilled in to Gojjam, Afar, Kobo, Alamata area, Sudan and Metema also presents huge seasonal wage employment and income opportunity. A concerted and well-coordinated efforts to seize and maximize from all these opportunities is an immense yet a possible and an interesting task. This will also provide huge confidence for the younger age group: 1518 years.

Generally, wage employment opportunities for all skills sets in WH are limited in the Zone and youth have to enhance their competitiveness to succeed elsewhere where competition is stiff provided they could afford to cover expenses required. The readiness of female youth is constrained by their education levels, skills, gender role as well as security and social norms; while male youth have a better readiness, albeit in different extent and capabilities, despite limited opportunities. Security in the working environment is an impediment for women who would like to migrate; however, men are not abated by this known risks sometimes resulting in death and looting. The perceived changes in structure of the government in Amhara and WH (Staffing may change and until the new staff understand the Policies, institutions and processes that mediate youth and livelihoods, a good amount of time may lapse and this is not uncommon!) may affect, temporarily, the functions of the institutions that cater services to the youth. Some Employers in Sekota explained that given the current political climate and the behaviours of the youth (reportedly attempt to attack property), most employers will freeze their planned expansion of business/new investment.

Migration mainly with in Ethiopia (Amhara & Tigray Regions) is an alternative source of livelihood for youth working as labourers. The CT has not come across any reported incidences of migration to the Middle

East/Europe as is common in other areas including Sitti Zone; however, seasonally, labourers migrate to Sudan during harvesting seasons.

Key features of Job searching and recruitment: Job ads are common both in the government and private sector. In WH, the underdeveloped private sector recruits more via networks than through ads. Employers especially in the private sector are the ones making decisions regarding recruitment. The government offices follow the Civil Service regulations for recruitment. Sekota town does not have a central location where ads could be posted this may trigger many others to post their ads instead of using networks. The government offices also have limited space in their offices for ads and a different approach may render the process become more visible, accessible and transparent. Migrant workers exclusively use their networks and knowledge for searching the seasonal jobs. However, supporting and facilitating the migration pattern with the following trainings and services may prove instrumental: Health, financial literacy, etc. trainings and proving group transport, liaison with farms, etc. services would also largely benefit the unskilled.

Linkages and coordination with private sector for apprenticeship and subsequent employment: current levels of coordination between the TVETs/PTCs seem to have apparent gaps. As TVETs are more interested in self-employment, another institution should be entrusted with this task of linking youth with potential employers. This also related with Job fairs which are not even common at the national level. This linkage will bring many advantages including understanding the specific skills sets required by employers which is often cited by employers including firms in the IPDC.

Organisational features of the job market: work safety, abuse, sexual violence and job related hazards were not found to be common in the study area including the major towns like Kombolcha and Dessie. Two issues: house maids do not have a contract with their employers and the relationship is obviously mostly exploitative; and the level of safety issues in construction work (provision of safety materials like boots, helmets, gloves, etc.) causes alarm. The degree of transparency of the job market is much better along the investment Corridor albeit high end jobs sometimes negotiated through head hunting. The CT had not seen evidences of any CONSCIOUSLY Planned and targeted youth integration support services such as family planning, cultural promotion, solidarity mechanisms, etc. being provided to the youth. Even selection for training, according to youth from Harbu town the CT consulted in Kombolcha PTC, as well as subsequent actions were not made clear to the youth. No unique structure, instrument, mechanisms, and information sources were identified except the regular mechanisms for training as well as employment (that is why we recommended advocacy around institutions that coordinate overall youth issues for better labour market information, for instance, in youth Information Centres). We also recommended facilitating the traditionally known seasonal migration of unskilled labour to maximize benefits.

Governance of the job market: Employers in WH, Kombolcha, and Dessie have huge concerns about the youth employees while employees also raised concerns around pay. The CT confirmed that dialogues between Employers and Employees do not happen nor there are the respective associations in WH; however, Kombolcha and Dessie Towns reported that they have a better experience especially in the latter. The MoLSA in WH is understaffed and under resourced, they cannot undertake Dialogue forums. However, MoLSA in Dessie and Kombolcha has better capacity but we could not check if Dialogues happen or Labour Courts exist. The IPDC management in Kombolcha had mediated employers and employees. But the mediators are not experts in industrial and labour relations.

Factors influencing the job market: a number of factors are observed to affect the labour market. On the supply side, gaps in skills sets, ethics and commitment, information asymmetry, job orientation, job matching, soft and other skills that could be gotten from integrated youth service centres, etc. are the major ones. On the demand side, impediments to rapid investment expansion including macro and micro variables, public

unavailability of information to labour demand, tailoring trainings to respond to labour market demands, etc. are some of the limitations.

Gender differences in education and cultural factors lead to lower possibilities of female wage employment: all evidences and observation are that female youth wage employees are far less than male youths. As mentioned in other sections, this is caused by, amongst others, low levels of education, marriages happening at a younger age, less opportunities for wage employment in rural areas, cultural/social and security concerns for seasonal and regular migration to distant locations, etc. Youth in the 15 to 18 age group have shown marked interest for wage employment; however, most educated female youth who are in wage employment would like to be self-employed after sometime.

Wishes and Aspirations: Young female and male students have shown interest to pursue professional careers. Youth in professional career have indicated they would like to progress in their profession and become more competitive by pursuing their education. Still some male youth in government employment have indicated desire to pursue self-employment. Perhaps the somehow massive campaign like implementation of the RF loan for entrepreneurship may have triggered desire by good number of young in all age groups and educational and occupations to be self-employed: everyone anticipates benefiting from the RF scheme.

Unemployed youth (both male and female) in rural areas seem to have a lower level of esteem, aspiration and view in life given the difficult circumstances they live in. However, some of this still see some degree of optimism. A more frank and open discussion has somehow revealed that most youth, unemployed or weak self-employment, do not have a strong positive view in life if not completely filled with hopelessness. Many in the same group, when discussing bilaterally, have openly said they feel hopelessness.

5. Recommendations (for both Sitti and Waghimra)

Integrated Youth Service Centre: Ensuring employment success for young people is a policy issue of particular relevance locally. Barriers preventing young people from successful transition into employment are often multifaceted in nature and responses need to come from a wide array of policy and practice. It is at the local level that government policies can be integrated and combined with place based initiatives to provide multidimensional responses to complex problems. Conversely, appropriate local policies can better inform how future policies and subsequent financing has to be formulated for the best employment and related outcomes of the youth. Integrated Youth Service centres have provided invaluable benefits for youth transitioning into decent wage employment. The services can range and be tailored to suit local demands and needs. However, the following indicative actions can be integrated into the architecture of what the Service centres are destined to provide: budgeting yet, in practice, too often programmes are delivered in isolation from each other, with uneven degrees of coverage and limited capacity to reach out to the most in need. Rigid policy delivery frameworks, insufficient capacities, and a lack of strategic approach at the local level are often the reasons that undermine support for youth.

- A. Collaborating agencies need to develop a work plan based on which they foster a strategic engagement approach with the youth and thus ensure the reasons that undermine support for youth are minimized;
- B. Provide indoor and outdoor games that can develop individual and group interaction and leadership of the youth between and among themselves;
- C. Provide infotainment programmes on a Mini radio where youth are the prime leaders of the programme

- D. Provide a full range Website where youth can look for wage employment opportunities, upload their CV while creating their own accounts, gain access to a wide range of information, etc
- E. Support sectoral approaches to bring together educational institutions, industry organisations, employment agencies and other government departments to develop career pathways, articulating skills requirements and connecting youth to the local economy;
- F. Personalized support to help youth progress into employment or training;
- G. Monitor the implementation of programmes and evaluate success

Mobilise youth Graduates for voluntary Service: It was learnt that some high school do not have enough teachers and/or students require more support outside the regular school hours. On the other hand, discussions have revealed that youth have aspirations and wishes of becoming a Doctor, Teacher, etc. Thus, mobilising young graduates to provide Voluntary Service with robust stipend, as entry/transition level jobs, will make a big contribution to the young boys and girls in high school in making their dreams become true. Thus providing support in terms of short pedagogical training for those youth interested in employment or voluntary service in teaching may be required.

Enhancing Women's participation into the workforce: The assessments have indicated that female youth are in smaller numbers than their male counterparts, be it in the private sector or the Government sector. The gender differences in wage employment do contribute to gender inequality. Discussions have revealed that women would take up some jobs which historically men are stereotyped to do it a case in point is participation in the harvesting of /picking of oranges. This seasonal employment opportunity is labour intensive and favours mainly males and young boys though there are many female and young girls who would like to participate in the activity. It is important, therefore, to assess the method of harvesting method, safety for female participants, and introduce/promote appropriate technology that eases collection/harvesting of orange by young girls. Creating safe and conducive situations for females especially in a culture that is much tighter on the role of women, opens up a lot of opportunities for women now and in the future. Moreover, given the youth population, opportunities and challenges youth have and the housing of different responsibilities pertaining to youth under different ministries, it may be good to consider or advocate the establishment of an institution that utterly caters for youth employment; in the meantime, reinvigorate introduce /strengthen process and functions within existing Youth and Sports ministry at different levels.

Institutionalizing Job matching mechanism and structures: Getting youth into meaningful employment and thus income opportunities are a challenge faced by many developing countries including Ethiopia. This is exacerbated because Ethiopia has a high proportion of youth population. According to ILO, 7.43 % (Statista, 2017) of the youth in Ethiopia are unemployed, looking for work or they are discouraged and therefore inactive (NEET = not in employment, education or training). ILO uses the 15 to 24 age group as youth. However, in a country that is based on subsistence agriculture, underemployment /disguised unemployment is very common and this figures are plausible. Youth unemployment rates are generally much higher than adult unemployment; and female youth unemployment rates are much higher than their male counterparts.

Young people have higher degree of vulnerability during times of economic shocks and stresses and they find themselves in a more disadvantageous position in the labour market mainly because of work experience: most job postings require some work experience where as we have a large and cumulative number of youth graduates over the years yet are unemployed or have no experience. Even those youths who are on job have underlined possible risks of losing their jobs and the repercussions there off as getting the next job is much more difficult. The labour market in Ethiopia obviously suffers from the structural problems of the Economy: the ability of the economy to create and absorb formal wage employment opportunities is obviously limited while on the other, as reflected by many Employers in the private sector, the qualifications young people possess do not often match the requirements placed by the Employers. This is exacerbated by

the lack of commitment, ethics and prevalence of antisocial behaviour amongst the employed youth that the Employers have cited often. Thus a host of measures are required to influence the labour market and in this section, we recommend that the young be equipped with soft skills, effective job orientation, as well as promotion of target group specific matching mechanisms on the labour market. This will help reduce mismatch between labour supply and demand and hence reduce rates of unemployment at any given time. Finally, the CT recommends that SC and Consortia members facilitate this process in close collaboration with the relevant Government (GO) structure so that this becomes a regular function within the GO. Note that the ILO (ILO, 2018) on December 26, 2018 introduced SIRA, a smart Phone application, developed (by 251 communications and media) to connect low and Semi-skilled migrant returnees and other job seekers with employers in the private Sector. “Sira” directly connects employers and job seekers through mobile and web applications as well as call centres today. The job matching and information platform has been made available through a web based Siraet.com portal and a 6689 call centre. The aim of “Sira” is to address the mismatch between job seekers and employers focusing on low and middle skilled occupations. The applications will facilitate returnees and other members of the community to easily have access to suitable and decent jobs. The user friendly application that uses both Amharic and English language was developed by “Sira” CEO and a returnee, Mamil Masresha (Ena, 2018).

Job fairs and youth events regionally and locally: These are important events that could bring together youth, Public and private sector Employers, policymakers, and social partners who exchange views on the current situation, share experiences and good practices, and provide ideas to foster decent work for youth.

This is an opportune moment for young people (very seldom young people are invited to participate in policy discussions or provide feedback about decisions that affect them) to engage in participatory and in-depth discussions on the most burning issues they face with regard to the challenge of finding decent work. This will also enhance the confidence of the youth as they take up roles in promoting decent work for themselves and their peers.

Such events will produce an array of opportunities and alternatives, which will be incorporated in the integrated youth Service Centres that will help youth to transition to decent jobs. It has to be noted that we are in an age of social media which is famous for providing space and voice for young people to meaningfully participate in matters affecting their life. Other stakeholders especially the government representatives can better understand the challenge of the youth, better tap from the participation of the youth, raise awareness on the youth employment challenge across agencies, and strengthen collaboration across government agencies.

Advocate for establishing an Institution that utterly caters for youth employment: the services provided for the youth fall under different line ministries. The Youth and Sports Office in varied locations (towns studied) do not seem to demonstrate that they are mandated to coordinate all aspects of the youth with different Ministries. These may have its own reasons including capacity, resources, etc. Thus in the meantime, reinvigorating and/or introducing such new elements and functions and processes within existing Youth and Sports Ministry at different levels may yield a better outcome.

Inspirational speakers and recruiters: Young people often have limited knowledge about the job environment. The job environment in faraway locations is even more alien and complex because of the limited awareness and exposure young people normally have. Thus young people require different perspectives of thinking and judgment, skills in problem solving, communication and other interpersonal skills such as negotiation, influence, advising and interpreting and /or converting challenges into opportunities, etc. Inspirational speakers, who have proven ability to encourage and inspire others, share knowledge and their own and others’ experiences to young people. The ultimate goal of a motivational/inspirational speaker is to

change people profoundly on an emotional and/or mental level, and to help them make some kind of professional or personal change in their lives and within themselves. People naturally tend to focus on all their problems, and the motivational speaker will help an audience to focus on the many opportunities instead, by using any number of persuasive speech tactics to inspire and motivate. The project can also invite recruiters along with inspirational speakers depending on circumstances a typical opportunity would be organizing an event linking RESET PLUS supported trainees with Employers in Sekota and beyond.

Public Information Notice Boards in Sekota/Shinele and Project areas including the Youth centre: It is a common observation that a job seeker is confronted with the lack of effective labour market information system. Available information about labour supply/those seeking employment is neither comprehensive nor time series. Young people have less labour market experience than their adult counterparts and their networks also suffer from the same problem. Thus they are particularly affected by the public unavailability of information pertaining to labour demand which is commonly referred to as information asymmetry. MOLSA/BOLSA in major towns seems to carry out some form of employment registration and facilitate placement of employees upon demand by Employers. However, this is limited to very few urban centres and even in urban centres, young people may not be totally aware of this facts. This is important information, if available, that would help the youth on how to navigate in the space of the labour market

Supporting the promotion of GO to GO (MOLSA to IPDC) relationships: Stakeholders operating in the area of youth employment and training are numerous and diverse, including industry groups and employers, schools, colleges and third level education providers, trade unions, employment agencies, social economy organisations, local community groups. Developing joined up strategies and governance mechanisms to tackle youth unemployment is a particularly important function for partnerships working within local labour markets. A partnership approach can better tackle entrenched barriers, create a more integrated service for young people and providers, and has a relatively strong impact on the degree of local policy integration.

Training in Soft Skills and avoiding Destructive Social Behaviours/social Evils): The current labour market in the world highly values the importance of different kinds of skills. In a guide to core work skills for enhancing youth employability, ILO underlines the importance of core skills employees need to have and that which is a salient requirement by employers. While Vocational and technical skills are essential, employers are seeking and want employees who can continue to learn and adapt; read, write and compute competently; listen and communicate effectively; think creatively; solve problems independently; manage themselves at work; interact with co-workers; work in teams or groups; handle basic technology, lead effectively as well as follow supervision. These core skills for employability are both important to employers' recruitment and enhance an individual's ability to secure a job, retain employment and move flexibly in the labour market as well as engage in lifelong learning. Employability entails much more than the ability to get that first job. It is having the capacity to network and market oneself, navigate through a career and remain employable throughout life. It requires the ability to ask questions, acquire new skills, identify and evaluate options, understand rights at work including the right to a safe and healthy work environment, adapt successfully to changing situations and the courage to innovate. Broadly speaking, trainings can be provided on four key areas: communication; learning to learn; team work; and Problem solving.

Complementarity with Other programs (RESET Two, Other EC and Donor funded programs): Promoting wage employment opportunities in a given location requires undertaking a host of actions over a long term period as it is not a one off kind of activity. The current project also has limited resources. On the other hand, creating meaningful linkages and complementarity between and among projects implemented by development actors, often in a given location, is instrumental for enhancing effectiveness, efficiency and impact. Hence the current project is expected not only to draw lessons from YiA and POTENTIAL but also needs to benefit from programmes implemented by SC and other actors in WH. Thus the project

management is expected to galvanize support and spearhead coordination amongst different actors in Waghimra Zone and beyond.

Assist the Establishment of Employers Association: Given the low levels of development of the manufacturing sector in WH, there is neither Employers Association nor Labour unions. The promotion of wage markets is better supported if these important structures are created. The Zonal MoLSA has a staff member with a profound experience on key aspects of industrial relations and issues.

Aligning and strengthening TVETs and Poly Technical colleges: Activities which emphasize the application of the skills, knowledge and attitudes required for employment in a particular occupation or cluster of related occupations in any field of social and economic activity including agriculture, industry, commerce, the hospitality industry, public and private sectors. According to MoE (2010)³ the Ethiopian TVET system is structured in five levels such that levels one and two are given to trainees below grade 10, levels three and four are for those who have completed grade 10 in general education, and the fifth level is a training at the polytechnic level. To pass from one level to another, a person must pass a national job qualifying test given by COC. Technical Vocational Education and Training has undergone qualitative and quantitative changes in Ethiopia. The number of TVET institutions and student enrolment has increased by leaps and bounds. The budget allocated for TVET and the institutional capacities of regional educational bureaus are elevated to a level never seen before.

However, some TVET graduates do not secure jobs and this has resulted in an increase in the rate of unemployment. The effectiveness and efficiency of a TVET system is measured by its ability to prepare the right number of people with the right skills to meet the demand of the labour market. Qualitative discussions in Woldiya, Sekota and Kombolcha with TVET graduates yielded that many of them still are unemployed or the businesses they established have gone bust; nonetheless, there have also been significant strides made by TVET graduates in self and wage employment. **The CT would simply recommend a fundamental shift of the approach of TVET in Ethiopia: from a Supply driven to a demand led and driven approach.**

Support Brokers/institutes for formalizing their work as well as enhancing Legal Migration to the Middle East: In Ethiopia and elsewhere, the migration industry signals both the privatization of migration infrastructures and the increasingly formalized involvement of brokers and agents in migration. Thus an understanding of how the MIGRANT-BROKER relationship or modes operandi of the so called AGENTS is important to understand the dynamics of labour mobility. Promoting the almost non-existent formal AGENTS in WH has two fold benefits: they can foster and facilitate job matching and placement of rural youth in the locality on the one hand siphon off excess labour as migrant workers in the Middle East. While the local MoLSA trains the youth destined for the Middle East, there is no visible AGENT in Waghimra and Sitti Zones that facilitates this movement. This leaves the youth for incurring huge transaction costs. Note that kinship and social networks are causes of and facilitators out migration, without whose involvement migration would often simply not be possible; however, an increasing number of brokers operate within formalized networks and/or as part of professional organizations. Thus there is a space for the RESET PLUS to support this from the grass roots.

Attracting and leveraging investment in the localities (Frankincense and Iron Ore extraction will support other sectors in Waghimra and other identified potential investment attractions in Sitti Zone): There is a bulk of

³ Ministry of Education (2010). Occupational Classification and Occupational Standards Development, Addis Ababa.

literature on Agriculture, Capital formation, return on investment in agriculture and its impact on rural employment and growth in agro processing and manufacturing sectors leading to more wage employment. Thus one of the most basic issues that is debated in the literature on rural employment is the question of whether agricultural productivity growth is sufficient to generate good jobs in rural areas, either directly or through its effects on nonfarm employment. Put another way, is investment in productivity growth in agriculture, particularly among small farmers, the most effective mechanism to improve rural employment? An important element of this debate relates to the role of agricultural productivity growth in producing employment in other sectors. However, different studies directly indicate that agriculture cannot support lives and livelihoods in WH; nonfarm options should be sought to diversify livelihoods away from agriculture; and indirectly indicate that agriculture has little chance of triggering growth in other sectors of the economy. In the face of this, the importance of attracting manufacturing investment in WH based on existing potentials as indicated by the KILs with Key Employers, Government Officials, etc. would be an eminent task.

In Sitti zone, there is a need to **Attracting investment in the livestock and other potential Natural Resource (NR) and Non-NR based livelihood sectors**. This is a broader recommendation based on the challenges of the Sitti Zone. Any effort to attract investment in the NR and NNR sectors as well as efforts consciously targeted at seizing opportunities for youth from the Eastern Development Corridor is indispensable. This will ultimately benefit the local economy and the youth, directly and indirectly.

Aligning the programme and the expectations of it: given the minor delays in start-up/roll out of the programme, the relative uniqueness of the deliverables as well as considering the imperative to demonstrate workable models (model demonstration sites), the IP and the EC need to quickly align the budget to fit emerging demands.

Long term programming: Youth programming requires a long term and concerted effort and coordination by all relevant stakeholders. The trend has been that all key stakeholders (Donors, Government, and INGOs) have programmes that span a maximum of five years at best and 3 years on average. Dealing with a segment of the population that is more than 29% of Ethiopia's population requires, amongst others, long term planning around youth programming, speed up investment in youth and other sectors of the economy that directly and indirectly benefit the youth and due participation of the youth.

~~Table : Summary of Demand and Supply Sides of LMA by sub sector~~

Annexes

Annex I: End Notes

Wage Employment in the Study Woredas: The qualitative and quantitative surveys yielded that less than 10% of the surveyed youth are wage employees. However, a significant share of the youth also engages in other forms of livelihood. Nonetheless, the HH survey has clearly indicated that most surveyed youth are students and the second largest proportion is the unemployed youth.

Supply Side (Youth) Capacities: The unemployed and underemployed youth mainly have lower levels of educational attainment. They engage in seasonal migration and sell their unskilled labour. A huge boost to their capacity can be provided by training the youth in the TVETs in different vocations that mainly revolve around **Masonry, Carpentry, Welding, Mobile maintenance, Radio maintenance, Electricity**, etc. These would provide alternative wage and nonwage employment opportunities for the youth.

Demand side constraints: It was not easy to identify demand side constraints of employers as wage employment was not the main source of livelihoods in the rural areas of the Survey Zones and Woredas. Where consulted, all employers have indicated concerns of commitment, soft skills (Team dynamics, problem solving, scanning the environment, presentation and presentability, etc.) amongst most youth who are currently employed or would be employed in the future. Thus, providing broad based yet regular trainings to youth transitioning to work becomes indispensable. This can be combined with Inspirational speeches in the Youth centres.

Important Sectors that absorb labour: the government sector and the seasonal migration of unskilled labour absorbs huge labour. In the development corridors, the role of the private sector including Road construction, Services like Hotels and Restaurants, workshops, manufacturing plants, etc. is paramount.

Labour Market Information System: This action of the government requires huge and significant intervention if it has to yield sound results. It is an action that the RESET PLUS in each of the Zones can pilot and demonstrate ultimately handing over to the government.

Enabling Environment: the key ENABLING ENVIRONMENT in terms of wage employment relates with information asymmetry, service provision, linkages with other Zones and regions, linkages with private sector, etc. by the government institutions. Effective institutions like provide Integrated Youth Service Centres and an effective MoLSA maintains LMIS amongst others. The relevant government institutions that facilitate, legalise, etc. internal and external migration are a case in point. One of the key institutions that is lacking is the Chamber of Commerce

Private Sector opportunities: the consulting team suggests that the RESET PLUS staff to link with the government to tap into private sector opportunities that exist along the Development Corridors in both regions. However, understanding the required skills and training the youth in those skills is imperative as a subsequent step. Tables are provided that indicate these opportunities in the short, medium and long term period in the different sectors.

Public Sector Opportunities: there are opportunities in the sector; however, inter Woreda competitions and sometimes ethnic based discrimination in the case of Somali region will have to be addressed. The lack or absence of public Notice Boards visible to everyone is a strategic (simple but not simplistic) issue to be tackled.

Youth Perceptions about Wage Employment: for the unemployed youth, such options are most welcome regardless of skill level. Some employed youth have shown marked interest to move to self-employment

while others would like to excel and grow in their career path. Thus, varied perceptions and interest are the NORM and we only need to tap youth talent in accordance with their passion and interest. Those seasonally employed youth have a very positive opinion and perception about their endeavours albeit they require huge assistance in facilitating their annual migration as well as equipping them with TVET Skills to enable them look for better opportunities in their migration destinations.

Youth Perceptions about themselves: Perceptions differ across youth depending on whether they are employed or not. Unskilled youth generally have low esteem.

Rural-Urban Linkages: both study Zones are not as such having a critical and viable Value Chain Commodity nor potentials in agriculture in Sitti Zone have been taken one step forward in terms of processing. In brief, both locations being critically food insecure, the degree of backward and forward linkage in terms of one or more value chain commodities is extremely invisible. The Rural-Urban linkages are only typical of the common forms of relationships marked by unfavourable terms of trade in favour of urban buyers.

TVETS/PTCs: as indicated in the main report, these are found in the Study Zones and the RESET PLUS can take advantage of this by enrolling a sizeable amount of youth in the lower category of SKILLS and enabling them become competitive in the formal market. Note that it requires allocating a significant budget as training in the Centres involves varied expenditure lines. Thus the need to ALIGN BUDGET URGENTLY!

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Annex II: Sectoral Mapping of Skills: Demand, Supply and Gaps (Sitti Zone)

| Sector | Skills in Demand | Skills Available | Gaps: Skill sets | Where: | Remark |
|---|--|---|--|--|---|
| Public Sector/ Woreda and Zonal Government Offices / | Public Administration Cooperative Management Sociology and Social Work Accounting Business Management Engineering (Civil, Mechanical, Electrical, Architecture, etc) IT and Computer Science NRM, NRE Agriculture (Plant Science, Agr. Engineering, Animal Science, DVM, etc Economics Teaching (different subjects) | These skills are partially available in the target Woredas Zone | Access to Information and modest training in Soft Skills for those that are not currently employed | In all Woredas of Sitti Zone as well as the Zonal Offices | Government/MoLSA shall be assisted to develop a data base/LMIS. The integrated youth service centre (IYSC) shall collect and make available relevant information about job placement from across the Region. Many high schools in target Woredas and Zone lack qualified teachers on certain subjects (Maths, English, Geography, economics etc.) |
| Manufacturing | Engineering (Civil, Mechanical, Electrical, Chemical, Industrial, etc IT and Computer Science Public Administration Accounting Business Management Economics Clerical Work TVET (auto mechanic, electricity, repair & maintenance | This skills are available in the Zone | Access to Information and modest training in Soft Skills for those that are not currently employed | In the Industrial Hubs along the Corridor. Also Consciously link private manufacturing operators in Sitti and the professionals and semi professionals | Government/MoLSA shall be assisted to develop a data base/LMIS. The integrated youth service centre (IYSC) shall collect and make available relevant information about job placement from across the Region. The Project shall assist the MoLSA in creating links with the manufacturing Hubs mainly Dire Dawa to provide staff of the desired quality. |
| Construction | Engineering (Civil, mechanical, electrical, chemical, food processing) Masonry, Carpentry, | This skills are available in the | Access to Information and modest training in | In the Industrial Hubs along the Corridor. Also | Government/MoLSA shall be assisted to develop a data base/LMIS. The integrated youth service |

| Sector | Skills in Demand | Skills Available | Gaps: Skill sets | Where: | Remark |
|--------|--|---------------------------------------|--|--|--|
| | <p>Heavy Duty Machine operation, Driving, Clerical skills, Accounting,</p> <p>General Service and Administration Work (Any Semi or full professional)</p> <p>*Unskilled and Semi-skilled labour in construction</p> | Zone | Soft Skills for those that are not currently employed | Consciously link private manufacturing operators in Sitti and the professionals and semi professionals | <p>centre (IYSC) shall collect and make available relevant information about job placement from across the Region.</p> <p>The Project shall assist the MoLSA in creating links with the Construction operators mainly in Sitti but also Dire Dawa and Jigjiga to provide semi and full professionals of the desired quality.</p> <p>Semi-skilled and unskilled construction labourers require special assistance.</p> |
| Energy | <p>Business Management</p> <p>Engineering (Civil, Mechanical, Electrical, etc)</p> <p>Public Administration</p> <p>Accounting,</p> <p>IT and Computer Science</p> <p>Economics</p> <p>Civil Engineer</p> <p>Mechanical Engineer</p> <p>Electricians</p> <p>Mechanics</p> <p>Masons</p> <p>Carpenters</p> <p>Heavy Duty Machine operators and Technicians</p> <p>Drivers</p> <p>Clerks</p> <p>*Unskilled and Semi-skilled</p> | This skills are available in the Zone | Access to Information and modest training in Soft Skills for those that are not currently employed | In Debre Berhan Wind Farm Project along the Corridor. | <p>Government/MoLSA shall be assisted to develop a data base/LMIS.</p> <p>The integrated youth service centre (IYSC) shall collect and make available relevant information about job placement from across the Region.</p> <p>The Project shall assist the MoLSA in creating links with the Zonal Administration in Sitti to tap into Ayesha Wind Farm project to provide semi and full professionals of the desired quality.</p> <p>Semi-skilled and unskilled construction labourers require special assistance.</p> |

| Sector | Skills in Demand | Skills Available | Gaps: Skill sets | Where: | Remark |
|-----------|---|---|------------------|--|---|
| | labour in construction | | | | |
| Agri/Farm | *Unskilled and Semi-skilled labour in Agriculture and allied activities | Seasonal Migration is NOT a strong pattern in Sitti Zone | None | Different Woredas of the Zone and the Region | Zonal Enterprise development office and MoLSA to work together to regularly liaise with the respective regional and Zonal offices in a bid to facilitate this lower levels of internal migration observed in Sitti. |

Annex III: Comparison of Sub/Sectors in their Capacity to provide Employment Opportunities (Sitti Zone)

| Size of Sector | Short term | Medium Term | Long Term |
|------------------------------------|---|---|---|
| Big Size Sectors | | | |
| Public Sector /Government Offices/ | Low in Sitti | Moderate in Sitti | Moderate in Sitti |
| Manufacturing | Low in Sitti High in the development Corridor | Low in Sitti High in the development Corridor | Low in Sitti High in the development Corridor |
| Construction | Low in Sitti High in the development Corridor | Low in Sitti High in the development Corridor | Moderate in Sitti High in the development Corridor |
| Energy Sector | Low in Sitti | HIGH in the medium term in Sitti (Ayesha Wind Farm) | HIGH in the long term in Sitti (Ayesha Wind Farm) |
| Agriculture/Farm Sector | Low in the Seasonal migration DESTINATIONS in Sitti | Low in the Seasonal migration DESTINATIONS | Moderate in the Seasonal migration DESTINATIONS |
| Medium Sized Sectors | | | |

| Size of Sector | Short term | Medium Term | Long Term |
|------------------------|--|--|---|
| Service Sector-private | Low in Sitti High in the development Corridor | Low in Sitti High in the development Corridor | Moderate in Sitti High in the development Corridor |
| Workshops | Low in Sitti High in the development Corridor | Low in Sitti High in the development Corridor | Moderate in Sitti High in the development Corridor |
| Construction | Low in Sitti High in the development Corridor | Low in Sitti High in the development Corridor | Moderate in Sitti High in the development Corridor |
| Agri/Farm Sector | Low in Sitti High in the development Corridor | Low in Sitti High in the development Corridor | Low in Sitti High in the development Corridor |
| Small Sized Sectors | | | |
| Service Sector | Low in Sitti Moderate in the development Corridor | Low in Sitti Moderate in the development Corridor | Moderate in Sitti High in the development Corridor |
| Light Workshops | Low in Sitti Moderate in the development Corridor | Low in Sitti Moderate to High in the development Corridor | Moderate in Sitti High in the development Corridor |
| Construction | Low in Sitti Moderate in the development Corridor | Low in Sitti Moderate to High in the development Corridor | Moderate in Sitti High in the development Corridor |

Annex IV: Sectoral Mapping of Skills: Demand, Supply and Gaps (Waghimra Zone)

| Sector | Skills in Demand | Skills Available | Gaps: Skill sets | Where: | Remark |
|---|--|--|---|--|---|
| Public Sector/Woreda and Zonal Government Offices / | University/College Graduates Public Administration Cooperative Management Sociology and Social Work | This skills are partially available in the target Woreda | Access to Information and modest training in Soft Skills for those that are | In all Woredas of WH Zone as well as the Zonal Offices in Sekota | Government/MoLSA shall be assisted to develop a data base/LMIS. The integrated youth service centre (IYSC) shall collect and make available relevant information about job |

| Sector | Skills in Demand | Skills Available | Gaps: Skill sets | Where: | Remark |
|---------------|--|---------------------------------------|--|---|--|
| | Accounting Business Management Engineering (Civil, Mechanical, Electrical, Architecture, etc) IT and Computer Science NRM, NRE Agriculture (Plant Science, Agr. Eng, Animal Science, DVM, etc) Economics | s/Zones | not currently employed | | placement from across the Region. |
| Manufacturing | Engineering (Civil, Mechanical, Electrical, Chemical, Industrial, , etc IT and Computer Science Public Administration Accounting Business Management Economics Clerical Work | This skills are available in the Zone | Access to Information and modest training in Soft Skills for those that are not currently employed | In the Industrial Hubs along the Corridor. Also Consciously link private manufacturing operators in Waghimra and the professionals and semi professionals | Government/MoLSA shall be assisted to develop a data base/LMIS. The integrated youth service centre (IYSC) shall collect and make available relevant information about job placement from across the Region. The Project shall assist the MoLSA in creating links with the manufacturing Hubs mainly Dessie and Kombolcha to provide staff of the desired quality. |
| Construction | Civil Engineer Mechanical Engineer Electricians Mechanics Masons Carpenters | This skills are available in the Zone | Access to Information and modest training in Soft Skills for those that are not currently | In the Industrial Hubs along the Corridor. Also Consciously link private manufacturing operators in Waghimra | Government/MoLSA shall be assisted to develop a data base/LMIS. The integrated youth service centre (IYSC) shall collect and make available relevant information about job placement from across the Region. |

| Sector | Skills in Demand | Skills Available | Gaps: Skill sets | Where: | Remark |
|-----------|---|---------------------------------------|--|---|---|
| | Heavy Duty Machine operators and Technicians Drivers Clerks Accountants General Service and Administration Work (Any Semi or full professional) *Unskilled and Semi-skilled labour in construction | | employed | and the professionals and semi professionals | The Project shall assist the MoLSA in creating links with the Construction operators mainly in Waghimra but also Dessie and Kombolcha to provide semi and full professionals of the desired quality. Semi-skilled and unskilled construction labourers require special assistance. |
| Energy | Business Management Engineering (Civil, Mechanical, Electrical, etc) Public Administration Accounting IT and Computer Science Economics Civil Engineer Mechanical Engineer Electricians Mechanics Masons Carpenters Heavy Duty Machine operators and Technicians Drivers Clerks *Unskilled and Semi-skilled labour in construction | This skills are available in the Zone | Access to Information and modest training in Soft Skills for those that are not currently employed | In Debre Berhan Wind Farm Project along the Corridor. | Government/MoLSA shall be assisted to develop a data base/LMIS. The integrated youth service centre (IYSC) shall collect and make available relevant information about job placement from across the Region. The Project shall assist the MoLSA in creating links with the Zonal Administration in Debre Berhan Wind Farm project to provide semi and full professionals of the desired quality. Semi-skilled and unskilled construction labourers require special assistance. |
| Agri/Farm | *Unskilled and Semi-skilled | Season | None | Different | Zonal Enterprise development |

| Sector | Skills in Demand | Skills Available | Gaps: Skill sets | Where: | Remark |
|--------|---|--|------------------|--|---|
| | labour in Agriculture and allied activities | al Migration is a pattern in Waghimra Zone | | regions of the country as indicated in the report(Afar, Tigray, Amhara, and Addis Ababa) | office and MoLSA to work together to regularly liaise with the respective regional and Zonal offices in the DESTINATION and facilitate labour demand, transport, security, access to Banks, financial loans, wage rates, etc. |

Annex V: Comparison of Sub/Sectors in their Capacity to provide Emp't Opportunities (WH Zone)

| Size of Sector | Short term | Medium Term | Long Term |
|------------------------------------|---|---|--|
| Big Size Sectors | | | |
| Public Sector /Government Offices/ | Low in Waghimra | Moderate in Waghimra | Moderate in Waghimra |
| Manufacturing | Low in Waghimra High in the development Corridor | Low in Waghimra High in the development Corridor | Moderate in Waghimra High in the development Corridor |
| Construction | Low in Waghimra High in the development Corridor | Low in Waghimra High in the development Corridor | Moderate in Waghimra High in the development Corridor |
| Energy Sector | None | Moderate in the medium term | High in the development Corridor |
| Agriculture/Farm Sector | High in the Seasonal migration DESTINATIONS | High in the Seasonal migration DESTINATIONS | High in the Seasonal migration DESTINATIONS |
| Medium Sized Sectors | | | |
| Service Sector private | Low in Waghimra High in the development Corridor | Low in Waghimra High in the development Corridor | Moderate in Waghimra High in the development Corridor |
| Workshops | Low in Waghimra High in the development Corridor | Low in Waghimra High in the development Corridor | Moderate in Waghimra High in the development Corridor |
| Construction | Low in Waghimra High in the development Corridor | Low in Waghimra High in the development Corridor | Moderate in Waghimra High in the development Corridor |
| Agri/Farm Sector | Low in Waghimra High in the development Corridor | Low in Waghimra High in the development Corridor | Low in Waghimra High in the development Corridor |
| Small Sized Sectors | | | |
| Service Sector | Low in Waghimra Moderate in the development Corridor | Low in Waghimra Moderate in the development Corridor | Moderate in Waghimra High in the development Corridor |
| Light Workshops | Low in Waghimra Moderate in the development Corridor | Low in Waghimra Moderate to High in the development Corridor | Moderate in Waghimra High in the development Corridor |
| Construction | Low in Waghimra Moderate in the development Corridor | Low in Waghimra Moderate to High in the development Corridor | Moderate in Waghimra High in the development Corridor |

Annex VI: List of Research Participants

H. Research Participants in Sitti Zone

| No | Type of Group | Number of Participants | Location |
|----|--|-------------------------------------|-----------------------------------|
| 1 | Mixed youth group(ONKOD (light) agriculture group) | 6 persons (5f,4m, aged 2029) | 01 per urban Kebele, Erer Woreda |
| 2 | female youth group (students grade 9 to 12) | 5 persons (age 17 to 23) | Erer Woreda |
| 3 | Male group(school dropout) | 5persons, school dropouts) | Fetuli Kebele, Erer Woreda |
| 4 | Mixed Group youth (All employed; 3 Males and 3 Females; College/University graduates: teachers and local Ministry of Agriculture | 6 persons (3 m+ 3 f) | Erer peri-urban , Kebele 01 & 02 |
| 5 | FGD with Government Staff (Woreda Administration, W&C affairs, Youth &Sport, Civil service) | 4 persons (1 female) | Erer Woreda |
| 6 | FGD with Government Staff (Woreda Admin, W&C affairs, Youth &Sport, Civil service, SME promotion office) | 5 persons (only 1 female) | Ayisha Woreda |
| 7 | Mixed FGD with school dropout and student youth group | 6 persons (2 female) | in Degagoo Kebele , Ayisha Woreda |
| 8 | Female youth group (students grade 10 to 12) | 4 persons (age 18 to 25) | Ayisha Woreda |
| 9 | Mixed youth group (illiterate, uni. graduates, primary education) | 8 persons(5m, 3f), age between 1925 | Ayisha 01 per urban Kebele |
| 10 | FGD with Government employees (agriculture, youth & Sport, Women Affairs) | 4 persons (1 female) | Shinele Zone/town |
| 11 | Male group (employed, job seekers) | 4 persons (age 24-29) | Shinele town |
| 12 | Mixed group FGD with TVET students (DD, Ethio-Italy polytechnic) | 8 persons (4m+4f) | Dire Dawa |

B. Key Informant Interview

Key informant interview

| SN | Name | Organization/Position |
|----|--------------------|--|
| 1 | Adnan Abdi | SCI, Dire Dawa office |
| 2 | Hussein Mahamoud | SCI, Dire Dawa office |
| 3 | Ato Tadele Assefa | Ethio-Italy Polytechnic college , Dean |
| 4 | Bahredin Yousuf | Dire Dawa Polytechnic College , Dean |
| 5 | Mohammed Gedu | SCI , Erer |
| 6 | Mustefa | Ayisha Woreda, Head of Youth & Sport office |
| 7 | Yonas Debebe | Ayisha Woreda, Civil Service /Capacity Building Office |
| 8 | Mohammed Haji | Erer Woreda, SCI |
| 9 | Seid Mohammed | Erer Woreda, head of Municipality |
| 10 | Abas Aden Mohammed | Erer Woreda, Youth and Sport Office |
| 11 | Nesra Mussa | Erer Woreda, Women and Child Affairs Office |
| 12 | Ahmed Abdi Umer | Erer Woreda, Somali Micro Finance |
| 13 | Guled Ibrahim | Erer Woreda, Somali Micro Finance_ Hellow Cash |
| 14 | Johana Yousuf | Shinele Woreda, youth and Sport office, Head |
| 15 | Sajid Aliyi | Dire Dawa, investment and land bank |
| 16 | Daniel Alemayehu | Manager, Danven Consulting |
| 17 | Yetnebersh | female, age 28, job seeker , Erer Woreda |
| 18 | Abera Tamiru | DD Industrial park Coordinator |
| 19 | Solomon Eshetu | Free Lour, Spaghetti manufacturing, and water bottling Company |
| 20 | Ato Solomon | DD University (HR officer) |

C. Industrial Parks, TVETs/ PTC and Manufacturing Plants Visited

| No | Name | Town/Region |
|----|--|-------------|
| 1 | Dire Dawa Industrial Park | Dire dawa |
| 2 | Redstar Automotive manufacturing | Dire dawa |
| 3 | Ayisha wind farm /construction Company | Ayisha |
| 4 | Dire Dawa Polytechnics TVET college | Dire dawa |
| 5 | Ethio-Italy Polytechnic TVET college | Dire dawa |
| 6 | Tahir Flour factory | Dire dawa |

D. Offices visited

| No | Name of organization | Location |
|----|--|-----------|
| 1 | SC field Office | Dire dawa |
| 2 | SC satellite Office | Erer |
| 3 | Investment Office | Dire dawa |
| 4 | Civil Service/capacity Building Office | Ayisha |
| 5 | Youth and Sports office | Ayisha |
| 6 | Women and Children affairs Office | Ayisha |
| 7 | Youth and Sports office | Erer |
| 8 | Women Affairs Office | Erer |
| 9 | Erer Municipality | Erer |
| 10 | Somali Microfinance Institution | Erer |
| 11 | DD BOLSA | Dire Dawa |

I. Research Participants in Waghimra Zone

KII Participants.

| No. | Name | Organisation/Position | Location |
|-----|---------------------|---|---|
| 1 | Ato Dereje Getachew | Investment office | Dessie, S.Wollo Zone, Amhara |
| 2 | Ato Getachew kebede | Investment office | Kombolcha Town Administration |
| 3 | Ato Gashaw Tilaye | Investment office | Kombolcha Town Administration |
| 4 | Ato Tesfaye Yimer | Investment office | South Wollo Zone Invest. Office, Dessie |
| 5 | Ato Petros Belete | Kombolcha IPDC | Kombolcha, South Wollo Zone |
| 6 | Ato Daniel Misgane | Kombolcha IPDC | Kombolcha, South Wollo Zone |
| 7 | Ato Shimeles Kiflu | Zonal TVED Department | Woldiya, N.Wollo Zone |
| 8 | Ato Seid Mohammed | Zonal TVED Department | Sekota, Waghimra Zone |
| 9 | Ato Deribew Tareke | Zonal MoLSA Department | Sekota, Waghimra Zone |
| 10 | Ato Dagnew Adisu | Zonal MoLSA Department | Sekota, Waghimra Zone |
| 11 | Ato Ashebir Girmay | Zonal Urban Devt & Constn. Dept. | Sekota, Waghimra Zone |
| 12 | Ato Seyoum Mohammed | Zonal Youth & Sports Dept. | Sekota, Waghimra Zone |
| 13 | Ato Getu Teferea | Zonal Urban Devt & Constn. Dept. | Sekota, Waghimra Zone |
| 14 | Ato H/Mariam Gebre | Sekota Woreda TVED Dept. | Sekota, Waghimra Zone |
| 15 | Ato Tegegne Bayou | Investor, Varied businesses + Upcoming Factory (hist hotel employs more than 10 | Sekota , Waghimra Zone |

| | | | |
|----|---|---|------------------------------|
| | | people) | |
| 16 | Ato Mulaw demissie | Wag Development Association | Sekota , Waghimra Zone |
| 17 | Ato Tafete Hailu | Investor, Varied businesses and Floor Factory | Sekota , Waghimra Zone |
| 18 | Ato Habtamu Zewdu | Broker | Sekota , Waghimra Zone |
| 19 | Ao Berihun Berhe (youth Employee) | Buna International Bank, Sekota Town Branch | Sekota , Waghimra Zone |
| 20 | Ato Tasew Reda (Business Owner for 5 years) | Walia Home & Off. Furniture Enterprise | Sekota , Waghimra Zone |
| 21 | W/t Work Moges, Female youth government staff | Dehana Woreda | Dehana Woreda, Waghimra Zone |
| 22 | W/t Samrawit Dejen, Female youth government staff | Dehana Woreda | Dehana Woreda, Waghimra Zone |
| 23 | Ato Moges Asegede | Mekelelee IPDC | Mekelle, Tigray Region |
| 24 | Ato Hassen Seid | Fabre Floor Factory | Dessie, S.Wollo, Amhara |
| 25 | W/t Temer Ahmed (youth Employee) BA Graduate | Fabre Floor Factory | Dessie, S.Wollo, Amhara |

FGD Participants

| No | Type of Group | Number of Participants | Location |
|----|---|-----------------------------------|------------------------------------|
| 1 | Female Youth (Unemployed; max educ. is secondary; married and unmarried; | 6 persons (aged 20-24) | Faya Kebele, Sekota Zuria Woreda |
| 2 | Male Youth (Unemployed; max educ. is secondary; ALL married | 9 persons(aged 23-30) | Faya Kebele, Sekota Zuria Woreda |
| 3 | Mixed Group youth (All employed; 3 Males and 3 Females; only 1 Female is Married). College/University graduates: teachers and local Ministry of Agriculture | 6 persons (aged 20-29) | Faya Kebele, Sekota Zuria Woreda |
| 4 | Mixed Group youth (2 employed; 3 Males and 4 Females; max educ. is secondary; | 7 persons (aged 23-29) | Seriel Kebele, Sekota Zuria Woreda |
| 5 | Mixed Group youth (All unemployed; 5 Males and 3 Females); max educ. is secondary; | 8 persons (aged 20-29) | Seriel Kebele, Sekota Zuria Woreda |
| 6 | Female youth (All unemployed; max educ. is secondary; | 7 persons (aged 21-29) | Seriel Kebele, Sekota Zuria Woreda |
| 7 | FGD with Government Staff from Women and Youth, TVED, MoLSA, offices | 4 persons (2 males and 2 females) | Sekota, Sekota Zuria Woreda |
| 8 | FGD with youth Employees of Buna | 3persons(All have BA | Sekota , Waghimra Zone |

| | | | |
|----|---|--|---|
| | International Bank | degrees) | |
| 9 | FGD with Government Staff from varied offices | 6 persons | Dehana Woreda, Waghimra Zone |
| 10 | FGD with Employed Youth/government office | 3 persons (2 females and 1 Male). 3 months on the job. | Dehana Woreda, Waghimra Zone |
| 11 | Kombolcha PTC Teachers | 4 Persons | Kombolcha, S.Wollo, Amhara |
| 12 | Mixed group PTC Youth Trainees | 8 persons(4 females and 4 males) | Kombolcha PTC compound, S.Wollo, Amhara |
| 13 | Mixed Group youth (All unemployed; 7 Males and 2 Females); | 9 Persons | Silda Kebele, Dehana Woreda, Waghimra Zone |
| 14 | Mixed Group youth (All unemployed; 4 Males and 2 Females); | 6 Persons | Amdework Kebele, Dehana Woreda, Waghimra Zone |
| 15 | Mixed Group youth (All unemployed; 6 Males and 3 Females); | 9 Persons | Chilla Kebele, Dehana Woreda, Waghimra Zone |
| 15 | Mixed Group youth (All unemployed; 4 Males and 5 Females); | 9 Persons | Chilla Kebele, Dehana Woreda, Waghimra Zone |
| 16 | Mixed Group youth (All unemployed; 8 Males and 1 Females); | 9 Persons | Hamus Gebeya Kebele, Dehana Woreda, Waghimra Zone |

Towns Visited

| No | Name of Town | Zone | Region | Dates |
|----|--------------|---------------|--------|-------------------------------|
| 1 | Debre berhan | N.Shoa | Amhara | Dec 6 & 20, 2018 |
| 2 | Kombolcha | S.Wollo | Amhara | Dec 6, 7, 18, 19, & 20 : 2018 |
| 3 | Dessie | S.Wollo | Amhara | Dec 6, 7, 18, 19, & 20 : 2018 |
| 4 | Woldiya | N.Wollo | Amhara | Dec 8, 2018 |
| 5 | Lalibela | N.Wollo | Amhara | Dec 8, 2018 |
| 6 | Gazgibila | Waghimra | Amhara | Dec 8, 2018 |
| 7 | Sekota | Waghimra | Amhara | Dec 9, 2018 |
| 8 | Mekelle | Mekele | Tigray | Dec, 17, 18, 2018 |
| 9 | Hewane | Southern Zone | Tigray | Dec 18, 2018 |
| 10 | Muhoni | Southern Zone | Tigray | Dec 18, 2018 |
| 11 | Alamata | Southern Zone | Tigray | Dec 18, 2018 |
| 12 | Kobo | N.Wollo | Amhara | Dec 18, 2018 |

Industrial Parks, TVETs/ PTC and Manufacturing Plants Visited

| No | Name | Town/Region | Remark |
|----|---------------------------|-------------------|--------|
| 1 | Kombolcha industrial Park | Kombolcha, Amhara | |
| 2 | Kombolcha Textile Factory | Kombolcha, Amhara | |
| 3 | Kombolcha PTC | Kombolcha, Amhara | |
| 4 | Woldiya PTC | Woldiya, Amahara | |

| | | | |
|---|-----------------------------|-----------------|--|
| 5 | Sekota TVET | Sekota, Amhara | Not Visited because it was closed off due to Picketing |
| 6 | Mekelle Industrial Park | Mekelle, Tigray | |
| 7 | Beshir Hassen Floor Factory | Dessie, Amhara | |
| | | | |

Offices visited

| No | Name of organization | Location | Person/s contacted |
|----|------------------------------|--------------------------|--|
| 1 | SC Woldiya FO | Woldiya, North Wollo | Ms Hana Haile |
| 2 | SC Sekota FO | Sekota, Waghimra | Mr Mihretu Molla |
| 3 | SC Mekelle FO | Mekelle, Southern Tigray | |
| 4 | SC HQ | Addis Ababa, | Key HQ Staff (Angaw B N., Tilahun A., Sisay T., Tesfu K., and Libageba A.) |
| 5 | ORDA | Sekota | Key ORDA staffs |
| 6 | TVED Department | Sekota | Mentioned in the KII |
| 7 | Agew Development Association | Sekota | Mentioned in the KII |

