



Labor Market Assessment of the USAID Development Food Security Activity (DFSA): “Strengthen PSNP4 Institutions and Resilience (SPIR)”

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Table of Contents

1. Introduction	3
2. Objectives	4
3. Methodology	5
4. Limitations	8
5. Findings	9
5.1. Amhara Region	9
5.2. Oromia Region	15
5.3. National Level	20
6. Analysis and discussion	23
6.1. Amhara Region	23
6.2. Oromia Region	27
6.3. National Level	30
7. Recommendations	32
7.1. Self-Employment	32
7.2. Wage-Employment	32
7.3. Access to Finance Resources	34
7.4. Strategic Initiatives	34
Annex 1 – Labor Market Assessment Terms of Reference	35
Annex 2 – Bibliography	44
Annex 3 – Primary survey schedule	45

List of Tables

Table 1 – Areas covered as part of this assessment	4
Table 2 – Summary of overall interviews conducted	6
Table 3 – Summary of national level interviews conducted	7
Table 4 – Summary analysis for the Amhara Region	25
Table 5 – Summary analysis of the Oromia Region	28
Table 6 – Summary analysis at National level	31

List of Figures

Figure 1 – Ethiopia GDP Annual Growth Rate	3
Figure 2 – Major occupational categories	3
Figure 3 – Education and Literacy Rates	4
Figure 4 – Primary income sources (female respondents) – Amhara	10
Figure 5 – Challenges to income earning (female respondents) – Amhara	11
Figure 6 – Primary income sources (male respondents) – Amhara	12
Figure 7 – Challenges to income earning (male respondents) – Amhara	12
Figure 8 – Local business responses (Amhara)	13
Figure 9 – Opportunities for income earning (government responses) – Amhara	14
Figure 10 – Primary income sources (female respondents) – Oromia	16
Figure 11 – Challenges to self employment (female respondents) – Oromia	16
Figure 12 – Primary self employment sources (male respondents) – Oromia	17
Figure 13 – Challenges to self employment (male respondents) – Oromia	17
Figure 14 – Local business responses (Oromia)	19
Figure 15 – Income earning opportunities (Government responses) – Oromia	19

ACRONYMS

ACSI	Amhara Credit and Savings Institution
DFSA	Development Food Security Activity
DOT	Digital Opportunity Trust
EDC	Education Development Center
FGD	Focus Group Discussion
FTC	Farmer Training Center
GBV	Gender Based Violence
GDP	Gross Domestic Product
GoE	Government of Ethiopia
IGA	Income Generating Activity
KII	Key Informant Interview
LOA	Life of Award
NGO	Non-Governmental Organization
OCSICO	Oromia Credit and Savings Institution
PSNP	Productive Safety Net Program
SME	Small and Medium Enterprises
SPIR	Strengthen PSNP4 Institutions and Resilience
ToR	Terms of Reference
TVET	Technical and Vocational Education and Training

SUMMARY

Ethiopia is among the fastest growing non-oil economies in the world. Although Ethiopia has been advancing at an impressive rate, the gains are not being equally seen across the country. The rural populations continue to rely on traditional livelihood means and have not equally benefited from the industrialization taking place primarily in and around the capital and other large cities of the country. On-farm income remains dominant with 61.8 percent of women in Amhara and 76.8 percent of men relying on agriculture related activities as their primary source of income. In Oromia, similarly, agriculture income is the primary profession with 41.1 percent of women and 79.0 percent men engaged in this activity. Education and literacy are two prominent factors why industry is reluctant to move to the remoter rural areas of Ethiopia, as they prefer a minimum standard of learning in their employees to enable easier training and oversight of these individuals.

For the purposes of this LMA, a comprehensive desk review, together with primary surveys in six woredas across Amhara and Oromia were conducted. A total of 22 KIIs were performed with female community respondents, 20 KIIs with male community respondents, 21 KIIs with local businesses, and 45 KIIs with respondents representing different support structures. Similarly, 11 FGDs were conducted with female community respondents and 12 FGDs with male community respondents. In total the SPIR LMA completed 108 KIIs and 23 FGDs.

The majority of the documents reviewed were studies and assessments performed at national or regional levels, and very little was found with regards to “local” information of the six woredas where primary surveys were conducted. The major findings from the surveys were as follows.

Female youth across the sampled woredas in Amhara and Oromia were predominantly engaged in traditional self-employment activities including petty trade, running small coffee shops, rearing poultry and trading eggs, and fattening livestock. There also appeared to be more women involved in the chat trade in Oromia, and in producing and selling beer in the Amhara region. Working as house-maids in nearby towns was the only source of wage-employment that was identified in Amhara, and even fewer opportunities for women in Oromia. The responses from women were similar when it came to how they thought local businesses viewed women. Responses included that generally businesses were open to taking on female employees but felt that women lacked energy and the skills necessary for them to be employed in their business. In the area of self-employment, women shared that one of their primary impediments was not being able to access finances.

Male youth were predominantly engaged in traditional self-employment activities including on-farm activities of rearing poultry and trading eggs, agriculture, and fattening livestock. The chat trade was also popular in Oromia. Off-farm activities included petty trading, running small cafes and restaurants, and weaving and tailoring. Male respondents felt that local businesses viewed male youth as being hardworking and energetic. In the area of self-employment, access to credit was universally considered to be the major obstacle.

The local economy in Oromia was found to be considerably poorer than in Amhara. All businesses interviewed in Amhara were willing to take on interns to train youth and said that they would not discriminate between taking on a female or a male employee. However, the few businesses that were found in Oromia had a poor impression of youth, but were willing to take on interns and provide on-the-job training. The most important attributes and skills businesses

sought were experience, punctuality, literacy, numeracy, technical skills, communication skills and discipline.

According to government respondents, the major impediments youth faced in securing wage-employment was due to their lack of education, experience, lack of awareness of not knowing what job openings were available, and a general lack of jobs being available. Impediments to self-employment primarily were due to a lack of financial services offering loans, and a lack of relevant technical skills among youth. Respondents shared that larger businesses were unwilling to locate in these woredas due to the poor infrastructure such as electricity, irrigation canals, and transportation services. Poor financial services was another primary reason why businesses were unwilling to locate in these areas. To develop the local labor market, the government were offering technical training through its Technical and Vocational Education and Training (TVET) Centers, Farmer Training Centers (FTC) and woreda Technical Training Centers, and had formed the Youth Fund which was accessible through ACSI in Amhara, and OCSICO in Oromia.

From discussions with national level respondents from NGOs and the government, it was evident that medium-large private sector industries were unwilling to locate in remoter rural areas due to the poor infrastructure, heightened security threats, poor literacy rates and lack of readiness of youth to join a disciplined work force. The FTCs and Woreda Training Centers were found to be largely non-functional and did not have the necessary resources to effectively function. Although the government has earmarked 10 Billion Birr to the Youth Fund, there remains skepticism as to how much of this fund is actually allocated.

Based on the findings from this LMA, it is recommended that SPIR:

1. *advocates for greater resources to be invested in FTCs such that they are able to proficiently conduct trainings in the range of on-farm activities that the local population rely on.*
2. *works with Youth Associations to organize youth in project working areas, to promote FTCs to build the capacity of youth in on-farm interventions.*
3. *advocates for greater resources to be invested in TVETs and Woreda Training Centers to build the capacity of youth in alternative livelihood activities, including wage-employment.*
4. *works with TVETs and Training Centers to develop curriculum and training material that is relevant to the needs of local businesses.*
5. *negotiates internship options with local businesses.*
6. *advocates with the Ministry of Youth and Sports that the Youth Fund is fully resourced and transferred to different woredas as mandated.*
7. *monitors the allocation of the Youth Fund compared to the personal funds of both ACSI and OCSICO.*
8. *offers to provide limited guarantees for youth wishing to access the Youth Fund through ACSI and OCSICO.*
9. *works with Youth Groups at every occasion, to erode the concept of “gifts” and “dependency”.*
10. *develops local Village Savings and Lending groups from which loans can be more easily accessed, and a revolving fund generated.*
11. *works closely with the Ministry of Youth and Sports to support the activation of Youth Associations and Youth Dialogue meetings.*
12. *coordinates with Woreda Administrations of how youth can be engaged in environmental regeneration activities in government protected / closure areas.*

1. Introduction

Figure 1 - Ethiopia GDP Annual Growth Rate

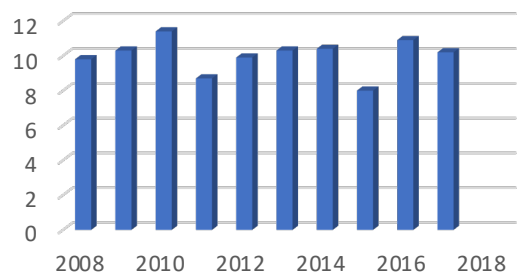
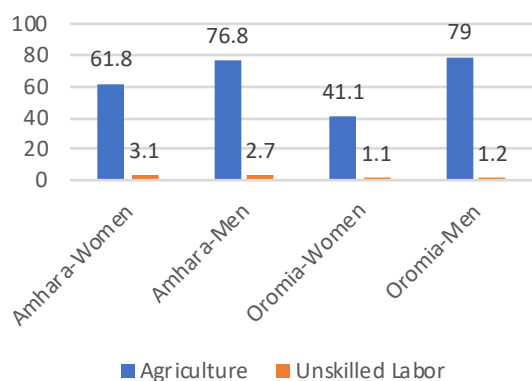


Figure 2 - Major occupational categories



Ethiopia is among the fastest growing non-oil economies in the world, as the government reforms undertaken in recent years have succeeded in opening the economy to foreign direct investments and resulted in expansion of commercial agriculture and manufacturing products. Ethiopia has had a phenomenal average of 9.99 Gross Domestic Product (GDP) Annual Growth Rate over the past 10 years and continues to go strong (Figure 1).¹

Although Ethiopia has been advancing at an impressive rate, the gains are not being equally seen across the country. The rural population continues to rely on traditional livelihood means and have not equally benefited from the industrialization taking place primarily in and around the capital and other large cities of the country. With an increasing youth population, this poses major issues for the country as poverty and a sense of hopelessness among the younger rural population fuels frustration and unrest. On-farm income remains dominant with 61.8 percent of women in Amhara and 76.8 percent of men relying on agriculture related activities as their primary source of income. In Oromia, similarly, agriculture income is the primary

profession with 41.1 percent of women and 79.0 percent men engaged in this activity. Only 3.1 percent of women and 1.1 percent of men are engaged in unskilled labor income in Amhara, and 2.7 percent women and 1.2 percent men are engaged in unskilled labor in the Oromia region.² These low percentages are indicative of the poor economic environment within these regions.

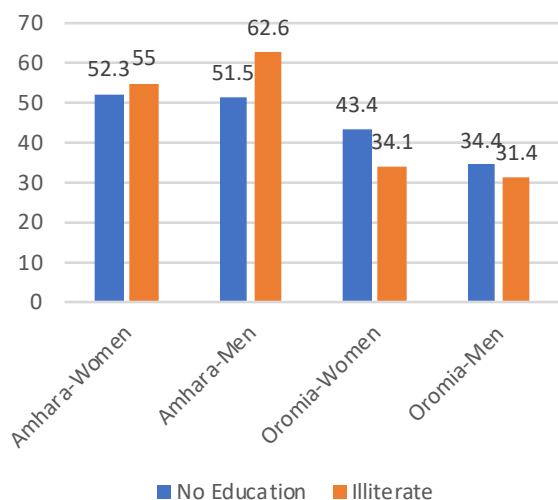
Education and literacy are two prominent factors why industry is reluctant to move to the remoter rural areas of Ethiopia, as they prefer a minimum standard of learning in their employees to enable easier training and oversight of these individuals. In Amhara, 52.3 percent of women have no education and 55.0 percent are illiterate not being able to write their names. Men, equally, suffer from poor education and literacy with 51.5 percent having no education and 62.6 percent unable to write their names. Oromia fares slightly better, but also suffers from poor education and literacy rates where 43.4 percent of women have no education, and 34.1 percent are illiterate. Similarly, 34.4 percent of men in Oromia have no education, and 31.4 percent are illiterate.³

¹ Tradingeconomics.com

² Ethiopia DHS 2016

³ Ibid

Figure 3 - Education and Literacy Rates



The Strengthen PSNP4 Institutions and Resilience (SPIR) project was developed with the goal to “build the resilience to shocks and livelihoods and improve food security and nutrition for rural households vulnerable to food insecurity.” The project is funded by USAID as part of the Title II Development Food Security Activity (DFSA), reaching 349,834 Productive Safety Net Program (PSNP) clients each year, and a total of 526,444 over the Life of Award (LOA). SPIR is implemented by World Vision and its partner ORDA, operating in seven woredas in Amhara (Bugna, Lasta, Wadla, Meket, Sekota, Dahena and Gazgibla), and in five woredas in Oromia (Kurfachelle, Grawa, Chiro, Gemechis and Siraro). The project has four purposes as follows:

- **Purpose 1:** Increased income, productive assets and equitable access to nutritious food for vulnerable women, men and youth.
- **Purpose 2:** Improved nutritional status of children under two years of age, pregnant and lactating women, and adolescent girls.
- **Purpose 3:** Increased women’s empowerment, youth empowerment and gender equity.
- **Purpose 4:** Strengthened ability of women, men and communities to mitigate, adapt to and recover from human-caused and natural shocks and stresses.

2. Objectives

The specific objective of this assessment was to evaluate the labor market supply and demand as follows:

Table I – Areas covered as part of this assessment

Assess Labor Market DEMAND	Assess Available Labor SUPPLY
- Economic sectors with growth potential requiring labor	- Areas of self- and wage-employment
- Self- and wage-employment opportunities	- Financial services available
- Labor skills and competencies preferred by employers	- Technical training centers available
- Opportunities specific to female	- Relevance of trainings provided
- Gaps and challenges employers face	- Gaps that could be strengthened by project
- Potential pathways to self- and wage-employment	- Mismatches between employer and labor expectations

This Labor Market Assessment (LMA) is intended to support the project to refine and focus interventions delivered under Purpose 1 and Purpose 3. The detailed Terms of Reference (ToR) is attached in Annex I.

3. Methodology

The SPIR LMA was conducted through a series of literature reviews, primary assessments with community members and Key Informant Interviews (KII) with national level organizations including civil society, government and private sector. These are described in turn below.

- **Desk Review:** The desk review was performed to better understand the Amhara and Oromia landscapes with regards to the employment sector, and the opportunities that existed within these regions for youth to participate in. It was evident that there were few documents that offered specific details for these two regions, and the majority of studies had been performed at a regional and/or national scale, many of which were several years old. The list of documents reviewed is attached in Annex 2.
- **Primary Survey:** The survey was conducted entirely by the SPIR team, with remote support from the Principal Investigator. The Principal Investigator first developed detailed draft tools, which were shared and discussed with the SPIR team, responsible for youth development, before finalization. The tools were developed with specific instruments framed for conducting female only KIIs, female only Focus Group Discussions (FGD), male only KIIs and male only FGDs. A further set of tools were developed – one for conducting KIIs with individuals representing local businesses, and the second tool for conducting KIIs with individuals representing government support structures. The draft tools were piloted in March 2018, and after minor edits were then finalized.

The primary survey was conducted in April 2018 and was led by the SPIR Youth Advisor and the Livelihoods Technical Lead. The project had selected six woredas to perform the primary survey – Lasta, Sekota and Gazgibla in the Amhara region; and Grawa, Gemechis and Daro Lebu in the Oromia region. A total of six enumerators collected data from the Amhara region over the period April 16-21, and a team of four enumerators collected data from the Oromia region over Apr 23-28. The Principal Investigator had developed a detailed schedule for the entire survey (Annex 3) and was kept abreast of progress by the team.

The survey was developed to collect data from female and male community respondents separately for several reasons. Conducting separate interviews allowed female respondents a safe space to converse freely with the enumerators of their views on what the labor market offered, both for self- and wage-employment, and how as women, they could connect to these opportunities. Data was collected both from key informants, and then from groups of female FGDs. This offered the first level of *triangulation* to be performed to determine emerging trends and patterns emerging. Similar interviews were held with male respondents, again through KIIs and FGDs, allowing for triangulation analysis to be performed to identify trends and patterns. The Principal Investigator then performed further comparisons between the responses from female and male respondents to determine common trends, and to identify views that were more relevant to female members in the community. This developed a comprehensive landscape of the “labor supply”, together with the challenges and opportunities for both self- and wage-employment.

To develop a profile of the “demand” landscape, the team conducted surveys with different local businesses. The businesses selected were from a wide range of services and did not follow any particular selection criteria other than being present in the locality. The team discovered, as the survey unfolded, that locating businesses was in itself a challenge, given the remote areas where the project operated in.

The team then went on to interview key informants from different support structures that existed within these sampled woredas. This was to determine the type of support that existed to develop community members to become better marketable in the wage-employment sector, and also how to develop themselves in the self-employment sector. Financial institutions were also interviewed to develop an understanding of the financial support that was available to the local population, and the barriers which proved to be obstacles in securing loans and access to finances.

A total of 22 KIIs were conducted with female community respondents, 20 KIIs with male community respondents, 21 KIIs with local businesses, and 45 KIIs with respondents representing different support structures. Similarly, 11 FGDs were conducted with female community respondents and 12 FGDs with male community respondents. In total the SPIR LMA conducted 108 KIIs and 23 FGDs.

Table 2 – Summary of overall interviews conducted

Region	Woreda	Interview	Counts
Amhara	Lasta	KII – Female	5
		FGD – Female	2
		KII – Male	3
		FGD – Male	2
		KII – Local Business	1
		KII – Local Structure	9
	Gazgibla	KII – Female	4
		FGD – Female	2
		KII – Male	3
		FGD – Male	2
		KII – Local Business	3
		KII – Local Structure	8
	Sekota	KII – Female	4
		FGD – Female	1
		KII – Male	5
		FGD – Male	2
		KII – Local Business	4
		KII – Local Structure	9
Oromia	Grawa	KII – Female	3
		FGD – Female	3
		KII – Male	3
		FGD – Male	2
		KII – Local Business	3
		KII – Local Structure	6
	Gemechis	KII – Female	3
		FGD – Female	1
		KII – Male	3
		FGD – Male	2
		KII – Local Business	5
		KII – Local Structure	6

		KII – Female	3
		FGD – Female	2
	Daro Lebu	KII – Male	3
		FGD – Male	2
		KII – Local Business	5
		KII – Local Structure	7
		Total KIIs – Female	22
		Total KIIs – Male	20
		Total KIIs – Local Business	21
		Total KIIs – Local Structures	45
		Total KIIs – Combined	108
		Total FGDs – Female	11
		Total FGDs – Male	12
		Total FGDs – Combined	23

All data was entered by the survey team, in prescribed formats developed by the Principal Investigator, cleaned and sent in its entirety to the Principal Investigator in May 2018. The Principal Investigator performed analysis on the data, triangulating information as described earlier, to develop profiles of the local population, and how they perceived their skills, opportunities and challenges to engage in self- and wage-employment. The demand side was also evaluated, analyzing responses from local businesses, to develop a profile of the requirements they had in their workforce, and the challenges and opportunities for youth employment. Finally, the support structure was evaluated, analyzing responses from training institutes and financial agencies to develop a profile of the existing support that existed to develop skills and accessibility to financial resources to the local population.

- National Level KIIs:** The Primary Investigator traveled to Addis Ababa from July 22 – July 31, during which time he conducted, together with the SPIR Youth Adviser, a series of interviews with the management of mid to large development projects working with youth, interviews with government counterparts, and with international businesses setting up industry in Ethiopia. Respondents included meeting with three NGOs and two government departments. International businesses were included in the assessment to gauge a perspective of their strategic positioning within Ethiopia, and to better understand what criteria they followed before establishing factories in the country. Unfortunately, interviews with only one viable business was managed to be arranged. While interesting insights were provided by the private sector representative, she requested that the name of the company not be used for the purposes of this report as this would require a more elaborate approval process from their European headquarters.

Table 3 – Summary of national level interviews conducted

Government Agencies	NGOs	Private Sector
Investment Bureau of the GoE	Digital Opportunity Trust (DOT)	Preferred to remain anonymous
Oromia Youth and Sports Ministry	Education Development Center (EDC)	
	Save the Children (POTENTIAL project)	

- **Analysis:** The objective of this assessment was to provide a contextual analysis relevant to the woredas in which SPIR operates. Accordingly, the Principal Investigator relied primarily on the data collected from the field to ground the analysis to the locality, and from the information gathered from the respondents at the national level.

Adopting a triangulation approach, trends and patterns of community respondents was first analyzed, paying particular attention to women-centric participation in self- and wage-employment. Responses from local businesses was then compared to the responses from the community respondents which highlighted and reflected areas of convergence and gaps between the supply and demand sectors, and the challenges and possible opportunities that existed within each of these regions.

Analysis of systemic structures, primarily capacity building efforts within each of these woredas, and the types of financial instruments available to the poor, provided an insight into the various structures that the local population could rely on. This was particularly important for longer term sustainable development of building capable labor forces in both self- and wage-employment, and supporting local businesses to grow and be profitable.

4. Limitations

There were several limitations in this assessment. Considering the Primary Investigator was not present during the data collection period from the field, he did not have the benefit of being able to directly explore and experience the different landscapes, specifically related to the labor market. This is usually beneficial to evaluators to develop a better understanding of the context. The Principal Investigator was also deprived of the daily observations and conversations from the enumerators, which usually helps to gather information and begin to form a framework from the onset. Frequent conversations aid in identifying trends and outliers early, and should there be interesting issues emerging, allows for the evaluators to explore these areas in greater detail as the survey unfolds.

Having reviewed numerous documents, it was evident that there was **very little information grounded to woreda level analysis**. Accordingly, the data gathered from the field was relied on considerably to frame the analysis, such that recommendations could be made which were applicable to the woredas in which data was gathered from, making this report more applicable to the needs of the SPIR project.

The assessment attempted to chart a forward-looking strategy by investigating the limitations that industry faces in expanding to remoter areas of Ethiopia. **For labor markets to thrive, expand, and be sustainable, private sector growth is paramount.** However, after repeated attempts by the SPIR team to arrange meetings with medium to larger level private sector organizations, only one meeting at the national level was possible as all other businesses that were approached were not interested to provide time to this study. This in itself is symptomatic of the lack of interest of private sector to consider opening locations across the country as most prefer to stay within the vicinity and outskirts of the capital, Addis Ababa, or more developed industrial zones such as Hawassa, which all offer similar incentives to setup industry.

5. Findings

5.1. Amhara Region

The predominant earning sector for youth was in self-employment activities standing at 37 percent, and only 13 percent involved in wage-employment. The primary reasons for unemployment was stated as a lack of education (39 percent), lack of available job openings (12 percent), a lack of relevant experience (14 percent), a lack of technical skills (25 percent), and a lack of social capital (2 percent).⁴ These findings mirror closely what was found from the primary surveys held in the field as part of this LMA which is detailed below.

Community Female Respondents:

A total of five KIs and two FGDs were conducted in Lasta, four KIs and two FGDs in Gazgibla, and four KIs and one FGD in Sekota with female respondents. Common views across the three woredas were that due to the high state of unemployment, youth had gravitated towards drugs contributing to a poor social environment, family conflict was high due to families having to support youth within their households, crime had risen in the form of petty thefts and robberies, pregnancy rates had spiked due to the leisure time available to youth, as did the rate of early marriages, especially for girls such that families could reduce the burden of supporting their female children. The poor wage-earning opportunities have led to youth being depressed and a sense of low self-esteem. In addition to these common social problems, respondents in Gazgibla highlighted that due to a lack of opportunities, girls considered **prostitution** as a possible earning option. Entering this profession brought its own set of risks, and further tabooed girls in the society.

Female youth across the three woredas were predominantly engaged in traditional self-employment activities including petty trade, brewing and selling local beer, running small coffee shops, rearing poultry and trading eggs, and fattening livestock. Working as house-maids in nearby towns was the only source of wage-employment that was identified. Respondents considered that self-employment opportunities could be improved if their capacity was strengthened in communication and business skills to enable them to better negotiate and manage their businesses. In terms of technical skills, women viewed opportunities commonly in food preparation, agriculture and beer production as all potential new areas of generating income or as growth areas to improve on current practices. For wage-employment opportunities, women viewed that greater attention to building the capacity of women's literacy rates, and developing their skills in agriculture, food preparation, tailoring and spinning could help them to find employment. The hotel and construction industries were also considered to be growth areas given the tourist attraction in and around these woredas, where training women in hotel management, or in construction work would enable them to seek employment.

The responses from women across the three woredas were similar when it came to how they thought local businesses viewed women. Responses included that generally businesses were open to taking on female employees but felt that **women lacked energy and the skills** necessary for them to be employed in their business. Women generally said that they were not aware of

⁴ EPMES 2017 Baseline

wage-employment opportunities as job opening announcements were not reaching down to local levels. They also shared that they did not have the necessary education nor skills to be competitive to secure a job in a local business or government organization. In the area of self-employment, women shared that one of their primary impediments was not being able to access finances. However, they were all aware that the government had introduced the Youth Fund through the Amhara Credit and Savings Institution (ACSI), but were not fully cognizant of how to access this.

The high rates of unemployment have led to youth migrating to seek temporary work. The preferred migration sites for youth residing in Lasta were Metema, Woldiya, Dessie, Lalibela and coming to the capital Addis Ababa. Migrating to neighboring Arab countries was also an option where female migrants preferred to take employment as house maids. The preferred migration areas for youth living in Gazgibla to obtain temporary work as day laborers and as house-maids were in Almata, Sekota and Addis Ababa. Similar to Lasta, migrating to neighboring Arab countries was also prominent to obtain work as housemaids. Preferred migration sites for youth living in Sekota were Mekele, Almata and Addis Ababa to obtain temporary work as day laborers and as housemaids.

In Lasta, there appeared to be a market for tailoring and handicrafts where respondents shared that with training they could both find opportunities for wage-employment, as well as self-employment. Technical and Vocational Education and Training (TVET) centers and ORDA were mentioned as two places which offered skills training which was open to the local population. Respondents in Gazgibla shared that they were not aware of any training institutes in their locality, highlighting that **this woreda may be remoter and less developed than Lasta and Sekota**. In Sekota, respondents considered hairdressing as a potential wage- and self-employment opportunity. Women shared that there was a TVET in the woreda which offered trainings – but were not sure exactly what topics were offered.

Figure 4 - Primary income sources (female respondents) - Amhara

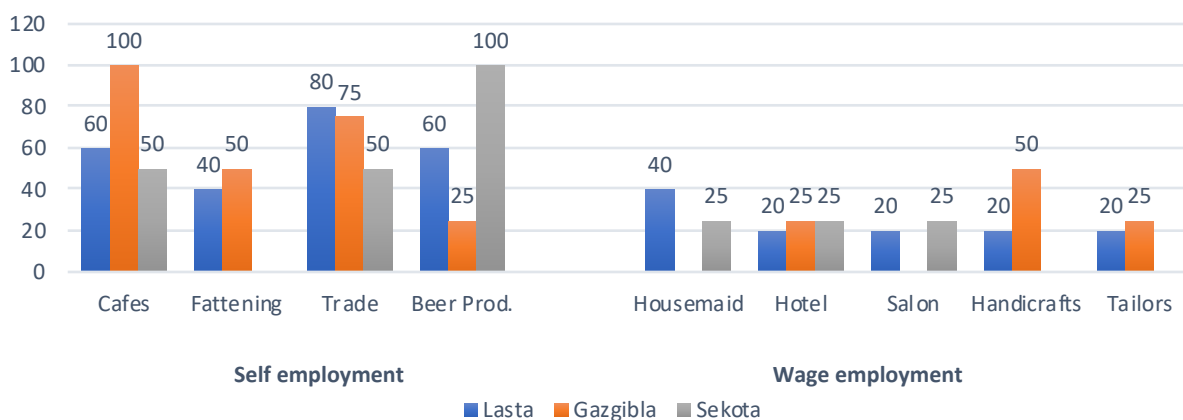
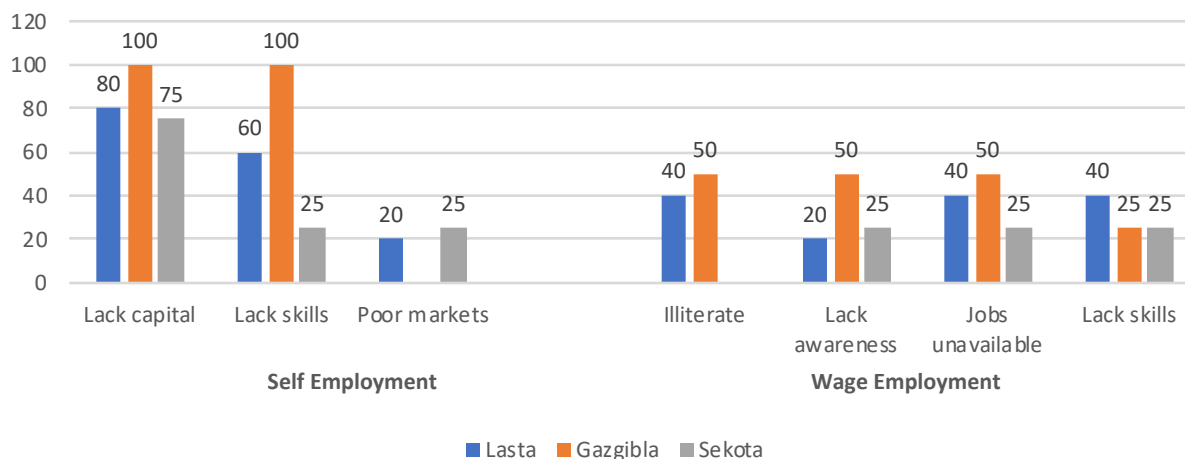


Figure 5 - Challenges to income earning (female respondents) - Amhara



Community Male Respondents:

A total of three KIs and two FGDs were conducted with male respondents in Lasta, two KIs and two FGDs in Gazgibla, and five KIs and two FGDs in Sekota with male respondents. Common responses were similar to that of female respondents in Lasta where youth had been drawn to drugs due to high unemployment, and at times engaged in more serious crimes including theft and robbery. They were heavily dependent on their families which usually led to conflict given the limited resources of these poor families. The poor opportunities have led to youth being angry and frustrated, with a feeling of low self-esteem.

Male youth were predominantly engaged in traditional self-employment activities including on-farm activities of rearing poultry and trading eggs, agriculture, and fattening livestock. Off-farm activities included petty trading, running small cafes and restaurants, and weaving and tailoring. Respondents considered that wage- and self-employment opportunities could be improved if their capacity was strengthened in these different technical skills. Few respondents mentioned needing capacity building in soft skills such as communication and business skills which may be due to their poor understanding of how important these skills are to be successful.

Male respondents felt that local businesses viewed male youth as being hardworking and energetic. Young men considered that their lack of awareness of what jobs were available, their poor levels of education, lack of relevant skills, and the lack of local businesses were all impediments for them to secure wage-labor. In the area of self-employment, access to credit was universally considered to be the major obstacle. However, they were aware that the government had introduced the Youth Fund through ACSI, but were not fully cognizant of how to access these loans. In terms of capacity building institutes, respondents from all three woredas were aware that TVETs were available for them to get training from.

In Lasta, the preferred migration sites to obtain temporary work were Metema, Humera, Benshangui, Raya and Addis Ababa, primarily for construction and day labor work. In Lasta, male respondents mentioned that the lentil trade and becoming a barber were other potential forms of self-employment. In Gazgibla, the preferred migration areas included Addis Ababa, Raya, Humera, Metema and Sekota to find temporary employment. In addition to the common areas

of work, it appeared that beekeeping, carpentry and metal work were other potential areas for wage- and self-employment. In Sekota, migration sites included Addis Ababa, Metema, Raya, Alamata and Humera, as well as going abroad to neighboring Sudan to find work as day laborers. The unique feature of Sekota was that respondents shared that sand excavation and stone production were primary wage-employment sectors, as was the construction industry. Similarly, Gazgibla respondents shared that stone collection was a source of wage-employment.

Figure 6 - Primary income sources (male respondents) - Amhara

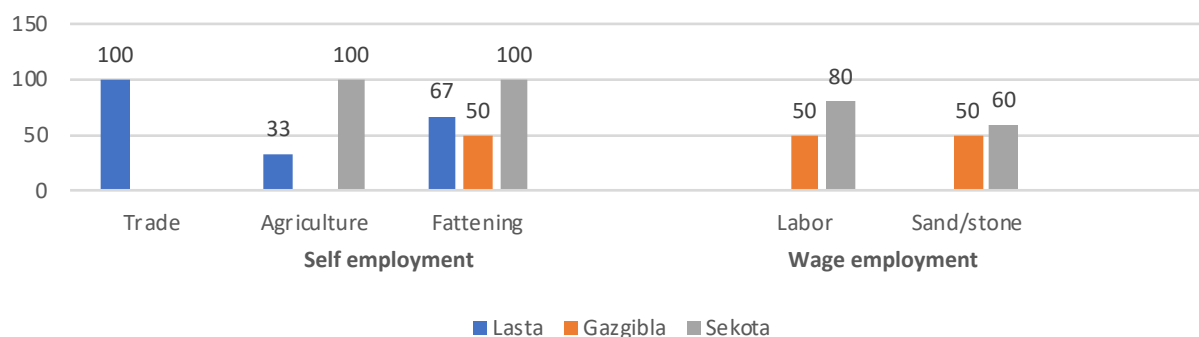
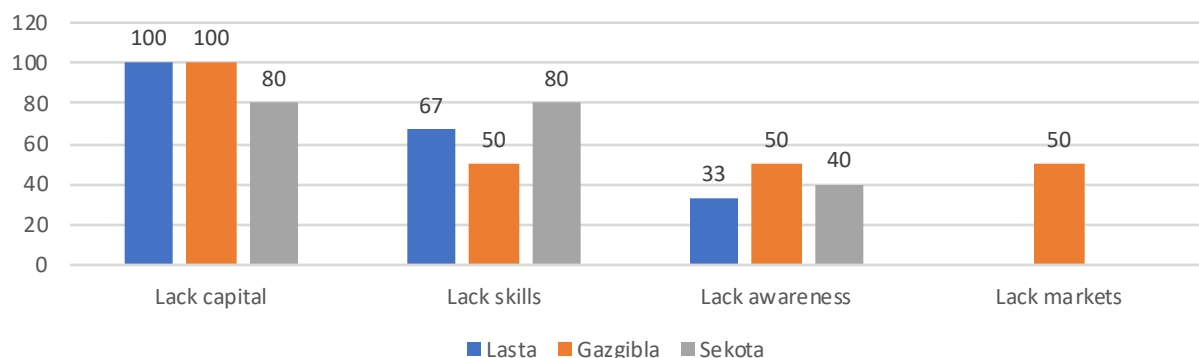


Figure 7 - Challenges to income earning (male respondents) - Amhara



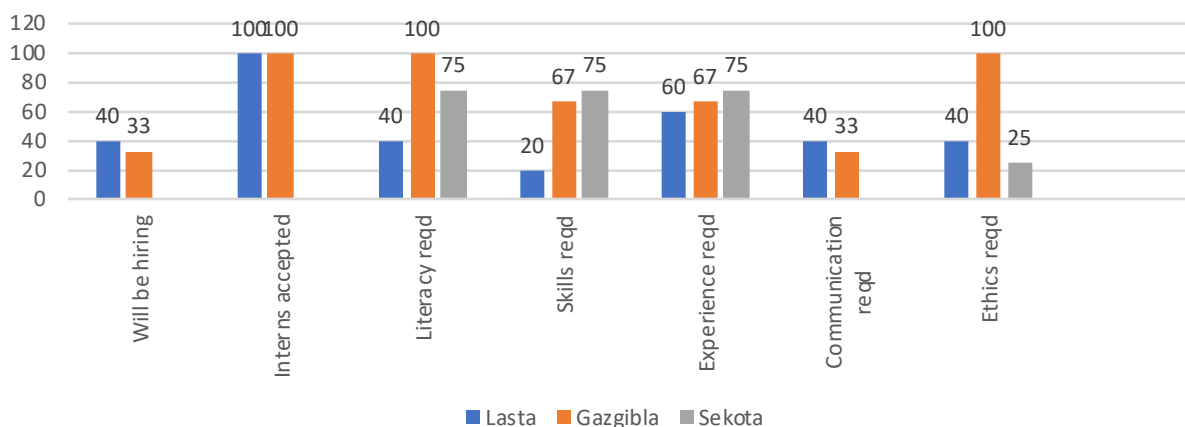
Local Business Respondents:

In Lasta, a total of five businesses were interviewed – two metal workshops, one beauty salon, one small restaurant and one butchery. All of these businesses were looking for workers on a seasonal contract. The metal workshops were finding it difficult to recruit qualified welders, as did the butchery to find competent butchers. Both these local businesses said they would be searching for additional staff in the coming year. All businesses were willing to take on interns to train youth and said that they would not discriminate between taking on a female or a male employee. All respondents shared that they considered youth to be hardworking, but two of the three respondents did not consider youth to be reliable. The most important attributes and skills businesses sought were experience, punctuality, literacy, numeracy, technical skills, communication skills and discipline. Only two of the five businesses (one metal workshop and the butchery) said they would be willing to provide on-the-job training. Only the two metal workshops were aware of the TVET as a place where local people could get training.

In Gazgibla, two metal shops and one small restaurant were interviewed. The metal shops employed all male workers, whereas the restaurant employed all female workers. These businesses preferred to hire on a seasonal contract. Both metal shops said they found it difficult to source experienced workers, whereas the restaurant claimed that it was difficult to find workers as people were unwilling to work in a restaurant due to local stigma. None of the businesses had a preference of either female or male employees for future needs, as long as they had the necessary skills. Generally, all respondents had a good impression of youth and considered them to be reliable and hardworking. The most important attributes that were sought for in employees was experience, education, relevant technical skills, honesty, communication skills, and a good attitude. Two of the three businesses were willing to take on interns, and willing to provide on-the-job training. **None of the businesses were aware of any training opportunities or institutions in the woreda.**

In Sekota, three businesses were interviewed – all from the construction industry. These businesses preferred to hire on a monthly contract when orders were high. Their current workforce comprised of approximately 10 percent female staff, and for future recruits all three businesses said they would not discriminate between female and male recruits. Two of the three businesses were willing to take on interns and provide on-the-job training and considered youth to be reliable and hardworking. The primary attributes these industries were looking for in employees were education and literacy, experience, relevant technical skills, communication skills, loyalty and discipline. Only one of the three businesses was aware that the TVET provided technical training.

Figure 8 - Local business responses (Amhara)



Government Support Structure Respondents:

A total of nine KIIs were conducted in Lasta, eight KIIs in Gazgibla and nine KIIs in Sekota with government personnel. Respondents were from various sources including the Woreda Agriculture and Natural Resources department, TVETs, Kebele Chairpersons, Youth and Sports department, Women and Child Affairs department, woreda Small and Medium Enterprises (SME) department, and from ACSI. Respondents observed that due to high unemployment, youth were increasingly engaging in theft, becoming addicted to alcohol and drugs, and causing general conflict within the family.

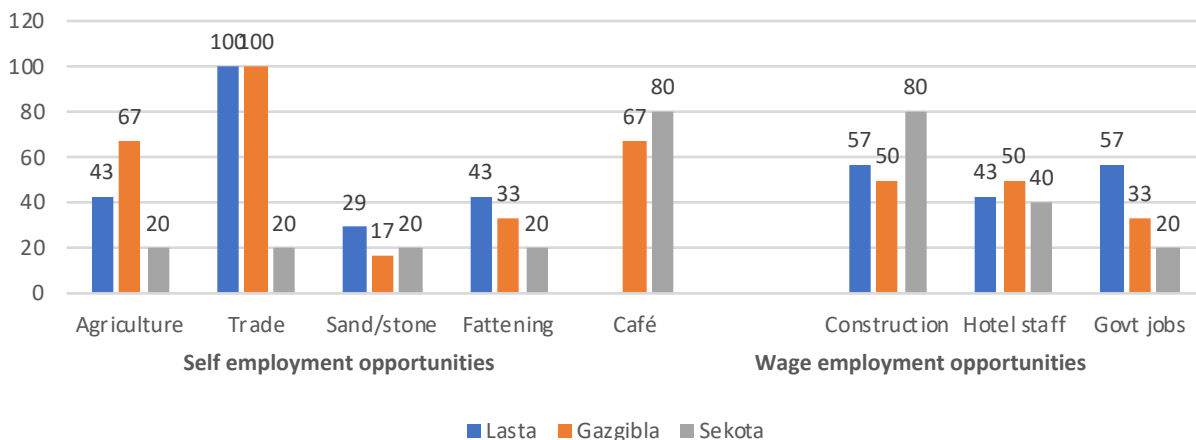
The common sources of self-employment, according to these respondents, were in on-farm activities including livestock fattening and agriculture. Off-farm activities included wage-labor for stone processing, sand excavation, construction and beekeeping, small restaurants, carpentry, and metal shops. Specific to women, respondents viewed them to be primarily involved in the traditional on-farm activities as above, and also in brewing and selling local beer, making and selling bread, and in tailoring. Sectors which were currently experiencing shortage of workers included hotels, and the government departments of education, health and veterinary services.

The major impediments youth faced in securing wage-employment was due to their lack of education, experience, lack of awareness of not knowing what job openings were available, and a general lack of jobs being available. Impediments to self-employment primarily were due to a lack of financial services offering loans, and a lack of relevant technical skills among youth.

Respondents shared that larger businesses were unwilling to locate in these woredas due to the poor infrastructure such as electricity, irrigation canals, and transportation services. Poor financial services was another primary reason why businesses were unwilling to locate in these areas. To develop the local labor market, the government were offering technical training through its TVETs, Farmer Training Centers (FTC) and woreda Technical Training Centers, and had formed the Youth Fund which was accessible through ACSI.

For Lasta, respondents considered tourism as an expansion area for wage-employment and suggested that there would be upcoming wage-employment opportunities in road construction. In Gazgibla, respondents considered tailoring, hair cutting, carpentry, and beekeeping to be viable self- and wage-employment sectors and shared that there would be upcoming opportunities to find work in the planned construction of an irrigation canal, and construction of a hospital and a TVET building. In Sekota, beekeeping, sand excavation and stone production were all good opportunities for employment, and specific upcoming wage-employment opportunities was in the ceramic factory, marble production factory, and the steel production factory, all of which were being established in the coming year.

Figure 9 - Opportunities for income earning (government responses) - Amhara



5.2. Oromia Region

According to the EPMES 2017 Baseline, the predominant earning sector for youth was in self-employment activities standing at 35 percent, and only 5 percent involved in wage-employment. The primary reasons for unemployment was stated as a lack of available job openings (21 percent), a lack of relevant experience (22 percent), a lack of technical skills (40 percent), and a lack of social capital (2 percent). These findings mirror closely what was found from the primary surveys held in Oromia which is detailed below.

Community Female Respondents:

A total of three KIIs and three FGDs were conducted in Grawa, three KIIs and one FGD in Gemechis, and three KIIs and two FGDs in Daro Lebu with female respondents. Common views across the three woredas were that due to the high state of unemployment youth were drawn to drugs and alcohol, family conflict was high due to families having to support youth within their households, and early marriage rates had risen. The poor wage-earning opportunities have led to youth being depressed and demoralized. More concerning was that Gemechis respondents claimed that the **rate of suicide among youth had risen** due to their feeling of hopelessness. This assessment could not verify the scale of this problem.

Female youth across the three woredas were predominantly engaged in traditional self-employment activities including petty trade, small coffee shops, rearing poultry and trading eggs, fattening of livestock, trading chat and agriculture. Respondents considered that self-employment opportunities could be improved if their capacity was strengthened in communication and business skills to enable them to better negotiate and manage their businesses. In terms of technical skills, women viewed opportunities commonly in food preparation, agriculture and livestock fattening as potential growth areas to improve on current practices.

The responses from women across the three woredas were mixed when it came to how they thought local employers viewed women. There was a general feeling that employers favorably viewed female recruits, however, educated women were provided priority. Women generally said that they were not aware of wage-employment opportunities as announcements of job openings were not reaching down to local levels. They also shared that they did not have the necessary education nor skills to be competitive to secure a job in a local business or government organization. In the area of self-employment, women shared that one of their primary impediments was not being able to access finances, as well as a lack of skills. Respondents were generally unaware of the Youth Fund, except in Gemechis – but did know that the Oromia Credit and Savings Institution (OCSICO) offered loans. Respondents from both Grawa and Gemechis said there were no training centers offering support in capacity building, whereas Daro Lebu respondents shared that there was the TVET and GOAL who offered capacity building training to the local population.

For Grawa residents, the preferred migration sites were Dire Dawa, Aweday, Harare and Haramaya. Migrating to neighboring Arab countries was also an option where migrants preferred to take employment as housemaids. In Gemechis, the preferred migration areas for youth to obtain temporary work as day laborers and as house-maids were in Dire Dawa, Jijiga and Addis Ababa. Similar to Grawa, migrating to neighboring Arab countries was also prominent to obtain

work as housemaids. In Daro Lebu, migration sites included Dire Dawa, Micheta, Mechara and Hawigudina to obtain temporary work as day laborers, as well as migrating to neighboring Arab countries to take up work as housemaids.

Figure 10 - Primary income sources (female respondents) - Oromia

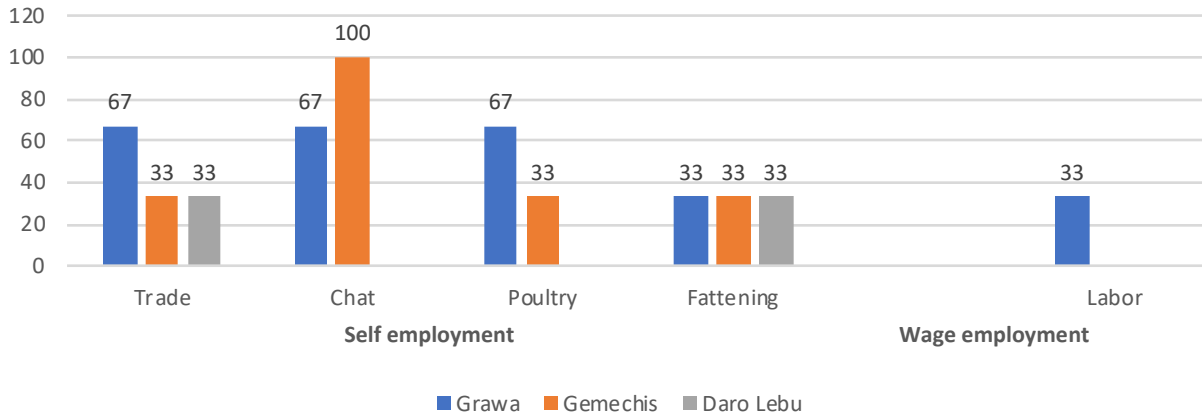
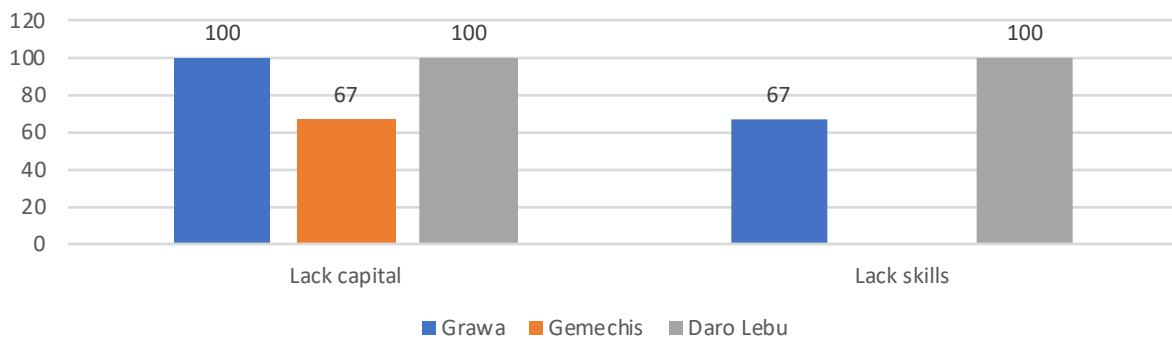


Figure 11 - Challenges to self employment (female respondents) - Oromia



Community Male Respondents:

A total of three KIIs and two FGDs were conducted with male respondents in Grawa, three KIIs and two FGDs in Gemechis, and three KIIs and two FGDs in Daro Lebu. Common responses were that due to high unemployment, youth have been drawn to drugs and alcohol, and were heavily dependent on their families. The poor opportunities have led to youth being depressed and low self-esteem, and attracting many of them to disruptive politics. As with the female respondents, male respondents also shared that **suicide rates among youth had spiked** in Gemechis as a result of hopelessness due to being unemployed.

Male youth were predominantly engaged in traditional self-employment activities including on-farm activities of rearing poultry and trading eggs, agriculture, chat trading and fattening of livestock. Off-farm activities included labor. Respondents considered that self-employment opportunities could be improved if their capacity was strengthened in business skills, communication skills, and in the different technical skills mentioned above. Wage-employment opportunities could be improved if their skills were developed in carpentry, metal work and construction. Differences were observed where respondents in Grawa considered driving to be

an opportunity for wage-employment. **Onion farming** appeared to be a niche in Gemechis, as was **potato and tomato farming** in Daro Lebu.

Male respondents generally felt that local businesses viewed male youth as being conflict raisers and unreliable. Young men considered that their lack of awareness of what jobs were available, their poor levels of education, lack of relevant skills, and the lack of availability of local businesses were all impediments for them to secure wage-labor. In the area of self-employment, access to credit was universally considered to be the major obstacle, and a lack of technical skills. However, they were aware that the government had introduced the Youth Fund through OCSICO, but were not fully cognizant of how to access this. Grawa and Daro Lebu respondents were aware of training institutes such as TVETs, however, **respondents from Gemechis were completely unaware of these training institutes.**

In Grawa, the preferred migration sites to obtain temporary work were Awaday, Fadis Showa, Jijiga, Harare, Dire Dawa and Halemaya primarily for construction and day labor work. Youth also migrated to neighboring countries such as Saudi Arabia, Egypt and Sudan for day labor opportunities. In Gemechis, preferred migration areas included Boke Wared, Jijiga, Chiro, Badessa, Chebi, Jalo and Olkaba. In Daro Lebu, migration sites included Hawigudina and Arsi, as well as neighboring countries such as Saudi Arabia, Kuwait and Egypt.

Figure 12 - Primary self employment sources (male respondents) - Oromia

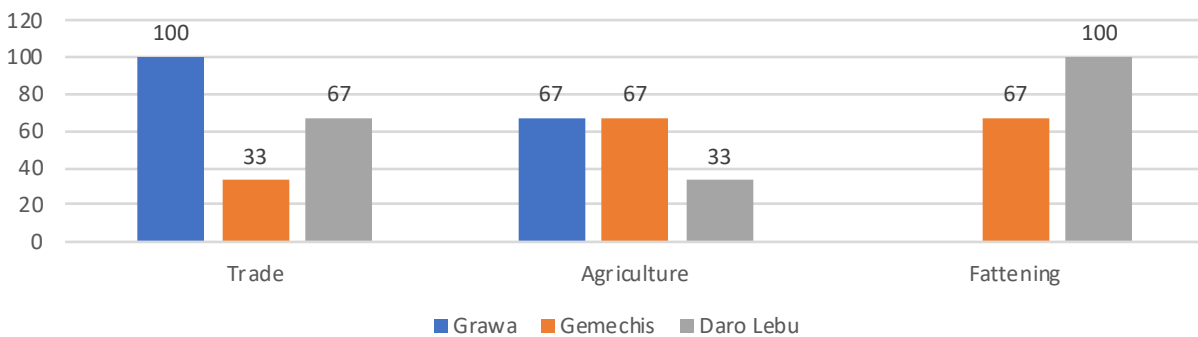
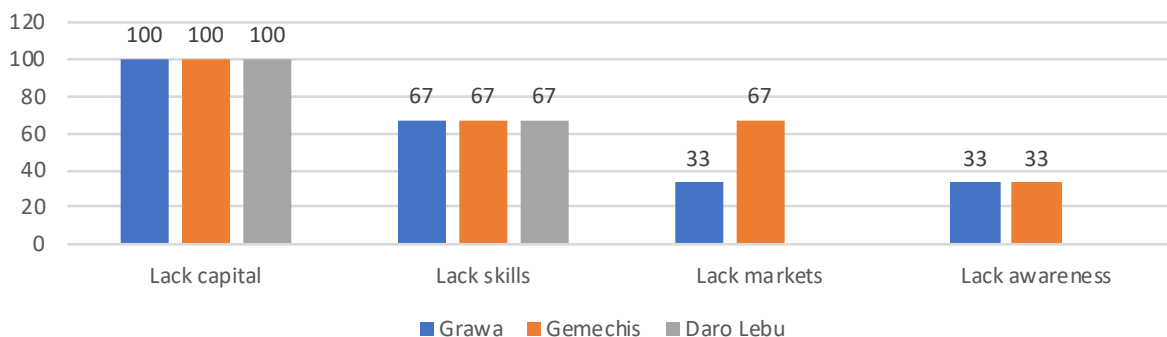


Figure 13 - Challenges to self employment (male respondents) - Oromia



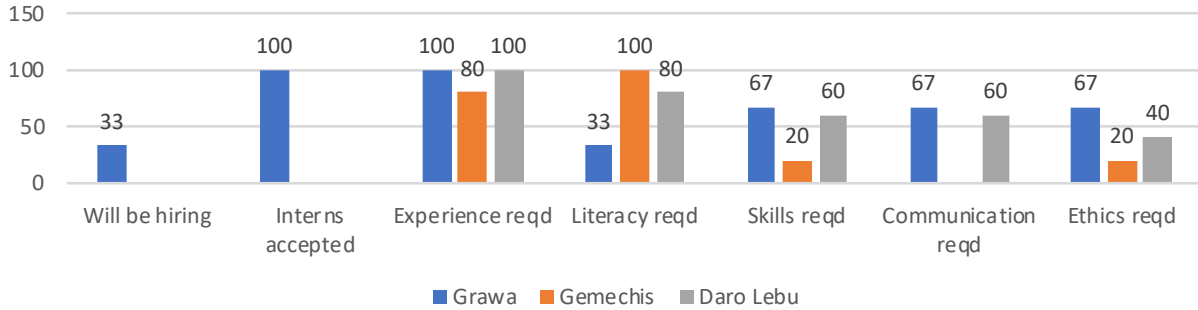
Responses from Local Businesses:

In Grawa, a total of three businesses were interviewed – two wood and metal workshops, and one small restaurant. All of these businesses were looking for workers on a seasonal contract. The metal workshops were finding difficulty in recruiting qualified workers, and one of them had to consequently reduce taking orders. Both these local businesses said they would be searching for additional staff in the coming year, but would only recruit male workers, whereas the restaurant preferred to take on female workers. All businesses were willing to take on interns to train youth. Respondents from the metal workshops shared that they considered youth to be hardworking and reliable, whereas the restaurant considered youth to be lazy and unreliable. The most important attributes and skills businesses sought were experience, maturity, relevant technical skills, communication skills and good working ethics. Only one of the three respondents were aware of the TVET to provide training to the local population.

Given the poor economy of Gemechis, the survey team could not find enough local businesses to interview, and hence went to the next closest town, Chiro, to conduct these interviews. Here, a total of five KIs were conducted including one garage workshop, one brick manufacturer, one carpentry, one bottling factory and one hotel. The garage and carpentry employed 100 percent male, whereas the hotel employed a larger female workforce. The brick and bottling factories both employed approximately 30 percent female. All these businesses preferred to hire on a daily contract, except for the garage which employed on a monthly contract. All five businesses shared that they found it difficult to source experienced workers and were seeking to hire new employees. None of the businesses had a preference of either female or male employees for future needs, as long as they had the necessary skills. Generally, all respondents had a poor impression of youth considering them to unreliable and lazy. The most important attributes that were sought for in employees were experience, education, relevant skills, communication skills and honesty. All of the businesses were willing to take on interns, and willing to provide on-the-job training. None of the businesses were aware of any training opportunities or institutions in these three woredas.

In Daro Lebu, four businesses were interviewed – one garage workshop, one metal workshop, one hotel, and one wholesale coffee exporter. All these businesses preferred to hire on a daily contract, besides the hotel which preferred seasonal contract staff. The garage and the metal workshop were 100 percent male, whereas the hotel had equal proportions of female and male staff, and the wholesaler employed primarily female staff. The metal workshop and wholesaler were planning to recruit additional staff in the coming year. All four of the businesses were willing to take on interns and provide on-the-job training and considered youth to be reliable and hardworking. The primary attributes these industries were looking for in employees were patience, honesty, commitment, financial literacy, experience and relevant technical skills. Only two of the four businesses were aware that the TVET were mandated to provide technical training but said this was **dysfunctional**.

Figure 14 - Local business responses (Oromia)



Responses from Support Structures:

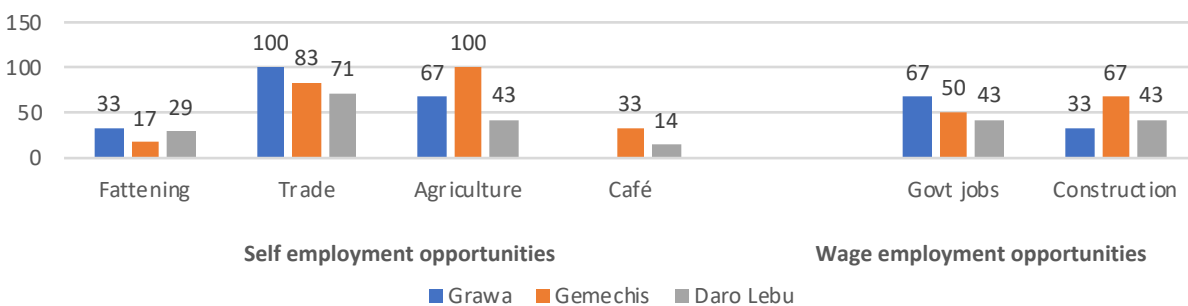
A total of six KIIs were conducted in Grawa, six KIIs in Gemechis and seven KIIs in Daro Lebu with government representatives. Respondents were from various sources including the Woreda Agriculture and Natural Resource department, TVETs, Kebele Chairpersons, Youth and Sports department, Women and Child Affairs department, Woreda SME department, and from OCSICO. Respondents observed that due to high unemployment, youth were increasingly engaging in theft, becoming addicted to alcohol and chat, and causing family conflict.

The common sources of self-employment were in on-farm activities including livestock fattening, poultry and eggs, and agriculture. Off-farm activities included petty trades and chat. Specific to women, respondents viewed them to be primarily involved in traditional on-farm activities. The major impediments youth faced in securing wage-employment was due to their lack of education, experience, lack of awareness of job openings, and a general lack of jobs being available. Impediments to self-employment primarily was due to a lack of financial services offering loans, and a lack of relevant technical skills among youth.

Respondents shared that larger businesses were unwilling to locate in these woredas due to the poor infrastructure such as electricity, irrigation canals, and transportation services. Poor financial services was another primary reason why businesses were unwilling to locate in these areas.

To develop the local labor market, respondents shared that the government offered technical training through its TVETs, FTCs and woreda Technical Training Centers, and had formed the Youth Fund which was accessible through OCSICO. Upcoming opportunities for wage-employment included construction of roads and a spring manufacturing plant in Gemechis, and road construction in Daro Lebu.

Figure 15 - Income earning opportunities (Government responses) - Oromia



5.3. National Level

Responses from NGOs

From discussions with Digital Opportunity Trust (DOT), Education Development Center (EDC) and the POTENTIAL project of Save the Children, it was evident that medium to large private sector businesses were unwilling to locate industry in the remoter parts of Ethiopia where SPIR operates. There were several reasons for this as follows:

- The remoter areas of Ethiopia did not provide an adequate infrastructure with basic services that were essential for industry. This included unreliable electricity, water and gas which were critical elements for a working factory. Poor road networks was another factor that would potentially increase costs of transporting to and from the factory.
- Poor transportation networks would impact on the workforce appearing on time for work, especially for those living some distance away from the factory. This could result in a break in assembly lines, and putting at risk the factory's ability to function at maximum capacity.
- Transporting inputs and raw material would be expensive as all the suppliers were in and around Addis Ababa. Transporting goods would be an arduous task, especially when having to transport these good by road in many of the remoter, mountainous areas in the north and east of the country where SPIR operates.
- Locating in remoter areas considerably increased security risks. The unrest that have been experienced across Ethiopia these past several years have seen the destruction of several factories which were located outside of Addis Ababa. These experiences have been counterproductive for businesses to consider investing in remoter regions due to the perception that factories are at greater risk of being attacked and damaged, together with all the equipment in the factory, and putting staff in personal danger.
- The larger private sector, especially foreign owned, organizations perceived that there was a lack of trust among the local population on foreign investors, as they were considered to be agents of the previous government given the numerous incentives they were provided. This could be dangerous as with the smallest of incidents, locals could quickly turn against the factory.
- Industries have a minimum requirement for its workforce to be literate such that they can be more easily trained. This is a major deterrent for industry to locate in rural areas such as Amhara and Oromia where the illiteracy rate stands at 55.0 percent for women and 62.6 percent for men in Amhara; and 34.1 percent for women and 31.4 percent for men in Oromia.⁵
- Larger private sector considered there was a lack of “readiness” for youth to take up stable work, especially those coming from the rural areas. There were several reasons for this including youth not being used to working in a structured environment which required them to work a fixed number of hours per day, and a fixed number of days in a week. Other normal standards of being on time, fixed break times, being focused on their work during work hours, were all alien concepts to youth joining for the first time in their lives a more professional private sector environment.

⁵ Ethiopia DHS 2016

- For those industries which have located in the industrial parks set up by the government, the workforce were usually from the rural areas close to these parks, as well as many relocating from distant areas of Ethiopia to be closer to the industrial parks. These factories on the whole paid poor salaries, ranging from 1,000-1,200 Birr (approximately US\$31-38) per month. This was hardly sufficient for a worker to cover their basic needs of accommodation, food and travel which consequently has led to a high turnover in the workforce. However, when talking to the private sector, it was evident that although they were keen to increase salaries, they were unable to do so as their operating costs were considerably higher than factories that operated in other parts of the world. This was due to taking significantly longer time to train workers in Ethiopia, primarily due to their poorer literacy and their lack of readiness to join a structured working force. Even after completing their training, it was found that, on average, workers took extended periods to complete their task, which had a knock-on effect across the assembly line. Hence the number of finished products at the end of a day's work was far less than expected. Finally, even with the poor quantity of outputs, the rate of defective products was much higher than acceptable levels. All of these resulted in poorer outputs which cut into profit margins and in turn cut into the salaries of workers.

With regards to existing technical training support structures, **only the TVET appeared to be operational**. Although TVETs offered structured curriculums, these were not usually tailored to the needs of local businesses, which frequently resulted in students not being able to secure job placements after having completed the training, leading to frustration. Also, TVETs were severely limited in their quotas, and were reaching a small fraction of the youth residing in the woreda with its capacity building efforts. Another challenge was that TVET Instructors closely followed set curriculums provided to them, and mostly lacked exposure to more innovative approaches and latest technical skills as they had no opportunity for cross-visits or refresher trainings to develop their own expertise. These shortcomings were transferred on to the students they trained.

The **FTCs and Woreda Training Centers were found to be largely non-functional**. From various interviews with World Vision Ethiopia (WVE), DOT, EDC, Save the Children, and the Director of the Oromia Youth and Sports Ministry, it was apparent the FTCs did not have the necessary resources to effectively function, and the Woreda Training Centers equally had little to no resources and were currently being used as a meeting place for hosting political meetings.

The other critical support offered by government was the Youth Fund developed specifically for poor youth across the country. Although the government has earmarked 10 Billion Birr to the Youth Fund, there remains skepticism as to how much of this fund is actually allocated. Suspicions are that the previous government had declared this fund more as a political move to gain support from Ethiopian youth and to buy their loyalty.

The Youth Fund is channeled through ACSI in the Amhara region and through OCSICO in the Oromia region. To gain access to the fund, there are several criteria which must be met, including requiring a group to be formed as collateral against the loan. There were several major issues which have presented themselves. The first was that to meet the criteria to be eligible for a loan was too complex for many of the youth seeking to take out a loan. Second, for those youth who

did manage to form groups and take loans, on receiving the funds, disbanded and left the area with the money. This has caused considerable disruptions to the process as loan repayments were poor and negatively impacted on the revolving fund to disperse future loans. Third, ACSI and OCSICO preferred to disburse their own funds as opposed to the Youth Fund. This was primarily due to the much higher interest rates (between 16-19 percent) when disbursing their own funds as compared to the much lower interest rates (8 percent) when disbursing the Youth Fund. Finally, there remained the considerable challenge of **“dependency”** where these funds were seen, by the local population, to be “gifts” from the government, and not viewed as loans that had to be repaid.

Responses from National Government Sectors:

As part of the assessment, the Director of the Youth and Sports Ministry of Oromia region was interviewed. He explained that the Ministry was mandated to work with local Youth Associations to reach the youth population across the country. However, in his opinion, the Youth Associations had been corrupted as they were politicized by the previous government, where they were provided funds to conduct activities for the political party. As a result, the mandated Youth Dialogue meetings that were scheduled to be held at regular intervals, at the woreda level, had become completely dysfunctional. The present government has recognized these challenges and have taken steps to make these youth groups active again. Budgets have been allocated to restart the woreda level Youth Dialogue meetings, which is the major platform where youth are able to speak directly with the woreda Administration, and to demand and hold them accountable to the needs of the youth. Another important step is that the Youth Ministry has been mandated to ensure that all other ministries consider youth welfare in their individual strategies and workplans.

The Director explained that even with the incentives provided by the government, private sector continued to prefer setting up industry in and around Addis Ababa, or in Hawassa which is in easy access to the capital. The reason for this was security, availability of more literate population from which the workforce could be sourced, and reducing communication and transport costs for accessing inputs and supplies, and to take finished products to market. Further, setting up industry in the periphery of Addis Ababa afforded these industrialists more or less the same incentives as setting up industry in remoter locations of the country. Accordingly, there was little interest for the private sector to establish factories across the country.

The Director shared that local populations continued to mistrust industry as a legacy of past poor practices. These included poor oversight from the government which allowed factories to go unchecked, and there were cases where they had polluted the surrounding environment, including water sources making these inaccessible for both human and animal consumption. Other poor practices were that factories brought in workforces from afar, ignoring the local population which inevitably led to frustration and conflict.

The Director went on to say that the major problem plaguing Ethiopia was the **“dependency”** syndrome. The poor continue to believe that development organizations and the government will provide resources, and that these are “gifts” to the people. The Youth Fund falls into this category, where people refused to honor repayments believing this was a “gift” to them.

Private Sector Perspective:

Unfortunately, only one interview could be arranged with a large international private sector organization, who requested that their identity be kept anonymous. From this discussion, the organization shared that they had a poor opinion of rural workforces where they viewed them as being lazy and unreliable. The company has set up their factory in the Hawassa industrial park, with the majority of their workforce migrating from different rural parts of Ethiopia. The company has faced numerous challenges where workers were frustrated having to work in a structured environment, with a set number of hours per day, six days a week. Turnover was high, where workers tended to leave after seeing temporary day laborers being paid higher wages for a day's work. It was difficult for them to appreciate the benefits of a permanent position which offered additional perks and job security, which were not afforded to daily non-contract workers.

Given these realities, this particular company was unwilling to locate any of their factories in remoter areas of Ethiopia as they considered their current challenges would exponentially increase if they did so.

6. Analysis and discussion

6.1. Amhara Region

In the Amhara region, it was evident that unemployment was high and had resulted in creating a youth population that was demoralized. This has had social repercussions where youth have now increasingly engaged in anti-social behavior including drug and alcohol addiction and conflict within families has spiked. More serious crimes such as theft and robberies were also increasing. Together with these common trends, Lasta had also seen a **spike in prostitution** which came with its own set of taboos where young women engaging in this profession were frowned upon. Not having income sources, youth were suffering from depression and a sense of low self-esteem, and even anger within the male youth which invariably contributed to more conflicting situations of theft, robbery and arguments within the family.

As a coping mechanism, female youth were seeking temporary employment as housemaids by migrating to nearby towns in Metema, Almeta, Woldiya, Dessie, Lalibela, Mekele and Addis Ababa. More riskier options were also taken by traveling to neighboring Arab countries to work as housemaids. This latter option was dangerous as young women would be more prone to physical attacks and Gender Based Violence (GBV), without any safety nets to protect them.

Across the three sampled woredas (Lasta, Gazgibla and Sekota) in Amhara, the poor rural population relied on traditional self-income streams of livestock fattening, rearing poultry and trading eggs, and petty trades. In addition, women engaged in local beer production and sale, and operating small coffee shops. When interviewing key informants from government support structures, beekeeping also came up as a self-employment Income Generating Activity (IGA) that was being practiced. In the area of wage-employment, female youth only found working as housemaids as their only option, whereas male youth found employment as tailors and weavers. Government key informants shared that people were also earning wages by working in metal and wood shops, in sand excavation, stone production and in construction.

There was a general feeling among female respondents that local businesses had a relatively poor perception of female workers, where they considered them to lack energy and technical skills. Male youth felt that local businesses viewed male workers as being hardworking and energetic. When interviewing local businesses themselves, they shared that they did not view female and male youth differently and considered them both to be hardworking and reliable, which was in direct contradiction to the perceptions of community female respondents. The exception was in the Lasta woreda where local businesses generally had a poor impression of both female and male youth.

Female respondents considered that building their capacity in communication, business and in traditional on-farm activities would improve their ability to establish and grow self-employment opportunities. Interestingly, there were few responses from male youth in this regard. To improve their prospects of gaining wage-employment, both female and male youth considered developing their technical skills in relevant professions to their locality was important. Women also felt that improving their literacy rates was important. Local businesses that were interviewed, on the whole claimed that they found it difficult to find competent workers and said that training should be offered in the area of metal working and restaurant related cooking and waiting. Lasta businesses also mentioned training options on hairdressing and butchery should be offered.

When asked of potential growth areas for self-employment opportunities in the coming year, female respondents shared that cooking, agriculture and beer production could be expanded for women. In Lasta, tailoring, handicrafts and hairdressing were also mentioned as growth areas where women could expand in. Male youth provided a different set of opportunities in self-employment where in Lasta the lentil trade and becoming barbers were good options; beekeeping was a good option in Gazgibla, and sand excavation and stone production were good options in Sekota. Government counterparts viewed beekeeping as a good opportunity for both Gazgibla and Sekota.

In the area of wage-employment, potential growth areas for women were in the hotel industry, agriculture and construction. In addition, tailoring and handicrafts were seen to be growth areas in Lasta, and hairdressing in Sekota. For male youth, growth areas were seen in hairdressing in Lasta, and carpentry and metal work in Gazgibla. Local businesses interviewed considered metal workshops and restaurants as opportunities for expansion, and beauty salons and butcheries specifically in Lasta. When interviewing government counterparts, a series of upcoming projects would offer the local population opportunities to engage in wage-employment activities. Suggestions included engaging in road construction in Lasta; construction of an irrigation canal, a hospital building and a TVET building in Gazgibla; and finding work in an upcoming ceramic factory, marble factory and steel factory in Sekota.

All respondents considered the major impediments to self-employment was not being able to access financial services. Although the Youth Fund was known to them, they did not know how this could be accessed. With regards to training institutes, community respondents were aware of TVETs. However, female respondents were not aware of the TVET in Gazgibla. When interviewing local businesses, the majority were not aware of the TVETs as a training institute which indicated a disconnect between the trainings that were being offered and what employment was actually on offer in the locality.

Table 4 – Summary analysis for the Amhara Region

Evaluation Inquiry	Female Response	Male Response	Local Business Response	Support Structure Response
Social issues arising out of youth unemployment	-drugs/alcohol -theft/robbery -pregnancy -early marriage -prostitution (Lasta)	-drugs/alcohol -theft/robbery -family conflict		-drugs/alcohol -theft/robbery -family conflict
Psycho-social impact on youth	-depression -low self-esteem	-anger -frustration -low self-esteem		
Preferred migration areas to secure temporary work	-Metema -Almata -Addis Ababa -Woldiya -Dessie -Lalibela -Mekele -Arab countries	-Metema -Almata -Addis Ababa -Humera -Benshangui -Raya -Sudan		
Current self-employment income sources for “female” / “male” youth	-livestock fattening -beer production -poultry/eggs -petty trade -coffee shops	-livestock fattening -agriculture -poultry/eggs -petty trade -restaurants -tailoring/weaving		-livestock fattening -agriculture -beekeeping -restaurants -beer production (female) -bread production (female) -tailoring (female)
Current wage-employment income sources for “female” / “male” youth	-housemaid	-tailoring/weaving		-carpentry -metal shops -stone production -sand excavation -construction
How local businesses view “female” / “male” youth	-lacked energy -lacked skills	-hardworking -energetic	-no discrimination -hardworking (except Lasta) -reliable (except Lasta)	
Capacity building needs for self-employment	-communication skills -business skills -technical skills	-few responses		
Capacity building needs for wage-employment	-technical skills -literacy	-technical skills	-internship offered -metal workshop -restaurant -beauty salon (Lasta) -butcher (Lasta)	
Potential growth areas in self-employment	-food preparation -agriculture -beer production -tailoring (Lasta) -handicrafts (Lasta) -hairdressing (Sekota)	-lentil trade (Lasta) -barbers (Lasta) -beekeeping (Gazgibla) -sand excavation (Sekota) -stone production (Sekota)		-beekeeping (Gazgibla/Sekota)

Potential growth areas in wage-employment	<ul style="list-style-type: none"> -food preparation -agriculture -construction -hotels -tailoring (Lasta) -handicrafts (Lasta) -hairdressing (Sekota) 	<ul style="list-style-type: none"> -barbers (Lasta) -carpentry (Gazgibla) -metal work (Gazgibla) 	<ul style="list-style-type: none"> -metal workshop -restaurant -beauty salon (Lasta) -butcher (Lasta) 	<ul style="list-style-type: none"> -hotels -Govt depts -tourism (Lasta) -road construction (Lasta) -tailoring (Gazgibla) -hairdressing (Gazgibla) -carpentry (Gazgibla) -irrigation canal (Gazgibla) -hospital building (Gazgibla) -TVET building (Gazgibla) -sand excavation (Sekota) -stone production (Sekota) -ceramic factory (Sekota) -marble factory (Sekota) -steel factory (Sekota)
Barriers to self-employment	<ul style="list-style-type: none"> -accessing loans -unclear how to access Youth Fund 	<ul style="list-style-type: none"> -accessing loans -unclear how to access Youth Fund 		<ul style="list-style-type: none"> -accessing loans -technical skills
Barriers to wage-employment	<ul style="list-style-type: none"> -unaware of opportunities -technical skills -education 	<ul style="list-style-type: none"> -unaware of opportunities -technical skills -education 	<ul style="list-style-type: none"> -experience -punctuality -literacy -numeracy -technical skills -discipline -honesty -communication skills -good attitude -loyalty 	<ul style="list-style-type: none"> -education -experience -lack of awareness -lack of jobs -poor infrastructure
Available training institutes / support	<ul style="list-style-type: none"> -TVET (except for Gazgibla) -ORDA (Lasta) 	<ul style="list-style-type: none"> -TVET 	<ul style="list-style-type: none"> -TVET (only 50% Lasta aware) -None in Gazgibla -TVET (only 30% Sekota aware) 	<ul style="list-style-type: none"> -TVET -FTC -Training Center -Youth Fund

6.2. Oromia Region

In the Oromia region, similar to Amhara, unemployment was also high and as a result had created a youth population that was equally demoralized. This had social repercussions where youth were now increasingly engaged in drug and alcohol addiction, and conflict within the family. In addition to these common trends, both female and male youth shared that **suicide rates had gone up** as a direct result of depression, and male youth were increasingly entering into disruptive politics.

As a coping mechanism, female youth were seeking temporary employment as housemaids by migrating to Dire Dawa, Aweday, Harare, Haramaya, Jijiga, Micheta, Mechara, Hawigudina and in Addis Ababa. As in Amhara, more riskier options were also taken by traveling to neighboring Arab countries to work as housemaids.

Across the three sampled woredas (Grawa, Gemechis and Daro Lebu) in Oromia, the poor rural population relied on traditional self-income streams of livestock fattening, agriculture, rearing poultry and trading eggs, trading chat, and other petty trades. In addition, women operated small coffee shops. In the area of wage-employment, female and male youth only found working as day-laborers as their only option, indicating the very poor local economy of this region.

There was a general feeling among female respondents that local businesses had a relatively good perception of female workers but gave priority to more educated women. Conversely, male youth felt that local businesses viewed male workers as being conflict raisers and being unreliable. When interviewing local businesses themselves, they shared that they did not view female and male youth differently and considered them both to be hardworking and reliable, contradicting the views of male youth respondents. The exception was in the Gemechis woreda where they generally had a poor impression of both female and male youth.

Female and male respondents considered that building their capacity in communication, business and technical skills in traditional on-farm activities would improve their ability to establish and grow self-employment opportunities. To improve their prospects of gaining wage-employment, both female and male youth considered developing their technical skills in relevant professions to their locality was important. Women also felt that improving their literacy rates was important, whereas male youth in Daro Lebu considered learning to drive as another skill that would bring greater chances of wage-employment. Local businesses that were interviewed, on the whole claimed that they found it difficult to find competent workers and said that they would offer internships, and that training should be offered in the area of metal working. In Grawa training in restaurant related cooking and waiting would be beneficial, and under Gemechis training people as mechanics, in brick making and in hotel related work would be advantageous.

When asked of potential growth areas for self-employment opportunities in the coming year, female respondents shared that cooking, agriculture and livestock fattening could be expanded for women. In Grawa, tailoring and handicrafts were also mentioned as growth areas where women could expand in. Male youth volunteered that **onion farming in Gemechis**, and **potato and tomato farming in Daro Lebu** were good options. Government counterparts viewed beekeeping, handicrafts and tailoring were all good opportunities for Gemechis.

In the area of wage-employment, potential growth areas for women were in tailoring and handicrafts in Grawa. For male youth growth areas were seen in carpentry, construction and metal work. Driving and handicrafts were seen as growth potential in Grawa and Daro Lebu, and

as mechanics in Gemechis and within government departments in Daro Lebu. Local businesses interviewed considered metal workshops and restaurants in Grawa as expanding sectors; brick making and hotels as expanding sectors in Gemechis; and the coffee wholesaler as an expanding business in Daro Lebu. When interviewing government counterparts, they mentioned upcoming projects for wage-employment opportunities were in the construction of a spring water plant in Gemechis, and in road construction in Gemechis and Daro Lebu. Government counterparts mentioned CARE as an upcoming opportunity for wage-employment which was **concerning and symptomatic of the dependency that this region continues to have on development and relief projects.**

All respondents considered the major impediments to self-employment was not being able to access financial services. Although the Youth Fund was known to them, as with the Amhara respondents, they did not know how this could be accessed. With regards to training institutes, **none of the respondents were aware of the TVET in Gemechis.** When interviewing local businesses, the majority were not aware of the TVETs as a training institute which indicated a disconnect between the trainings that were being offered and what employment was actually on offer in the locality.

Table 5 – Summary analysis of the Oromia Region

Evaluation Inquiry	Female Response	Male Response	Local Business Response	Support Structure Response
Social issues arising out of youth unemployment	-drugs/alcohol -early marriage -family conflict -suicide (Gemechis)	-drugs/alcohol -family conflict -politics (Grawa) -suicide (Gemechis)		-drugs/alcohol -theft/robbery -family conflict
Psycho-social impact on youth	-depression -low self-esteem	-depression -low self-esteem		
Preferred migration areas to secure temporary work	-Dire Dawa -Aweday -Harare -Haramaya -Jijiga -Micheta -Mechara -Hawigudina -Addis Ababa -Arab countries	-Dire Dawa -Aweday -Harare -Haramaya -Jijiga -Fadis -Showa -Boke Wared -Badessa -Chebi -Jalo -Olkaba -Hawigudina -Arsi -Arab countries		
Current self-employment income sources for “female” / “male” youth	-livestock fattening -agriculture -poultry/eggs -petty trade -coffee shops -chat	-livestock fattening -agriculture -poultry/eggs -chat		-livestock fattening -agriculture -poultry/eggs -petty trade -chat
Current wage-employment income sources for “female” / “male” youth	-day labor	-day labor		-day labor

How local businesses view “female” / “male” youth	-educated women given priority	-conflict raisers -unreliable	-no discrimination -hardworking -reliable -lazy (Gemechis) -unreliable (Gemechis)	
Capacity building needs for self-employment	-communication skills -business skills -technical skills	-communication skills -business skills -technical skills		
Capacity building needs for wage-employment	-technical skills -literacy	-technical skills -driving (Grawa / D Lebu)	-internship offered -metal workshop -restaurant (Grawa) -mechanics (Gemechis) -brick making (Gemechis) -hotel (Gemechis)	
Potential growth areas in self-employment	-food preparation -agriculture -livestock fattening -tailoring (Grawa) -handicrafts (Grawa)	-traditional IGAs -onion farming (Gemechis) -potato/tomato farming (Daro Lebu)	-traditional IGAs	-beekeeping (Gemechis) -handicrafts (Gemechis) -tailoring (Gemechis)
Potential growth areas in wage-employment	-tailoring (Grawa) -handicrafts (Grawa)	-carpentry -metal work -construction -driving (Grawa / D Lebu) -handicrafts (Grawa) -mechanics (Gemechis) -Govt Depts (Daro Lebu)	-metal workshop -restaurant (Grawa) -mechanics (Gemechis) -brick making (Gemechis) -hotel (Gemechis) -coffee wholesaler (Daro Lebu)	-CARE (Grawa) -mechanics (Gemechis) -handicrafts (Gemechis) -tailoring (Gemechis) -road construction (Gemechis / D Lebu) -construction of spring water plant (Gemechis)
Barriers to self-employment	-accessing loans -unclear how to access Youth Fund -technical skills	-accessing loans -unclear how to access Youth Fund		-accessing loans -technical skills
Barriers to wage-employment	-technical skills -education	-unaware of opportunities -technical skills -education -lack of jobs	-experience -technical skills -communication skills -good attitude -maturity -education -honesty	-education -experience -lack of awareness -lack of jobs -poor infrastructure -poor transportation
Available training institutes / support	-None (Grawa / Gemechis) -TVET / ORDA (Daro Lebu)	-TVET / CARE (Grawa) -None (Gemechis) -TVET / GOAL / WV (Daro Lebu)	-TVET (only 30% Grawa aware) -None (Gemechis) -TVET (only 50% D Lebu aware)	-TVET -FTC -Training Center -Youth Fund

6.3. National Level

The government has taken substantive steps to promote foreign investment and for businesses to locate across different parts of the country. Attractive lease rental rates, 10-year income tax relief, duty free import of goods and equipment, and the construction of industrial parks have all contributed to considerable interest and foreign investment. However, even with these attractive incentives, the great majority of investors have not ventured to establish industry across Ethiopia. The primary reason for this was that there was little incentive for an investor to go beyond the outskirts of Addis Ababa as the incentives were more or less similar between locating in a remote part of the country, or in the periphery of the capital. Given this reality, investors logically chose to stay next to the capital which offered better security; better infrastructure in the form of more reliable sources of electricity, gas and water; better transportation and proximity to input suppliers and markets thereby reducing transport costs; and access to a more literate population from which the workforce could be sourced.

This reality greatly challenges the growth of rural economies, as medium to large private sector organizations most likely will not be expanding factories in the remoter areas of Ethiopia in the near future. As a result, local economies will need to be boosted by local small business enterprises, primarily serving clientele within their locality – especially for the remoter areas where SPIR operates. For local economies to be supported, government support structures need to be coordinated with the needs of the local environment, which is currently not the case. The majority of local businesses interviewed were not aware of what training institutes were available in their area, showing the **disconnect between these training institutes and the local business environment**. It was also evident that trainings being offered were not in line with what local businesses required – hence after completion of trainings, youth were frustrated in not securing wage-employment.

Of the three training institutes, only the TVET came across as being marginally functional. TVETs were not located in every woreda, which required youth to travel to neighboring areas to reach a TVET. Further, TVETs had a minimal budget and a quota which did not meet the needs of the broader population of youth in a woreda. The FTCs and Woreda Training Centers were dysfunctional with little to no resources, and respondents shared the Training Centers had become political meeting spaces.

With the change in government, there was renewed hope that a turning point has been reached. The present government has recognized many of the limitations youth face, and have allotted funds to re-establish the Youth Associations and the Youth Dialogues to take place in every woreda. When talking to the Director of the Oromia Youth and Sports Ministry, he was hopeful these steps would engage youth more prominently, but did admit that there were still limited resources to strengthen the local TVETs, FTCs and Woreda Training Centers.

In the area of boosting self-employment options, the lack of technical skills remained a major impediment. As explained above, the FTCs which were responsible to build local capacity for on-farm IGAs was largely non-functional. Access to credit was the other major hurdle. All respondents were aware of the Youth Fund and shared that they were waiting for this to come to them. The general sense was that this was a “gift” from the government, highlighting the considerable challenge Ethiopia faces with the “dependent” nature of the poorer rural populations. The Youth Fund was being channeled through ACSI in the Amhara region and

through OCSICO in the Oromia region. To access the Youth Fund, several criteria had to be met which was difficult for youth to comply with. There was a sense that these financial institutions took this opportunity to provide loans from their own funds. This was certainly seen to be their preferred option, as their own funds were loaned at considerably higher interest rates (between 16-19 percent), whereas the Youth Fund was loaned at only an eight percent interest rate.

Table 6 – Summary analysis at National level

Evaluation Inquiry	NGO Response	Government Response	Private Sector Response
Factors “intended” to promote medium-large PS growth in rural areas	-TVETs, FTCs and Training Centers to build the capacity of workforce	-attractive lease rentals of land -income tax break for 10 years -duty free import of materials and equipment -industrial parks offering ready-made buildings and supply of electricity, gas and water	
Factors “intended” to promote self-employment opportunities in rural areas	-TVETs, FTCs and Training Centers to build the capacity of the poor -Youth Fund	-TVETs, FTCs and Training Centers to build the capacity of the poor -Youth Fund	
Factors impeding medium-large PS growth in rural areas	-unstable supply of electricity, gas and water -poor road networks -increased cost of inward transport of raw materials and outward transport of finished goods -increased security risks -poor literacy rates -lack of readiness in rural youth -high turnover in workforce -poor productivity	-unstable supply of electricity, gas and water -poor literacy rates -increased cost of inward transport of raw materials and outward transport of finished goods -increased security risks -lack of trust in local populations to industry	-unstable supply of electricity, gas and water -poor literacy rates -increased cost of inward transport of raw materials and outward transport of finished goods -increased security risks -lack of readiness in rural youth -high turnover in workforce -poor productivity
Factors impeding self-employment opportunities	-limited TVET resources to train at scale -non-functioning FTC and Woreda Training Centers -difficulty accessing Youth Fund -“dependency” syndrome	-“dependency” syndrome	
Current state of local support structures	-only TVET appears to be operational - TVETs not located in every woreda, making it difficult for the poor to access -TVETs offering redundant courses as there are no local businesses working on that product -Limited quotas and resources in TVETs	-Youth Associations have been corrupted -Youth Dialogue meetings completely dysfunctional	

	-TVET instructors not up-to-date -FTCs lack resources -Woreda Training Centers completely dysfunctional -Youth Fund not		
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7. Recommendations

7.1. Self-Employment

It is recommended that SPIR:

On-Farms IGAs:

1. advocates for greater resources to be invested in FTCs such that they are able to proficiently conduct trainings in the range of on-farm activities that the local population rely on. Trainings should take account of climate-smart improved agriculture techniques, including rearing of livestock and poultry. It is recommended that modules on communication, business and literacy be mainstreamed as part of all courses offered.
2. works with Youth Associations to organize youth in project working areas, to promote FTCs, and to encourage youth to connect with these institutions to receive training.

Off-Farm IGAs:

3. advocates for greater resources to be invested in TVETs and Woreda Training Centers such that these are fully functional to conduct trainings. It is recommended that modules on communication, business and literacy be mainstreamed as part of all courses offered.
4. conducts local market assessments to determine the different products which are in demand. Based on these findings, it is recommended the project works with TVETs and Training Centers to develop curriculums and training material which are relevant to the local context.
5. in Amhara, focuses on developing the capacity of youth in the areas of tailoring, handicrafts and hairdressing for female youth, and in the lentil trade and hairdressing for male youth in the Lasta woreda; capacity building in beekeeping in Gazgibla; and hairdressing in Sekota.
6. in Oromia for self-employment, focuses on capacity building youth in tailoring and handicrafts in Grawa; onion farming, beekeeping and handicrafts in Gemechis; and potato and tomato farming in Daro Lebu.
7. develops micro-enterprises producing commodities which are in demand in the local and regional markets.

7.2. Wage-Employment

8. conducts local assessments, in the woredas that were not covered under this LMA, to determine the different wage-employment opportunities available in those localities, and connect skilled youth from the area with those businesses. Similarly, for the areas where this LMA has identified wage opportunities, it is recommended that skilled youth from the vicinity are connected with local businesses offering employment opportunities.

9. works with TVETs and Training Centers to develop curriculum and training material that is relevant to the needs of local businesses. Modules on communication, business and literacy should be mainstreamed as part of all courses offered.
10. engages local businesses in developing training material to ensure these are grounded to meet the practical needs of local businesses.
11. negotiates internship options with local businesses and offers to screen candidates for placement in these positions.
12. provides support in the form of covering the costs of interns during the training period. This will serve as an incentive to local businesses to take on interns, and at the same time develop the skills of youth entering as interns thereby making them more marketable.
13. works on confidence building measures for female youth in Amhara to dispel the notion that private sector views them as lacking energy and skills. At the same time, it is recommended that the project connects with local businesses to consider affirmative action measures for females within their own workforce. This may especially be needed in the Lasta woreda where businesses interviewed had a poor perception of youth in general. Similarly, it is recommended that SPIR works with local businesses in the Oromia region to change attitudes of how they perceive male youth as they generally had a poor perception of them.
14. in Amhara, focuses on connecting skilled youth, as well as developing the capacity of youth, for wage-employment, in hotel related activities, construction, metal work and restaurant related activities. It is recommended that the project specifically works with the Woreda Administration to promote wage-employment of youth in the upcoming activities of road construction in Lasta; construction of irrigation canal, TVET and hospital buildings in Gazgibla; and securing work for youth in the upcoming ceramic, marble and steel factories in Sekota.
15. in Oromia for wage-employment, focuses on tailoring and handicrafts for women in Grawa. For male youth, it is recommended that SPIR focuses on connecting skilled youth, as well as developing capacity of youth in carpentry, construction and metal work in general; in developing capacity of youth in driving and handicrafts in Grawa and Daro Lebu; as mechanics in Gemechis; and securing employment in government departments in Daro Labu. It is recommended that the project specifically seek opportunities in wage-employment in the upcoming projects of constructing a spring water plant in Gemechis, and road construction in Gemechis and Daro Lebu. It is also recommended that SPIR takes steps to sensitize government counterparts in Grawa to not look at organizations such as CARE as an opportunity of wage-employment as this only further fuels the dependency mentality in this region.
16. across both regions, focuses on developing the “readiness” of youth to responsibly enter into wage employment. Local businesses interviewed in Amhara and Oromia, commonly shared that they expected loyalty, politeness, and general good ethics in their employees, and hence developing their skills in these “soft” attributes will better prepare youth to meet the expectations of potential employers.

17. connects with agencies, such as the Ministry of Labor and Social Affairs and the International Labor Organization (ILO) specializing in “migration” issues in Ethiopia. It was beyond the scope of this assessment to perform a comprehensive migration profiling, however, it was evident that temporary migration was extensively used by youth to find employment elsewhere. Migration issues may lie outside of SPIR’s objectives, and hence it is recommended that project management take a pragmatic approach as to how much resources and attention it is willing to take on this matter.

7.3. Access to Finance Resources

18. advocates with the Ministry of Youth and Sports that the Youth Fund is fully resourced and transferred to different woredas as mandated.
19. monitors the allocation of the Youth Fund compared to the personal funds of both ACSI and OCSICO. It is recommended that the project shares the utilization rates periodically with the Woreda Administration, and should the Youth Fund not be fully utilized as plan, then hold accountable ACSI and OCSICO. SPIR will likely not have the pull to manage this alone, and hence it is recommended that coalitions be formed to apply pressure to the Ministry of Youth and Sports to hold ACSI and OCSICO accountable.
20. offers to provide limited guarantees for youth wishing to access the Youth Fund through ACSI and OCSICO.
21. works with Youth Groups at every occasion, to erode the concept of “gifts” and “dependency” such that youth are more responsible for their own lives, and not perpetually waiting for donors to come to their aid. This is especially critical to ensure that repayments are responsibly made for any loans which are taken.
22. develops local Village Savings and Lending groups from which loans can be more easily accessed, and a revolving fund generated.

7.4. Strategic Initiatives

23. works closely with the Ministry of Youth and Sports to support the activation of Youth Associations and Youth Dialogue meetings.
24. coordinates with Woreda Administrations of how youth can be engaged in environmental regeneration activities in government protected / closure areas.
25. continues to develop lists, in each woreda, of the different local businesses and capacity building support structures that exist – and share these with project communities.

Annex 1 – Labor Market Assessment Terms of Reference

A. INTRODUCTION: OPERATIONAL CONTEXT

Ethiopia is one of the countries with a bulging youth¹ population in households which are greatly affected by low agricultural and livestock productivity, lack of alternative income earning opportunities, a constantly changing climate which is increasingly unreliable with eroded natural and social resources. Access to the most valuable productive asset in rural communities, land, is increasingly inaccessible to youth and becoming a source of conflict. Female youth have even more limited access to productive resources and options. The options that are available put them at higher risk of exploitation such as early marriage, migration to urban towns to work as domestic help or commercial sex work or migration abroad (often to Middle East) under an illegal arrangement or a loosely supervised employment arrangement. According to the Rural Jobs Creation Strategic document (draft, 2017), citing the Central Statistics Agency (2012/13) Man Power Survey, SPIR-DFSA's operational regions have higher estimated unemployed youth number, compared to the number in other regions. The same source shows also higher female unemployment/job seekers compared to the number of male youth.

Table: Estimated Job Seekers in Rural Areas (Including those spending less than 8 hours per week on work)

Region	Male	Female	Total
Tigray	110,931	228,978	339,909
Afar	23,151	39,837	62,988
Amhara	363,745	968,321	1,332,066
Oromiya	421,352	944,232	1,365,584
Somle	23,723	31,520	55,243
Beneshangul Gumuz	14,494	34,966	49,460
SNNP	336,025	686,980	1,023,005
Gambella	7,391	15,665	23,056
Harrari	2,003	3,772	5,775
Deredawa	2,040	5,329	7,369
National	1,304,855	2,959,600	4,264,455

Source: Estimated based on Central Statistics Agency, 2012/13 Manpower Survey

Despite the staggering challenge of inclusive growth, the issue of youth employment is recognized by the government of Ethiopia and other stakeholders as one of the biggest development challenges to be tackled. In the last couple of years there have been targeted strategies developed for expansion of opportunities for rural youth. One of such initiatives is the government's investment in a Youth Fund, which is in its nascent stage but holds a great potential to influence scale and impact of SPIR-DFSA., if appropriately linked.

B. SPIR/DFSA PROGRAM

World Vision, CARE, and the Organization for Rehabilitation and Development in Amhara (ORDA)

have recently been awarded a grant to implement a USAID funded Title II Development Food Security Activity (DFSA) to Strengthen PSNP4 Institutions and Resilience (SPIR). The SPIR DFSA was collaboratively designed and developed drawing upon lessons and experiences of past programming of involved organizations. The DFSA also engaged IFPRI to lead a robust learning agenda with Hawassa University and Ambo University.

The DFSA's goal is to build resilience to shocks and livelihoods enhanced, and food security and nutrition improved, for rural households vulnerable to food insecurity. To achieve its goal, SPIR focuses on following 4 purposes all of which are fully integrated and interdependent.

- Purpose 1. Increased income, productive assets and equitable access to nutritious food for vulnerable women, men and youth;
- Purpose 2. Improved nutritional status of children under two years of age, pregnant and lactating women, and adolescent girls;
- Purpose 3. Increased women's empowerment, youth empowerment and gender equity;
- Purpose 4. Strengthened ability of women, men and communities to mitigate, adapt to and recover from human-caused and natural shocks and stresses.

SPIR has an overall estimated target of 349,834 PSNP clients each year (526,444 LoA) in seven woredas in Amhara (Bugna, Lasta, Wadla, Meket, Sekota, Dahena, Gaz Gidla), five woredas in Oromia (Kurfachelle, Girawa, Chiro Zuriya, Gemechis, and Siraro, and a pilot project in two woredas in SNNPR (Wondo Genet and Malga) to be implemented September 30, 2016 to September 29, 2021. Youth livelihoods interventions were designed to fall under Purpose 1 & 3. The interventions primarily consist of access to different livelihood focused trainings: technical and vocational, life skills, gender awareness and change modeling, youth saving groups pilot and linkages with job opportunities. The original design, where the activities were placed under different purposes is being considered for re-organization for budgetary and administration ease. .

C. PURPOSE OF THE ASSESSMENT

Agricultural work is faced with increased climatic stress coupled with limited availability of farmable land, especially for youth. One of the ways the program plans to build resilience capacity of households is to ensure household members are able to diversify their income sources. A recent study in Ethiopia also shows that the youth are not totally dis-interested in agriculture. Hence, search for on farm, off-farm and non-farm income- whether through self-employment or employment (wage) opportunities is paramount. This assessment is designed to identify and define the key employment (self-employment and wage employment) opportunities and the required skills needed for the youth to viably engage in the sectors. This includes assessing the supply side (youth needs, attitudes and preferences related to livelihoods) and the demand side (the needs and opportunities in the labor market, as well as the

potential of the youth to meet the needs of self and wage employment demands). The assessment will be highly youth participatory, with substantial emphasis on understanding the gender norms and expectations of male and female youth, as well as socio-cultural constraints within the implementation area.

The labor market assessment will be critical to refining and focusing interventions delivered under Purpose 1: *Improved incomes* and Purpose 3: *Women and youth empowerment*. The study will focus on livelihood options already identified in each woreda by government actors (PSNP and youth bureaus) and explore further the needs and capacities of youth and the market for these choices, including a stronger analysis on the viability and adaptability of the options under the constantly strained climate, availability of skills and support services (training, extension service, finance, markets/private actors, options for value addition, etc.).

The specific objectives of this assessment are to assess both the supply and demand side of the labor market, whereby the focus of the study are male and female youth in PSNP 4 households. These include:

On the Demand Side:

- Identify economic sectors that have growth potential and market demand; and have the potential for pro-poor participation and distribution of benefits, especially for youth (age 15-24, and 25-29) through locally relevant literature review and direct assessment;
- Provide analysis of specific self-employment and wage employment opportunities in the implementation area for different categories of youth (such as, youth with formal education, higher education graduates, less/non educated youth, youth who have access to self/family owned land vs landless youth, semi-urban/rural youth) in resource poor households to increase their income;
- Identify the sector/business/industry requirements: skills, competencies, assets and further explore the barriers to entry and constraints to growth;
- Identify specific market opportunities that are culturally suitable for female participation. The project is not just interested in the status-quo, that is, low cash entry, high work burden, easily saturated market and very low margin of profit. The assessment needs to look deeper into identifying opportunities which are climate resilient, have less literacy requirement, low labor demand and good profitability);
- Provide analysis of the characteristics of economic opportunities (internships/apprenticeship, formal employment, wage labor market, entrepreneurial), and accreditation requirements including the cost per youth for each of these options;
- Identify gaps and challenges for potential employers to get the right employee or challenges of entrepreneurs to operate viable enterprises;
- Identify specific partners (private or others) who are interested in providing wage employment opportunities to youth with their education level/qualification requirement;
- Identify potential pathways to access identified wage employment and self-employment opportunities

On the Supply Side:

- Identify existing self-employment and wage employment work that male and female youth are engaged on, their skill sets, how they got in to these trades, what barriers they have to overcome to get there and how they overcame the barriers;
- What are the formal and informal regulations/policies that have implication on young people's entry and growth in the labor market; as well as critical social and cultural factors that contribute to the placement of youth in the current disempowered position.
- Assess existing financial services and financing options for youth: support services and institutional and capacity gaps to access these services and products for male and female youth;
- Assess existing workforce development and technical training providers (public and private TVETs, private sector and NGO provided trainings) and their main areas of skill development (training courses) and requirement for entrance ;
- Provide analysis of (from the perspective of service providers and users) quality, accessibility (including absorption capacity, educational requirement, distance, gender stereotyping and cost, etc), and market relevance of trainings. Emphasis must be placed to identify short term training opportunities;
- Provide a comparison of the available training options (including cost) with reference to their potential sustainability of the selected opportunities/options; explore the potential use of ICT.
- Identify technical skills training providers and specific gaps that could be filled by the project so as to develop appropriate training on market needs/research findings;
- Identify the key mismatches between employers' expectations and the required skill set for self and wage employment on the one hand and youths' skills, aspirations and attitude on the other hand. And identify the type of support required by beneficiaries to access identified opportunities.
- Assess any critical health related concerns affecting young women and young men and their quest for economic empowerment; including sexual and reproductive health, substance abuse, mental health, and disability.

D. DELIVERABLES

1. Comprehensive labor market assessment report for SPIR implementing woredas using reporting template, that includes:
 - a. Woreda level analysis of specific market opportunities for male and female youth(in PSNP 4 households) as well as key entry points for best engagement and participation of the youth for these opportunities.
 - b. Analysis of the income potential for the identified employment and self-employment opportunities;
 - c. Analysis of barrier to entry and/or growth for identified opportunities and potential intervention to address these;
 - d. Analysis of institutional gaps of agencies working for youth economic empowerment (specifically bureau of youth and sports, Employment Creation unit in Bureau of Agriculture and MFIs) and potential SPIR intervention to address these gaps and the costs;

- e. Detailed analysis of skill requirements by sector/employment/self-employment category for PSNP youth beneficiaries in specific woredas;
 - f. Detailed analysis of existing training/ workforce development service providers capacities and required skill sets for PSNP youth beneficiaries in specific woredas including the cost per participant;
 - g. Recommendation for potential training providers and private sector partnerships for the selected opportunities including costs;
 - h. Specific recommendations on market opportunities suitable for female youth who are PSNP beneficiaries;
 - i. Recommendations on life skill training contents and/or existing resources (including different models and approaches SPIR partner organizations have experience implementing);
 - j. Recommendation on potential pathways for youth in PSNP households to access the identified market opportunities, including potential use of ICT including costs and potential to graduate from PSNP.
2. Share the report findings to internal and external stakeholders either in workshops or other formats (at least one internal workshop (project level) and may be another one for wider audience including the USAID.

E. METHODOLOGY

The assessment will use qualitative methods. Available literature will be reviewed primarily in order to formulate entry areas. The desk review will be followed by 10-15 Key Informant Interviews (KII) with key actors in the area of youth skill development with a good understanding of the local context. Key informants and resource persons should include government/departments, youth institutions and organizations, workforce development institutions and programs, representatives of community-based organizations (CBOs) and NGOs, Academic/research institutions, other USAID/Feed the Future/DFSA and similar initiatives funded by other donors etc. Additional interview with Woreda level government staffs and private and government training providers in the woreda will be conducted. The number of KIIs with institutions and private sector will be decided based on availability and significance of the institutions.

Focus group discussion (FGD) will be carried out with selected youth in selected woredas for age group 15-24 and 25-29 youth who are PSNP beneficiaries:

- 12 youth (6 males and 6 females) in wage employment;
- 12 youth (6 males and 6 females) in self-employment in different sectors;
- 12 youth (6 males and 6 females) who consider themselves not-employed (different groups for college or university graduates; who completed high school only; who have no secondary level education). These will be conducted for peri-urban and rural groups. In total 6 FGDs.
- Three FGDs will be conducted in all selected areas.
- Three FGDs will be conducted in all selected areas/kebeles.
- The assessment will be conducted in six woredas and from each woreda the consultant will select two representatives' kebeles on randomly base. Table below depicts the selected woredas for the Labor Market Assessment(LMA)

DFSA Woredas	Region
Daro Lebu	Oromia
Gamachis	Oromia
Grawa	Oromia
Lasta	Amhara
Makit	Amhara
Sekota	Amhara
Gazgibla	Amhara

The consultant will recommend an appropriate study and analysis guide relevant to Ethiopia.

F. REPORT TEMPLATE

The consultant is expected to submit his/her report using the following reporting template. However, the template can be revised in consultation with the program.

1. Background (classification of youth, policy and regulations, the program)
2. Assessment objectives
3. Methodology (the consultant is expected to include a detailed methodology section in his/her Technical Proposal- which will be further refined upon selection). The methodology should elaborate on analysis framework and approach; key preparation steps and training approach for program staffs who will engage in the assessment, concise proposal of field work, data collection tools, data cleaning and analysis approach; and anticipated assessment limitations).
4. Assessment Findings
 1. Demand Side
 1. PSNP beneficiary Youth in Implementation Areas (secondary source – overview of profile of 15-29 year old youth the region/woredas (disaggregated by sex). The profile includes demography, level of education, vocational training skills, self-employment, employment, unemployment, migration patterns, etc.
 2. Youth perceived enablers and/or barriers to engaging in meaningful employment (including self-employment) (primary source). What do they consider to be meaningful? Factors that enable youth to access employment/self-employment? Barriers to achieving meaningful employment/self-employment. (primary source)
 3. Skills and/or capacities that youth already possess that are of value in accessing employment/self-employment. (Primary source)
 2. Supply Side
 1. Educational/workforce development opportunities/institutions/programs for PSNP beneficiary youth in the implementation area (broken down by skill type, level of access, costs etc.) (Primary source)
 2. Capacity of institutions that provide support to youth (financial and other) (primary source)

3. In the absence of opportunities, what are youth doing to earn a living?
3. Overlap Between Supply and Demand (what sectors provide potential for youth in PSNP households for employment/self-employment? What are the formal and informal enabling environments?)
4. Key mismatches (between expected requirements of employers/self-employment on one hand and youth skill, aspiration and/or attitude on the other side)
5. Conclusions
Summarizing key findings with focus on system and other gaps that contribute significantly to causing low income or self-employment. Include specific recommendations on SPIR programming including the costs per participant. The points mentioned above under Deliverables sections can serve as guide. Provide specific areas of action and who should/needs to do it (preferably narrowed down to how SPIR-DFSA could do in the life of the project). All conclusions should clearly present gender and age relevant conclusions (age range could be 15--24 and 25-29).
6. Recommendation
This section will focus on providing the program with clear logical pathway/s and actions for the project to achieve its results. These recommendations should take into account the program set-up and resources. It should further recommend modality of implementation, staffing recommendation and appropriate intervention timing and approaches (geared by layering and sequencing approach).
7. Bibliography and Annexes

G. EXPECTATIONS

The consultant will develop/conduct the following:

- a. **An Action Plan: Within five days of the commencement of the contract, the consultant will** develop action plan for the assessment with specific deliverables, timeline, tools, training manuals/guides, an analysis framework, a report outline, and a specification of the level of support required from SPIR/DFSA. The research tools will eventually be translated to the implementation area local language, if needed;
- b. **Review Literature:** provide an overview of the situation of youth, policy environment and existing programs and challenges for rural youth;
- c. **Research Tools:** Develop/adapt acceptable tools and questions for the assessment. In consultation with the IGA and Youth Advisor in the program and other technical advisors, the consultant will make final decisions on specific analysis tools and frameworks to be applied;
- d. **Train/Orient:** The study team consisting of the Gender and Youth Technical Advisors/Officers and other livelihood related officers/specialists who will take part in the field work will be properly trained to gather relevant data. The number and compositions of staff will further be refined with input from the consultant;
- e. **Leading the Data Collection:** The consultant will lead and guide the study team during field study/data collection;
- f. **Lead the Data Analysis and Report Write Up:** Using a pre-agreed qualitative data analysis tool, the consultant will lead the data analysis and prepare a detailed report on the

study. A draft report is expected to be delivered within fifty days after the commencement of the contract. An oral debriefing will be conducted;

g. **Presentation:** The consultant will be expected to present the findings of the report to all SPIR project staff to determine. The consultant should also be prepared to conduct a presentation to USAID and other actors.

h. **Final Report:** The final report as per agreed upon template will be submitted to within seven days after receiving written comments from consortium members.

H. STUDY PERSONNEL

1. Independent lead consultant: the consultant must have;
 1. Proven experience in designing and/or implementing successful youth employment program in low income/investment, high climate risk and rural area context;
 2. A very good understanding of labor laws, education policies and youth programs in Ethiopia or similar context;
 3. A good understanding of contemporary issues and innovations in youth development and engagement;
 4. A post graduate qualification in economics, vocational training, and rural livelihoods area;
 5. Previous work with USAID funded or other large multilateral donor funded youth employment program will be an advantage.
2. SPIR-DFSA personnel: the assessment focal person is SPIR-DFSA’s IGA and Youth Advisor. Staffs under Purpose 1 (livelihoods) and Purpose 3 (gender and youth empowerment) in CARE, World Vision and ORDA will serve as field level data collectors. Additional personnel needs for data cleaning and transcription will be determined by the Consultant, if there is a need. The process will be overseen Youth Livelihoods experts and Deputy Chief of Party (DCoP).

I. PHYSICAL DELIVERABLES

1. Soft copy of the final report in a DVD/flash drive, in a printer friendly format;
2. Original copies of the field data tool and analysis or tabular information generated during the analysis.

J. TIMELINE

The whole process may take around three months. The consultant will provide the work plan for the analysis. The number of chargeable days for this work will be approximately 50 days.

Youth Labor Market Assessment Action Plan			
No.	Activity	Timeline	Responsible
1	Preparation	49 days	
1.1	Prepare Scope of Work	Done	CARE
1.2	Submit SOW to FFP	10	WV

1.3	Hiring Consultant (After FFP approval on SOW)	30	WV
1.4	Develop work plan for assessment	1	Consultant
1.5	Literature review and study design	5	Consultant
1.6	Develop drafts tools, guides and questionnaires	3	Consultant/ SPIR Staff
2	Field Deployment	19 days	
2.1	Training of study team and field testing of tools	4	Consultant, team
2.2	Field work/ Data Collection and transcription	15	Consultant/SPIR Staff
3	Analysis and Report Preparation	20 days	
3.1	Data cleaning and analysis	5	Consultant
3.2	Drafting full report and debrief of the key findings	10	Consultant supported as required by WV and CARE Staff
3.3	Incorporating feedback/comments and finalize report	2	Consultant/CARE Staff
3.4	Present findings with USAID and DFSA partners	3	Consultant/CARE Staff
4	Finalization and Presentation of Reports and Program Strategy	2 days	
4.1	Refine report after FFP review	2	Consultant
4.2	Present the findings to Woreda Government counterparts	N/A	Project Gender and Youth Empowerment tech leads
4.3	Using the findings, develop youth empowerment strategy, validation and dissemination	N/A	Gender and Youth Technical Lead with Livelihoods Technical Lead

K. CONTACT PERSONS:

SPIR Technical Lead	CARE HQ Technical Lead	WV Technical Lead	Remarks
Shambel Worku <shambel.worku@care.org>	Henry Swira (Henry.Swira@care.org)	Dan Norell (dnorell@worldvision.org)	With support from Morshed and Kumkum

Annex 2 – Bibliography

- CARE Ethiopia LMA; EDC, April 2018
- DHS 2016; Central Statistics Agency & ICF, July 2017
- Comprehensive youth and workforce development assessment in rural Ethiopia, EDC, June 2012
- Non-farm income and labor markets in rural Ethiopia; IFPRI, May 2016
- Unemployment and labor market in urban Ethiopia; Addis Ababa University, 2014
- Labor market assessment and potential value-chains in SNNPR; Save the Children, February 2016
- YouthPower learning annual technical report; USAID, October 2017
- Urban labor markets in Ethiopia; World Bank, February 2007
- Technical vocational education training in Ethiopia mapping; Learn4Work, January 2009
- Labor market assessment of the pastoralist areas in Ethiopia; PRIME, September 2014
- Amhara regional overview; USAID, 2017
- Baseline evaluation report for building the potential of youth activity; EPMES, October 2017
- Ethiopia youth factsheet; USAID, 2017
- Multi-country assessment of employment and entrepreneurship opportunities for youth in high growth potential value-chains within the agricultural sector; Save the Children, 2013
- Building the potential of youth annual report; USAID, October 2016
- Building the potential for youth baseline survey; EPMES, November 2016
- Analysis of opportunities for rural non-farm enterprise development and job creation in chronically food insecure areas of Ethiopia; Tetra Tech ARD, August 2012
- Performance evaluation of Title II funded DFAPs in Ethiopia; Tufts University, May 2017

Annex 3 – Primary survey schedule

Date	Location	Team Member	Data Collection Type	Number
AMHARA REGION				
Apr 16 Day 1	Amhara-Lasta Kebele 1	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1
		TM 3	Female Youth KII	3-4
		TM 4	Male Youth KII	3-4
		TM 5	Business Survey KII	3-5
		TM 6	Systemic Structure KII	3-5
Apr 17 Day 2	Amhara-Lasta Kebele 2	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1
		TM 3	Female Youth KII	3-4
		TM 4	Male Youth KII	3-4
		TM 5	Business Survey KII	3-5
		TM 6	Systemic Structure KII	3-5
Apr 18 Day 3	Amhara-Makit Kebele 1	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1
		TM 3	Female Youth KII	3-4
		TM 4	Male Youth KII	3-4
		TM 5	Business Survey KII	3-5
		TM 6	Systemic Structure KII	3-5
Apr 19 Day 4	Amhara-Sekota Kebele 1	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1
		TM 3	Female Youth KII	3-4
		TM 4	Male Youth KII	3-4
		TM 5	Business Survey KII	3-5
		TM 6	Systemic Structure KII	3-5
Apr 20 Day 5	Amhara-Sekota Kebele 2	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1
		TM 3	Female Youth KII	3-4
		TM 4	Male Youth KII	3-4
		TM 5	Business Survey KII	3-5
		TM 6	Systemic Structure KII	3-5
Apr 21 Day 6	Amhara-Gazgibla Kebele 1	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1
		TM 3	Female Youth KII	3-4
		TM 4	Male Youth KII	3-4
		TM 5	Business Survey KII	3-5
		TM 6	Systemic Structure KII	3-5
OROMIA REGION				
Apr 23 Day 1	Oromia-Daro Lebu Kebele 1	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1
		TM 3	Female Youth KII	2-3
		TM 3	Male Youth KII	2-3
		TM 4	Business Survey KII	2-3
		TM 4	Systemic Structure KII	2-3
Apr 24 Day 2	Oromia-Daro Lebu Kebele 2	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1
		TM 3	Female Youth KII	2-3
		TM 3	Male Youth KII	2-3
		TM 4	Business Survey KII	2-3
		TM 4	Systemic Structure KII	2-3
Apr 25 Day 3	Oromia-Gamachis Kebele 1	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1

		TM 3	Female Youth KII	2-3
		TM 3	Male Youth KII	2-3
		TM 4	Business Survey KII	2-3
		TM 4	Systemic Structure KII	2-3
Apr 26 Day 4	Oromia-Gamachis Kebele 2	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1
		TM 3	Female Youth KII	2-3
		TM 3	Male Youth KII	2-3
		TM 4	Business Survey KII	2-3
		TM 4	Systemic Structure KII	2-3
Apr 27 Day 5	Oromia-Grawa Kebele 1	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1
		TM 3	Female Youth KII	2-3
		TM 3	Male Youth KII	2-3
		TM 4	Business Survey KII	2-3
		TM 4	Systemic Structure KII	2-3
Apr 28 Day 6	Oromia-Grawa Kebele 2	TM 1 + TM 2	Female Youth FGD	1
		TM 1 + TM 2	Male Youth FGD	1
		TM 3	Female Youth KII	2-3
		TM 3	Male Youth KII	2-3
		TM 4	Business Survey KII	2-3
		TM 4	Systemic Structure KII	2-3
By May 4	All reporting formats completed by SPIR staff and sent to Faheem			
By May 24	Faheem completes analysis			
May 25	Entrance meeting and Validation workshop			
May 28-29	SPIR arranges meetings with external agencies for Faheem			
May 30-31(morning)	Synthesis workshop with SPIR staff			
Jun 1 (afternoon)	Presentation to SPIR and partners			
Jun 15	Draft report			
Jun 19	Comments on draft report from SPIR			
Jun 22	Final report			

