



Save the Children

Multi-Country Assessment of Employment and Entrepreneurship Opportunities for Youth in High Growth Potential Value Chains within the Agriculture Sector

Ethiopia

2013



Conducted in partnership with Dalberg Global Development Advisors

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The market assessment of high potential agriculture value chains in the Gubalafto, Habru, Raya Kobo and Gidan woredas, in the Amhara region in Ethiopia, was prepared by an Assessment Team from Dalberg Global Development Advisors. The Assessment Team was led by Madji Sock (Project Director) with support from Jules Some (Project Leader) and a team of researchers, writers and interviewers including Sadiki Etienne (Senior Consultant) and Rachel-Diane Epoupa Mpacko (Associate Consultant).

Acronyms

ACSI	Amhara Credit and Saving Institution
ANPPCAN	African Network for Prevention and Protection of Child Maltreatment and Neglect
ATA	Agricultural Transformation Agency
CSA	Central Statistical Agency
DAP	Developmental Assets Profile
E.C.	Ethiopian Calendar
ECX	Ethiopia Commodity Exchange
FAO	Food and Agriculture Organization
FeMSEDA	Federal Micro and Small Enterprise Development Agency
GDP	Gross Domestic Product
GIEWS	Global Information and Early Warning System – <i>on food and agriculture</i>
GTZ	German Agency for Technical Cooperation
HA	Hectares
HIV / AIDS	Human Immunodeficiency Virus / Acquired Immunodeficiency Syndrome
MFI	Microfinance Institution
MSE	Micro and Small Enterprise
PADET	Professional Alliance for Development in Ethiopia
SACCOs	Saving and Credit Cooperatives
SC	Save the Children
TVET	Technical and Vocational Education and Training
UNESCO	United Nations Educational Scientific and Cultural Organization
USAID	United States Agency for International Development
USD	United States Dollars

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Executive Summary

1. Background

Approximately 20% of Ethiopia's population (94 million people) is between the age of 15 and 24 years old, of which 25% are unemployed.¹ To address these challenges, the Government of Ethiopia has instituted various strategies focusing on poverty alleviation for youth, with a particular focus on the equitable integration of women and girls into income generating opportunities, micro and small enterprise development (MSE) and general investment promotion within the agricultural sector.

Development actors, such as Save the Children (SC), are supporting national efforts to increase youth employment, entrepreneurship and development, especially in rural areas through initiatives such as the Youth in Action program. To guide the program's overall interventions, Dalberg Global Development Advisors conducted a market assessment of employment and entrepreneurship opportunities across high potential agricultural value chains. The overall objectives of the market assessment were to identify agricultural value chains with the ability to absorb youth through enterprise development or direct employment. The team: 1) assessed high potential value chains; 2) analyzed direct employment opportunities; 3) reviewed the enabling environment; and 4) identified the opportunities and challenges to increase youth economic development in the impact area.

2. Youth profiles

The field studies reveal that youth's assets, interests and aspirations vary across each woreda and by gender; reflecting varying economic, cultural and geographical conditions in which they live. Understanding these differences will be fundamental in customizing interventions that will support youth in improving their socioeconomic conditions. Key findings from each woreda are summarized below:

Educational assets. A majority of the youth surveyed in all woredas have not completed primary school education, resulting in limited numeracy and literacy skills. There were also educational attainment gaps by gender, suggesting that barriers to educational attainment are more pronounced for girls than boys. Major barriers regarding access to education include: (i) opportunity costs that occur between choosing an education or engaging in income generating activities; (ii) the perception that education does not necessarily translate into high incomes and employment given the lack of opportunities in the impact area; (iii) lack of parental support and attitudes toward the value of education; (iv) lack of financial resources and support given the cost of educational attainment; (v) low grade point averages for youth to qualify for formal vocational training programs; (vi) inability to meet the demand for informal educational options due to (public) budgetary limitations; and (vii) perceived lack of support from government entities. It is imperative that these challenges are addressed and youth are afforded opportunities to drastically increase their literacy and numeracy skills, particularly in an agricultural setting, to ensure effective business skills that will further facilitate the integration of youth into high potential value chains in the sector.

Developmental assets. Youth appear to feel strongly about their developmental assets. However, major differences occur between boys and girls, as girls are often given fewer opportunities than boys to develop their talents as they are expected to undertake activities inside and outside the home, limiting

¹ CIA World Factbook, 2013

their ability to maximize their developmental potential. Moreover, gender-specific factors such as female mutilation, gender-based violence, teen pregnancy and early marriage further limit their development, also affecting their educational attainment, earning potential and decision making abilities. Programming that deliberately enables youth to capitalize on their developmental assets will contribute to their success

Youth livelihoods and interests in agricultural related jobs. The tendency to hire youth for seasonal rather than permanent activities seem to be common practice and are very pronounced in the impact area. This practice often results in the lack of permanent and stable income and engagement in activities that require unskilled labor, offering few chances for skills development. Moreover, youth involvement in income generating activities (i.e., in the formal sector and / or through seasonal employment), salary levels, and interests in agriculture vary by woreda and gender.

3. Assessment of income generating opportunities through direct employment and enterprise development

The study also assessed the ability of the private sector to directly employ youth in addition to analyzing specific value chains to understand their potential for supporting youth-focused enterprise development.

Direct employment opportunity analysis. The private sector has limited capacity to absorb unemployed youth. The survey sample estimates that approximately 5,500 jobs will be created over the next five years, not meeting the current demand of unemployed youth in the impact area. In addition to limited job absorption capacity, job opportunities are also limited due to minimum age requirements. Educational requirements also vary as opportunities at the production level appear to require the broadest range of education (e.g., no education to university completed), suggesting the importance of agricultural production to private enterprises and their willingness to engage jobseekers to meet production demands. Also, while a majority of employers perceive youth's life skills to be at least "good", there are opportunities for improving life skills among youth, particularly around their ability to work in a team and perform in a work environment. Finally, employers indicated potential interest in partnering with the Youth in Action program through employment and internship opportunities and learning visits.

Enterprise development opportunity analysis. It is largely accepted that self-employment and enterprise development will be the mechanism to create more opportunities for youth in the market. However, the micro and small enterprise sector has experienced challenges in sustaining development and growth, largely due to poor market selection and the ability to access high potential market opportunities - indicating that data-driven market selection is critical for the development of sustainable and scalable enterprises for youth. The analysis focused on key value chains which were segmented into two categories: 1) crop production (staple crops) and 2) additional production opportunities (fruits, vegetables, apiculture and animal rearing) and were assessed across a set of assessment criteria. Key findings include:

- **Staple crop value chain opportunity analysis.** Based on production levels, and consultations with key stakeholders, Barley, chickpea, maize, sorghum, teff and wheat were shortlisted and further assessed along additional criteria.

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- *Woreda capability + crop profitability.* Cereals such as sorghum, wheat and maize appear to be particularly profitable.
- *Input / production requirements.* Access to inputs such as seed (improved / hybrid seed varieties), chemical fertilizer and insecticide will be critical in maximizing the production of the shortlisted staple crops; improved inputs seem most available for maize and sorghum, while other inputs such as storage infrastructure appear to be limited.
- *Market opportunity.* High potential staple crop value chains should have access to markets, relatively high market prices and low price variability. Teff, wheat and sorghum appear to have the highest market prices, while wheat, maize and sorghum experience the most price variability, while most, as food security crops have strong market demand.
- *Time to harvest.* Young people want to see a return relatively quickly from their efforts in agriculture. As such, particular focus should be placed on crops that can generate income relatively quickly. Though planting and harvesting of staple crops vary by region, time to harvest is typically five to nine months for cereals and less than four weeks for chickpea.
- *Youth interest.* Overall, youth appear to be less interested in on-farm production, as they appear to find production opportunities, such as stockbreeding, more interesting.
- **Analysis for additional production opportunities.** Throughout the market assessment, additional value chains also appear to have potential market opportunity for youth. These opportunities include small-scale gardening (apple, mango, orange, papaya, garlic, onion, and tomato), apiculture and animal rearing (cattle, goat, and poultry, sheep).
 - *Woreda capability.* Woreda capability varies due to varying climatic zones and topography in the region, resulting in varying production capabilities by woreda.
 - *Input / production requirement.* The necessary infrastructure to support the production of additional opportunities are varied throughout the impact region, however, there is strong government support in improving infrastructure such as transport and water irrigation; many of which are already underway in the impact area.
 - *Market opportunity.* Overall, fruits and vegetables appear to be a large and untapped opportunity, while animal rearing and apiculture have potential to maximize production potential to meet growing local and regional demand.
 - *Time to market.* Vegetables, apiculture and animal rearing provide the quickest time to market, while fruits typically take 2-5 years after planting before the first harvest.
 - *Youth interest.* Youth interests are highly correlated with the woreda's capabilities to support production.

- **Cross cutting criteria.** For youth to successfully engage in enterprise development across high potential value chains, they will need to have adequate access to finance, land, be equipped with specific skills and competencies in addition to supporting gender equity.
 - *Access to finance.* Approximately 98% of the Ethiopian population does not have access to formal financial services, negatively impacting MSE development, creating a financing gap for most enterprises. Given financing constraints, Youth in Action should consider promoting value chains that have relatively minimal start-up costs.
 - *Access to land.* Overall, 70% of youth interested in farming activities report that they do not have access to land. Given land availability constraints, Youth in Action should prioritize the promotion of value chains that have minimal land requirements or have the ability to produce large yields per hectare.
 - *Skill requirement.* For youth interested in farming activities, focus group discussions reveal they are most interested in capacity and skill-building regarding improved production practices and techniques as there is less familiarity in post-production stages of the value chain.
 - *Gender equality.* Barriers (e.g., finance, land, cultural) affecting women are greater than those affecting men, impacting their livelihoods. Most women-led enterprises are pigeon-holed into the “initial state” where barriers are prevalent and economic impact is low. Animal rearing, apiculture and vegetable production appear to be most likely to initially integrate girls given the context of the region, positively impacting livelihoods.

Strategic areas of focus for the promotion of youth employment in the impact area. Programming, in the impact area, aiming to improve young people’s socio-economic status should primarily focus on enterprise development; the following value chains appear to be the most viable: sorghum, teff, goat and poultry.

In addition, value addition processing should be focused around teff and sorghum products such as flour, food stuff and animal feed, in the near term, with potential to support meat processing (goat and poultry) in the mid to long-term pending the necessary support infrastructure.

To further facilitate enterprise development, along the aforementioned value chains, additional opportunities also include training and support programming in the following areas: input supplying; small-scale irrigation; transport, storage, distribution; marketing; equipment maintenance / tool making; and para-vet services.

4. Conclusion and recommendations

This report sought to identify high potential agricultural value chain opportunities given the challenges, opportunities and needs of youth within the Gubalafto, Habru, Raya Kobo and Gidan woreda. While recommendations are addressed to Save the Children International, they are also intended to have the ability to be adopted to guide the development of similar programs. Recommendations are as follows:

1. Select youth and implement interventions in areas that are best positioned for success;

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2. Implement targeted skills development trainings;
3. Focus on gender equity;
4. Raise awareness on how to tap into high potential market opportunities;
5. Ensure program retention by offering financial support during training;
6. Increase program capacity by engaging key partnerships; and
7. Post-program support as youth transition into viable livelihoods

1. Background

1.1. Youth unemployment in Ethiopia

Approximately 20% of Ethiopia's population (94 million people) is between the age of 15 and 24 years old, of which 25% are unemployed.² Youth unemployment is more prevalent in urban areas compared to rural areas. In rural areas, underemployment appears to be most prevalent, despite youth's engagement in agricultural activities.³ Underemployment and unemployment also vary by gender, as boys generally have more opportunities to engage in the labor force compared to girls, further complicating employment dynamics within the country.⁴

High rates of youth unemployment can be attributed to lack of land availability, insignificant job creation, and an education system and curricula that do not meet labor market needs.⁵ Other reasons include low levels of educational attainment, the lack of access to infrastructure, such as water and electricity, entrepreneurial skills and initial capital to start a business.⁶ Rural-urban migration is also adding pressure on scarce opportunities for youth in urban areas. The migration of youth from rural villages to urban centers has increased the number of jobseekers in these areas, despite limited job creation.

To address these challenges, the Government of Ethiopia has instituted various strategies focusing on poverty alleviation for youth, with a particular focus on the equitable integration of women and girls into income generating opportunities, micro and small enterprise development (MSE) and general investment promotion within the agricultural sector. Examples of these strategies include:

- **The National Employment Policy and Strategy of Ethiopia** emphasizes the growing labor supply and limited employment opportunity generation as the main causes for unemployment and underemployment. The document also acknowledges the need to guide and implement strategies to increase labor productivity, integrate women and youth and other vulnerable populations (i.e., HIV+ populations) in a coordinated manner;
- **The Growth and Transformation Plan (GTP)** recognizes the importance of the agricultural and industrial sectors as major opportunities for economic and inclusive growth. Though the plan does not explicitly incorporate specific strategies regarding youth employment, it recognizes the importance of the promotion of gender and youth empowerment as key factors for the country's economic and equitable development;
- **Ethiopia's Agricultural Sector Policy and Investment Framework (PIF)** identifies priority areas for investment that will result in increased incomes for those involved in the agricultural sector. Priority areas for investment include: transitioning agricultural activities from subsistence farming to larger scale, and more commercial, farming practices through increased production

² CIA World Factbook, 2013

³ Broussar, Nzinga H; Tekleselassle, Tsegay Gebrekidan. Youth Unemployment: Ethiopia Country Study. International Growth Center, August 2012

⁴ Ibid

⁵ National Employment Policy and Strategy for Ethiopia, 2009

⁶ Habru Small and Micro Enterprise Office. Interview. 9 December 2012

and productivity, rural commercialization, natural resource and disaster risk management and food security; and

- **National Technical Vocational Education and Training (TVET) Strategy** focuses on the relevance and quality of TVETs to develop the workforce based on the needs of the labor market. To achieve this objective, the Ethiopian Government has identified a number of guiding principles including: (i) a demand-orientation; (ii) equal access and opportunity; (iii) pathways; (iv) flexibility; (v) life-long learning; (vi) gender sensitivity; (vii) contributing to the fight against HIV/AIDS; and (viii) contribution to environmental protection.

Development partners, such as Save the Children (SC) and its proposed program, Youth in Action (“the Program”) are also supporting national efforts to increase youth employment, entrepreneurship and development, especially in rural areas. Appendix 1 provides a brief description of Save the Children and the Youth in Action program.

1.2. Why Agriculture?

Agriculture is a critical sector for Ethiopia’s economic performance. Its contribution is over 40% of the GDP, and 86% of exports.⁷ The large dependence on agriculture is also reflected at the household and individual level; one million smallholder households account for about 95% of the agricultural GDP and 85% depend on the sector for employment.⁸ Despite the country’s current agricultural output, there is still opportunity to maximize agricultural productivity, as Ethiopia is only cultivating 11.7 million hectares of land, leaving 51.3 million hectares unexploited.⁹

The four woredas, located in the North Wollo Zone face, agricultural challenges such as poor weather and soil conditions and a mountainous landscape. Despite these challenges, however, there is still opportunity for agricultural development in the zone as 24% of the land area remains arable and can be cultivated.¹⁰ Moreover, approximately 93% of the population in the zone is dependent on agriculture, making agricultural support and development in the region critical to their livelihoods.¹¹

The sector’s challenges and opportunities, coupled with the population’s dependence on the sector, make agricultural development a top government priority. As such, the Ethiopian Government has demonstrated its commitment in developing the sector’s potential by allocating more than 15% of its total budget to the sector, one of four countries in Africa spending over 10% of their budget on agriculture, based on a nineteen-country assessment, by an international advocacy organization.¹²

The sector’s strategic importance, and the Government’s reliance on the sector as a means to improve the country’s economic development, particularly rural development, positions the Youth in Action

⁷ <http://www.ethioinvest.org/agriculture.php>

⁸ African Economic Outlook, 2012

⁹ Ethiopian Agricultural Sector Policy and Investment Framework (PIF), Ministry of Agriculture and Rural Development, 2010

¹⁰ Joint Ethio-Danish NGO Programme in North Wollo Ethiopia, Nordic Agency for development and Ecology (NORDECO), 2008.

¹¹ Ibid

¹² One Data Report, 2013

program to be an asset to the promotion of Ethiopia’s agricultural sector and the youth which the program targets.

1.3. Why this age group?

Young people between the ages of 14 and 18 are at a formative stage in their lives; they are starting to explore what they want to do, dreaming about their future and looking for adults and connections that will help them. Often, they express feelings of frustration and concern about their own ability and the options in front of them. Knowledge and skills are pivotal at this age; even more important are self-confidence, support and a sense of hope and belief in their own ability to act. Many young people around the world are already involved in some form of work at this age, be it in the family business or farm, at home or outside the family, whether or not they are in school. They may be involved in hazardous work or work that does not offer them a healthy and productive future. If they are out of school, they are less likely to have gained the knowledge and skills that will truly prepare them for work that will fulfill their ambitions and allow them to capitalize on their potential.

Many youth employment programs are working with older youth (18 and above). SC and MCF specifically chose to work with the younger age group to address a gap in programs. The intent is to give these young people a head start on the development of relevant skills and knowledge, to help them build the self-confidence and support networks essential for the transition to a viable productive life and offer them opportunities to explore both their own interests and the options around them in their rural communities. This kind of skill development and work exploration is common around the world for young people in this age group, whether within the school environment or through part time work or micro-enterprises for youth. Supporting young people in this formative period helps them to meet adulthood with greater confidence, hope and a stronger sense of their own abilities and the opportunities around them.

1.4. About this study

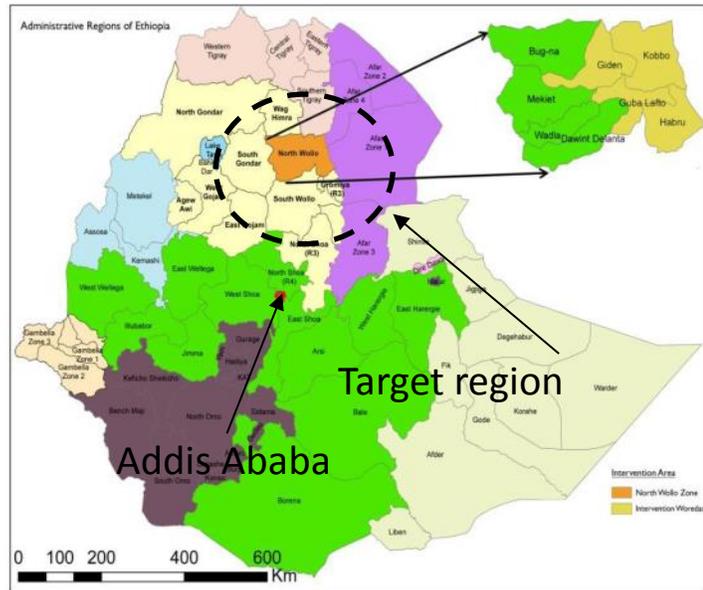
To guide the program’s overall interventions, Dalberg Global Development Advisors conducted a market assessment of employment and entrepreneurship opportunities across high potential agricultural value chains. The assessment team worked closely with SC and PADET to design and implement an assessment methodology within the impact area. The overall objectives of the market assessment were to identify and prioritize local agricultural sub-sectors with high potential agricultural value chains with the ability to absorb youth through enterprise development or direct placement job opportunities and to identify demand-driven marketable skills needed to meet the demands of the sector.

1.5. Report structure

Findings and recommendations from this study are encapsulated in this report which is structured around five chapters. Following the background (Chapter 1) and a discussion of the methodology used for the market assessment (Chapter 2), Chapter 3 presents a profile of surveyed youth for each woreda, providing a discussion on their educational attainment, developmental assets and current livelihoods and their interests. Chapter 4 then examines the potential for direct employment and enterprise development opportunities along shortlisted value chains. Finally, Chapter 5 concludes the findings in this report and recommendations, followed by Appendices.

1.6. About the impact area

As a federal republic, Ethiopia's governance structure is decentralized with clearly distributed functions amongst each structure.¹³ The central government is responsible for issues at the national level including national security, defense, foreign affairs and currency while regional states oversee the budget, public health, socio-economic and infrastructure development.^{14,15} The role of zonal administration offices, the third level of government administration, varies amongst regions. In some regions, they typically play a symbolic role to ensure equitable ethnic representation. In



others, the zone plays an oversight role, directly overseeing government officials at the woreda level; in other areas, the woreda takes on more of the oversight role and the planning and implementation of programs.¹⁶ Kebeles, (i.e., community associations) are headed by kebeles leaders who then report to the elected woreda representative.¹⁷ The impact area, which includes the woredas of Gubalafto, Habru, Raya Kobo and Gidan is part of the North Wollo Zone within the Amhara regional state.

According to the most recent household surveys, the Amhara region, located in northern Ethiopia encompasses 105 woredas and is one of the most populous regions with approximately 17 million people (23% of the country's total population).¹⁸ The topography is diverse, but divided mainly into high land (60% of the region) and low land areas. Demographically, men and women are equally represented, with a literacy rate of 54% and 25%, respectively.¹⁹ While the predominant language in the region is Amharic, and largely spoken by the dominant Amhara ethnic group (91.47%), other ethnic groups include, the Awi, Oromo, Kamyar and Argobbahe comprising of 3.46%, 2.46%, 1.39% and 0.41% of the total population within the region, respectively.²⁰ The Amhara region appears to be stable as no major socio-political conflict has been reported.²¹

¹³The political structure of Ethiopia is composed of five administrative levels: (i) the federal government; (ii) regional states; (iii) zones; (iv) woredas; and (v) kebeles, the smallest administrative unit (Assefa, Taye and Gebre-Egziabher, Tegegne. Decentralization in Ethiopia., 2007)

¹⁴ Ibid

¹⁵ The brevity of government and administrative oversight at the regional level is outlined in the Ethiopian constitution which delegates considerable legislative and executive power to regional states, of which the highest Government body is the Regional Council, elected by an assembly. The Regional Council is headed by a President and is in charge of organizing and electing representatives at the zonal and woreda levels.

¹⁶ Ibid

¹⁷ International Development Partnership, Ethiopia county profile

¹⁸ CSA, 2007

¹⁹ Ethiopia Atlas of Key Demographic and Health Indicators, Macro International, 2008

²⁰ CSA, 2007

²¹ Bertus, Praeg. *Ethiopia and Political Renaissance in Africa*. Nova, 2006

The region is a patriarchal society. The role of women largely seems to depend on their religious orientation, though there are variations based on whether or not they live in a rural or urban setting.²² The dominant religion is Orthodox Christianity (82.5%) and 17.2% of the population is Muslim.²³ The role of women in the most traditional families is limited to household work, and farming activities. The average age for marriage for girls is typically 14 years old.²⁴ The status of women in the region has resulted in gender gaps in areas such as literacy, educational attainment, work status and occupation and income.²⁵

The North Wollo Zone ("the zone" and third administrative level) has a total population of approximately 1.5 million and is generally known as food insecure. Food insecurity in the zone is the result of many factors, including sometimes unsuitable land and weather conditions for agriculture; 47.3% of its land is therefore degraded and not yet suitable for agricultural production, unless rehabilitated.²⁶ This reality complicates land access, which is further exacerbated by rapid population growth in the region.²⁷ As a result, in 2006, the average rural household land holding in the zone was 0.7 hectares, compared with 1.01 and 0.75 hectares at the national and (Amhara) regional levels, respectively.²⁸

Geographically, the zone is composed of two major areas: the North Wollo East Plain and the North Wollo Highland Belg. Raya Kobo, Habru and part of Gubalafto are located in North Wollo East Plain and therefore benefit from a favorable climate for agriculture. The North Wollo East Plain is also known as food sufficient, particularly because the production during the rain and dry season are enough to cover regional demand. The dominant crops in the region are sorghum, maize and teff, often sold in towns such as Woldia, Kobo and Mersa.²⁹ Income is earned by selling agricultural products in addition to livestock and dairy production. However, the poorest households are more dependent on paid labor due to the lack of access to the necessary inputs for agricultural production (e.g., land, finance, and improved inputs). Better-off households on the other hand, have the opportunity to earn additional income from land leasing and crop sharing. Unlike the North Wollo East Plain, the North Wollo Highland Belg is largely food insecure, a status often exacerbated by the lack of rain fall, drought, soil erosion and soil infertility. In addition, the North Wollo Highland Belg, in which Gidan and part of Gubalafto are located, is a remote area with poor market access due to poor infrastructure such as roads, electricity

²² In the Amhara region, urban society tends to be less traditional than the rural society. In urban settings women often have greater participation in the workforce and increased access to education

²³ Bertus, Praeg. Ethiopia and Political Renaissance in Africa. Nova, 2006

²⁴ Aspen, Harald and Mekonnen, Berihun. *Early Marriage and the Campaign Against It in Ethiopia*, 2009

²⁵ *Gender Inequality and Women's Empowerment*, UNFPA, 2007

²⁶ CSA, 2007

²⁷ Seid, Yassin, *Small-Scale Irrigation and Household Food Security: A Case Study of Three Irrigation Schemes in Gubalafto Woreda of North Wollo Zone, Amhara Region.* Master's Thesis. Graduate School of the University of Addis Ababa, June 2002

²⁸ Klaus Deininger, Songqing Jin, Berhanu Adenew, Samuel Gebre-Selassie, Berhanu Nega. *Tenure Security and Land-Related Investment: Evidence from Ethiopia*, World Bank, 2003

²⁹ Livelihoods profile Amaha Region, Ethiopia , North Wollo East plain Livelihood Zone, The Food Economic Group, July 2007

and water irrigation systems. The main cultivated crops in this region include barley, wheat, and pulses.³⁰

Wealth in the zone is measured through specific characteristics that include the size of the land, the land area under cultivation, the types of crops cultivated, in addition to livestock and tree holdings. As a result, the commodities that are produced in the region vary in quality and the amount produced. For example, very poor households in the North Wollo East Plain possess only poultry because, unlike better-off households, they are unable to afford buying oxen.³¹ The tables below illustrate the wealth breakdown in the North Wollo East Plain and the North Wollo Highland Belg and their respective agricultural assets.

Table 1: Wealth breakdown of the North Wollo East Plain (Gubalafto, Habru, Raya Kobo)³²

Wealth segmentation	Household Size	Land Area Cultivated	Crops Cultivated	Livestock and Tree Holding
Very Poor	5 to 6	0.125 to 0.375 Hectares	Sorghum, maize, teff	1 oxen, 1 to 3 cattle, 3 to 5 shoats, 0 to 1 donkey
Poor	5 to 6	0.75 to 1 hectares	Sorghum, maize, teff	1 oxen, 1 to 3 cattle, 3 to 5 shoats, 0 to 1 donkey
Middle	5 to 7	1.25 to 1.75 Hectares	Sorghum, maize, teff	1 to 3 oxen, 4 to 6 cattle, 7 to 8 shoats, 0 to 2 camels, 0 to 1 donkey
Better-off	6 to 7	1.75 to 2.25 Hectares	Sorghum, maize, teff	2 to 4 oxen, 8 to 12 cattle, 12 to 15 shoats, 0 to 2 camels, 0 to 1 donkey

Table 2: Wealth breakdown of the North Wollo Highland Belg (Part of Gubalafto, Gidan)³³

Wealth segmentation	Household Size	Land Area Cultivated	Crops Cultivated	Livestock and Tree Holding
Very poor	4 to 6	0.25 to 0.75 hectares	Barleys, wheat and pulse	3 to 5 sheep, 4 to 5 chicken, 15 to 25 eucalyptus trees
Poor	5 to 7	0.75 to 1 hectares	Barleys, wheat and pulse	1 to 2 cattle, 5 to 7 sheep, 4 to 6 chicken, 0 to 2 horses, 50 to 100

³⁰ Livelihoods profile Amaha Region, Ethiopia , North Wollo East plain Livelihood Zone, The Food Economic Group, July 2007

³¹ Ibid

³² Ibid

³³ Livelihoods profile Amhara Region, Ethiopia, North Wollo East plain Livelihood Zone (NBH), The Food Economic Group, July 2007

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Wealth segmentation	Household Size	Land Area Cultivated	Crops Cultivated	Livestock and Tree Holding
				eucalyptus trees
Middle	5 to 7	0.75 to 1.25 hectares	Barleys, wheat and pulse	0 to 2 ox, 2 to 4 cattle, 13 to 17 sheep, 0 to 2 donkey, 3 to 5 chicken, 0 to 2 horse, 200 to 260 eucalyptus trees
Better-off	5 to 7	1.25 to 1.75 hectares	Barleys, wheat and pulse	1 to 3 oxen, 4 to 6 cattle, 25 to 30 sheep, 3 donkeys, 3 to 5 chicken, 0 to 2 horse, 1 mule, 200 to 400 eucalyptus trees

The target woredas, the fourth administrative level, in which interventions will be implemented, include Gubalafto, Habru, Raya Kobo and Gidan, each presenting distinctive features. Appendix 2 provides a brief description of their geography, demography, socio-economic profile and an overview of their potential to support market access.

2. Market assessment methodology

The overall market assessment was structured around four areas. Figure 1 maps each assessment area and its corresponding activities, approach, and end goals.

Figure 1: Overview of the market assessment methodology

Assessment area	Activity	Approach	Goal
1 Analysis of high potential value chains	<ul style="list-style-type: none"> Identify high potential value chains Short listing of crops for in-depth analysis 	<ul style="list-style-type: none"> Desktop research and document reviews Stakeholder consultations Youth surveys Focus group discussion 	<ul style="list-style-type: none"> Recommend high potential value chains for enterprise development for youth.
2 Analysis of direct employment opportunities in the private sector	<ul style="list-style-type: none"> Identify opportunities within agricultural enterprises Identify required skills and current salaries 	<ul style="list-style-type: none"> Employer surveys 	<ul style="list-style-type: none"> Understand hiring potential of private enterprises engaged along agricultural value chains Have employers' view on skill requirements and expectations
3 Review of the enabling environment	<ul style="list-style-type: none"> Review local context focusing on issues such as access to land, finance and cultural barriers. 	<ul style="list-style-type: none"> Desktop research and document reviews Stakeholder consultations Youth surveys Focus group discussion 	<ul style="list-style-type: none"> Better understand opportunities and challenges regarding youth employment and enterprise development
4 Understanding the opportunities and challenges to youth development	<ul style="list-style-type: none"> Profile the target population by understanding their level of education, developmental needs and current interests 	<ul style="list-style-type: none"> Desktop research and document reviews Stakeholder consultations Youth surveys Focus group discussion 	<ul style="list-style-type: none"> Understand the challenges facing youth and how their needs can be met

As Figure 1 illustrates, the assessment approach included a combination of the following:

1. Desktop research, document review, and refinement of the methodology;
2. Stakeholder consultations (i.e., government, financial institutions, technical vocational education and training institutions and development partners);
3. Employer surveys;
4. Youth surveys; and
5. Focus group discussions with youth and parents.

The following sub-sections provide an overview and process of each approach.

2.1. Desktop research, document review, and refinement of the methodology

The assessment was initiated with desktop research and a review of documentation provided by SC; both providing the team with a better understanding of the impact area. Specifically, the team reviewed

documents regarding youth employment, enterprise development and the challenge and opportunities of the agricultural sector. The team also reviewed documents provided by SC to understand the goals and features of the program. Finally, the assessment team consulted with SC, PADET, and the Search Institute to finalize a country-specific approach and validate initial hypotheses which led the design of the survey tools and interview guides that were used during stakeholder consultations.

2.2. Stakeholder consultations

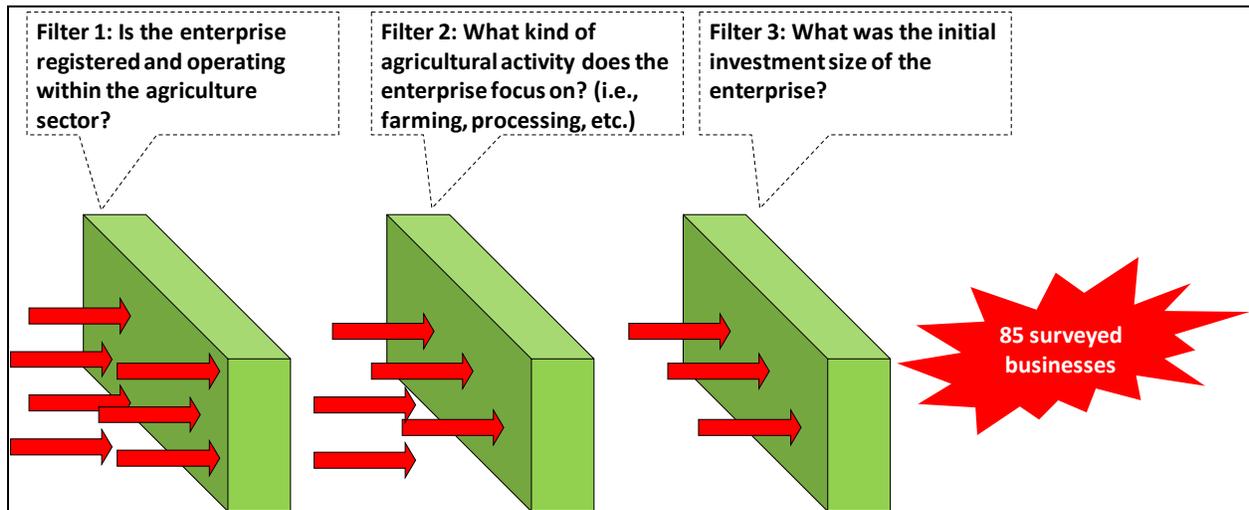
Over 30 stakeholder interviews were conducted using an interview guide designed for each stakeholder type. Stakeholders included the following (See Appendix 3 for samples of stakeholder interview guides and Appendix 5 for a list of stakeholders consulted during this assessment):

- **Government officials:** With the objective to: (i) better understand the country and regional context and priorities in agriculture; (ii) identify agriculture programs targeting youth; (iii) pressure test, shortlist and confirm value chains to target for interventions; and (iv) collect government perspectives on issues the program should consider;
- **Financial institutions:** With the objective to: (i) identify existing and planned interventions in agriculture; and (ii) identify partnership opportunities;
- **Technical Vocational Education and Training (TVET):** With the objective to: (i) identify current training available to youth; and (ii) assess partnership options with training institutions to build the program’s capacity to deliver targeted training programs; and
- **Development partners:** With the objective to: (i) identify development partners’ existing and planned interventions in agriculture and youth; and (ii) identify partnership opportunities.

2.3. Employer surveys

A total of 85 employers were surveyed during the market assessment. Targeted employers were formal businesses in the agriculture sector with operations within the four target woredas. The main objective of the employer surveys were to: (i) identify the types of available jobs in agriculture value chains; (ii) understand skills and competencies required for those jobs; and (iii) assess their hiring perspectives in the next five years. A questionnaire was used to survey employers that included a mix of quantitative and qualitative questions (See Appendix 3). Figure 2 illustrates the methodological approach used to shortlist and select active private sector employers.

Figure 2: Approach to shortlist employers for implementation of employer surveys^{34,35}



As the figure illustrates, we selected enterprises based on their involvement in the agricultural sector, their activity of focus (to ensure a mix of activity types) and the initial investment of the enterprises (to ensure inclusion of enterprises of different sizes).

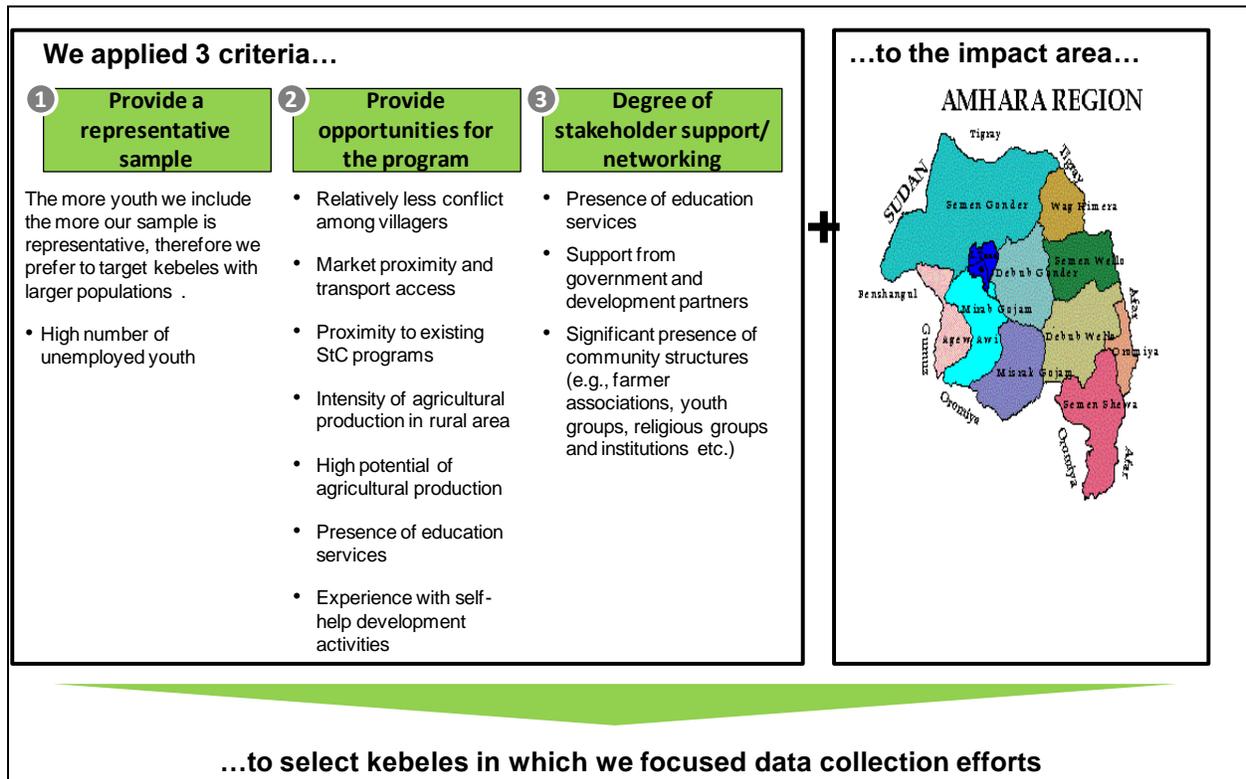
2.4. Youth surveys

The main objectives of the survey were to: (i) assess youth’s interests in education and employment in agriculture value chains; (ii) understand their constraints in securing a job; and (iii) assess their capabilities and identify livelihood opportunities. To ensure a representative sample, and to gather data from kebeles that would benefit from the goals of the program, the assessment team, along with SC Ethiopia and PADET, developed a three-pronged selection criteria for the selection of kebeles. We targeted, when possible, kebeles with a high total population, which embodied characteristics that would be most advantageous to the success of the program and had a level of support from stakeholders and other networks. Figure 3 below outlines the selection criteria and specific characteristics considered.

³⁴ Business and investment size data were received from industry offices in each woreda.

³⁵ If businesses 1) refused to participate in the survey, 2) were closed when the team went into the field or 3) the appropriate staff to take part in the survey were not immediately available, the assessment team selected the nearest business that fit each criteria, assuming that businesses shared similar characteristics (e.g., access to reliable markets, transport networks etc.) within the area.

Figure 3: Kebeles selection approach for the implementation of youth surveys



This process resulted in the selection of 29 kebeles where a total of 375 youth were surveyed across the four target woredas. This number includes 247 boys (66%) and 128 girls (34%).³⁶ A survey (See Appendix 3) was used to engage youth and included the following themes:

- General profile;
- Youth assets;
- Current livelihoods;
- Interest in agriculture related employment opportunities.

The youth assets questions in the youth (and employer) surveys integrated elements of the Developmental Assets Profile (DAP). The DAP is an assessment framework developed by Search Institute to provide a brief standardized description of young people’s internal and external assets. Research studies on more than 2.2 million young people consistently show that the more assets young people have, the less likely they are to engage in a wide range of high-risk behaviors and the more likely they are to thrive. Although a more comprehensive survey with all items composing the DAP framework will be carried out by Search Institute, in this market assessment, youth were asked to rate their behaviors regarding their future and in developing their interests.

³⁶ It is important to note that while the team aimed for a 50% split regarding the number of boys and girls included in the surveys and focus groups, it was difficult to find enough girls to participate as they were often engaged in household activities or were engaging in activities such as wood collection in the outskirts of each surveyed area.

2.5. Focus group discussions with youth and parents

Focus groups included the youth surveyed and their parents who were interviewed separately.³⁷ The main objectives of the focus groups were to: (i) assess youth’s interests in education and employment in agriculture value chains; (ii) understand their constraints in securing a job; and (iii) assess their interest, capabilities and identify skills development needs. Twenty-eight youth focus group discussions were conducted.

Additionally, over 200 parents were engaged in 20 focus group discussions. The main objectives of engaging parents were to: (i) understand their perspective about their children’s interest in the agricultural sector; (ii) gain viewpoints on how much they would support their child’s interest (or disinterest) in engaging in agricultural activities; and (iii) understand the support they may provide their children attracted to the agricultural sector. (See Appendix 3 for sample focus group discussion guides).

³⁷ Focus groups were held directly after the youth surveys (the groups contained the same youth).

3. Youth profiles

Youth in Action intends to focus on the successful transition of youth in the target age group to viable livelihoods and education opportunities within the agricultural sector. The field studies reveal that their assets, interests and aspirations vary across each woreda and by gender; reflecting varying economic, cultural and geographical conditions in which they live. Understanding these differences will be fundamental in customizing interventions that will support youth in improving their socioeconomic conditions. This chapter discusses youth characteristics and is structured around their educational attainment, DAP findings and existing livelihoods and interests. The findings are presented by woreda.

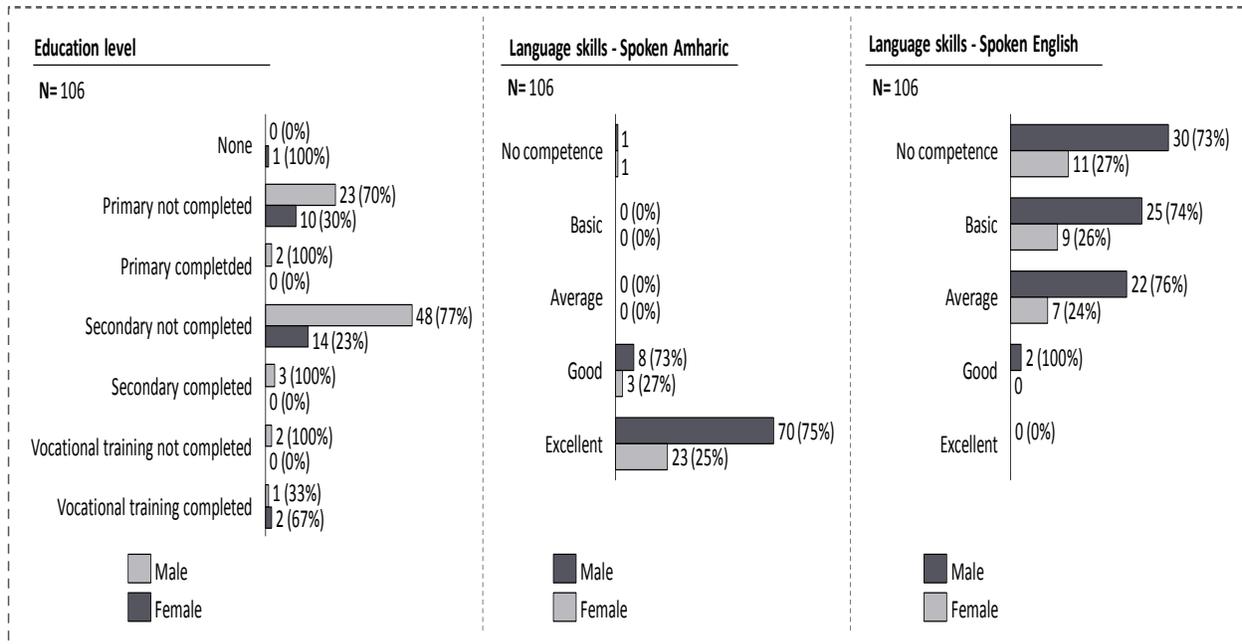
3.1. Gubalafto youth profile

In Gubalafto, surveys and focus groups were conducted with 106 youth in eight kebeles.³⁸ The gender division includes 79 boys and 27 girls. The following subsections present youth’s educational attainment, developmental assets and their current livelihoods and interests.

3.1.1. Educational assets

Overall, 90% of the sample has not completed primary or secondary level education, and approximately 3% of the sample has completed vocational level education. Additionally, 87% of youth rated their spoken Amharic skills as “excellent”. Given the prevalence of Amharic in the region, English skills are varied, but 39% self-assessed their spoken English as having “no competence”. The education levels and spoken language skills are presented in Figure 4 below.

Figure 4: Youth educational attainment and language skills in Gubalafto



Source: Youth surveys

As Figure 4 illustrates, there is a large drop in education attainment between primary and secondary school. Lack of access to secondary school (e.g., transportation barriers) and the rising opportunity

³⁸ Youth were surveyed in Geshober, Zewogotera, Wonye, Gedober, Jarsa, Debot, Anova and Amaymicha

costs, as age increases, appear to be reasons for these outcomes.³⁹ These findings were further confirmed in youth focus group discussions; both girls and boys do not see the value in attending school as opportunity costs exist between educational attainment and engaging in income generating activities. Due to the financial despair of households in the region, additional income from youth is critical to meet

the financial needs of the household. Furthermore, youth expressed that education does not necessarily translate to higher incomes and employment. This sentiment was further confirmed by government stakeholders – “even individuals with a university level education are having difficulties finding jobs⁴⁰”.

“We have low levels of education because we have to help our parents”

“We have to assist our parents most of the time in agricultural activities so I do not have time for myself”

Boys in Gubalafto

3.1.2. Developmental assets findings

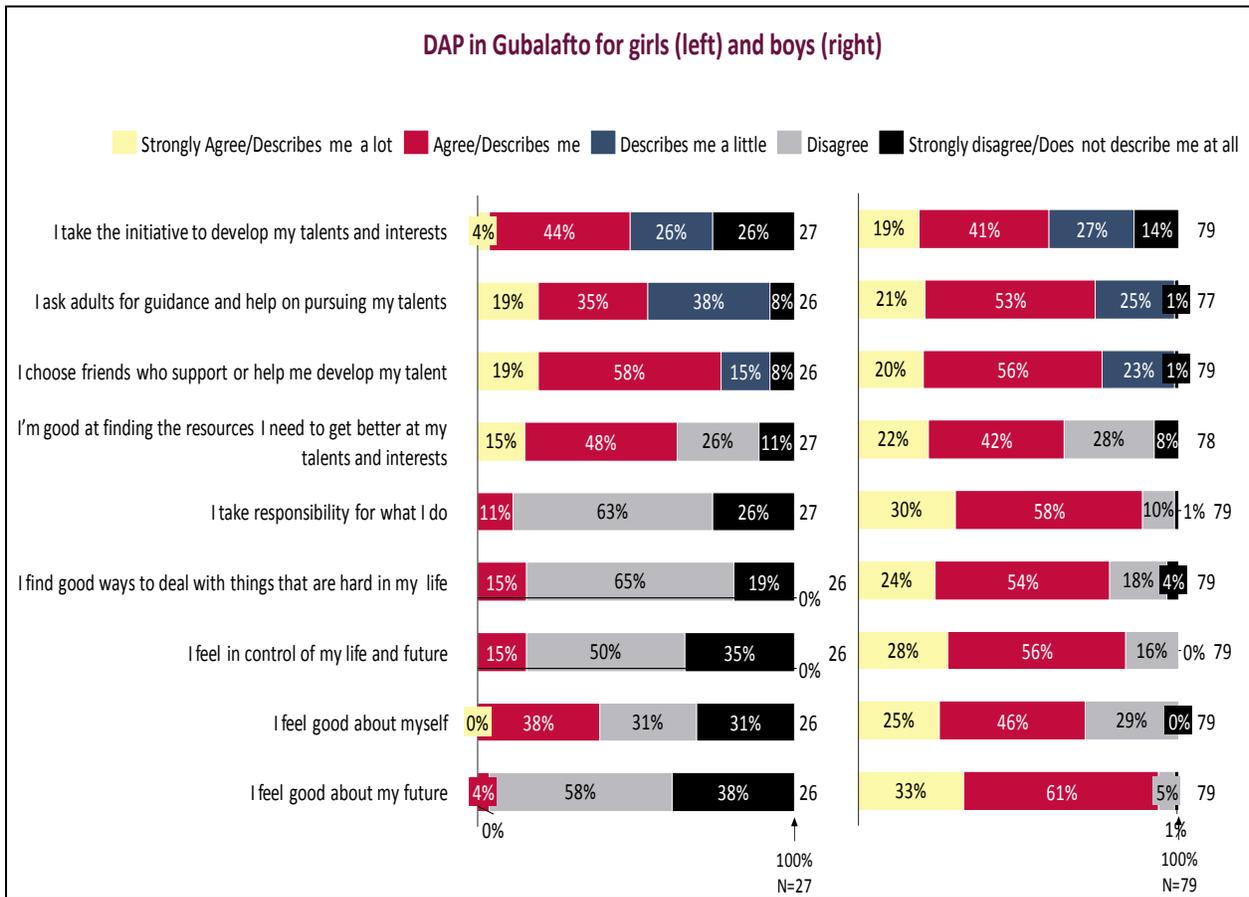
The figure below presents the findings from the Development Assets Profile (DAP) section of the youth survey. Boys scored 66 while girls scored 63, signifying similar developmental assets.⁴¹

³⁹ <http://paa2011.princeton.edu/papers/111283>

⁴⁰ Various stakeholders. Interviews. December 2012

⁴¹ DAP scores are calibrated on a 100 point scale; 100 representing the maximum score if all answers on each question are ‘Strongly agree / Describes me a lot’.

Figure 5: DAP results of the Gubalafto youth sample



Source: Youth surveys

Of the youth surveyed, 60% of boys and 48% of girls declare they are willing to take the initiative to develop their talents and interests. They also rated themselves positively for finding the resources needed to improve their talents and interests (64% and 63% for boys and girls, respectively). However, it appears there are differences between boys and girls in feeling in control of their future (69 percentage points) and feeling good about their future (90 percentage points).⁴² These findings DAP reflect a sense of ingenuity and a proactive spirit among the youth surveyed, while also suggesting that there are differences, by gender, in how they feel about accessing future opportunities that could improve their lives. These characteristics illustrate a potential for youth to take advantage of opportunities that will have an impact on their lives and are willing to take responsibility of their actions to ensure their success, but also suggest youth, particularly girls, should be made more aware of potential future opportunities.

3.1.3. Youth livelihood and interest in agricultural related jobs

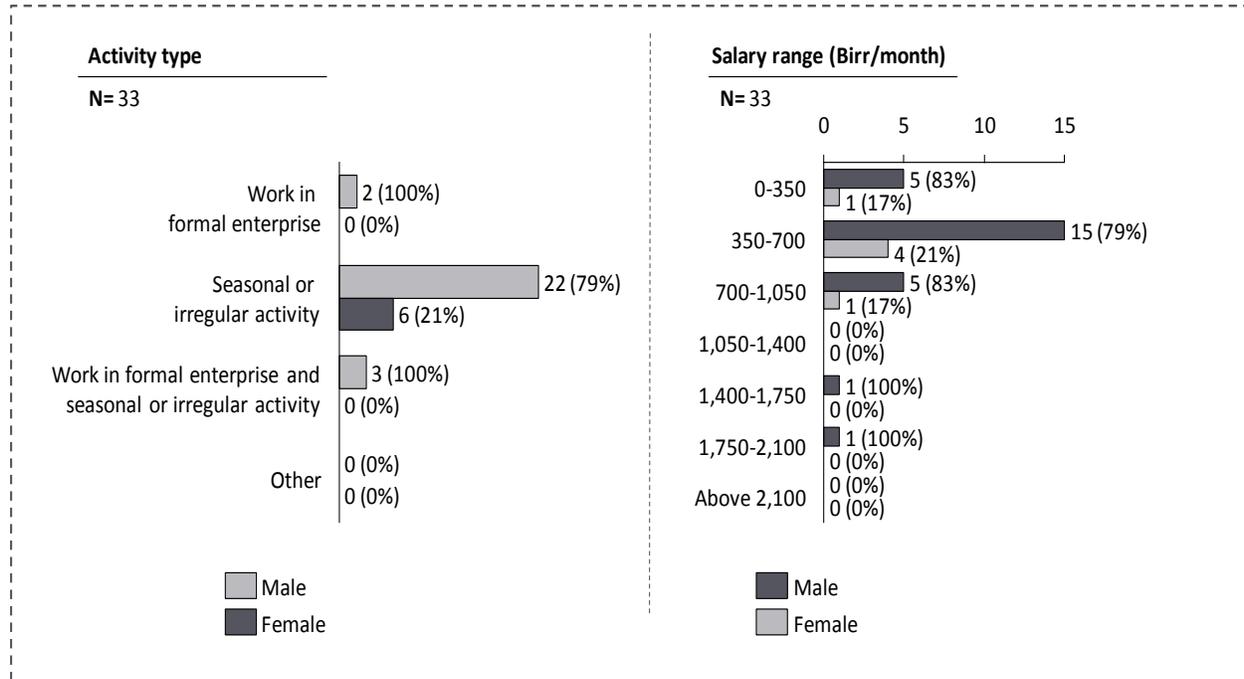
Approximately 50% of youth in Gubalafto are involved in an activity, of which 87% (74% boys and 26% girls) receive compensation.⁴³ These activities usually consist of heavy labor (e.g., cobble stoning) in the

⁴² Percentage difference is taken for boys and girls that described their feelings as ‘Describes me’ and ‘Describes me a lot’

⁴³ Compensation is defined as receiving monetary payment or in-kind contributions

construction sector and / or agricultural production activities (e.g., harvesting, weeding). A majority (74%) of youth are compensated monetarily, while others receive in-kind contributions such as clothing and food. The figure below illustrates the activity type and corresponding salary ranges of youth that are compensated monetarily for their activities.

Figure 6: Activity types and salary ranges of youth in Gubalafto earning cash income⁴⁴



Source: Youth surveys

As the figure illustrates, 85% of the youth in the Gubalafto sample, that earn cash income, are involved in seasonal activities and are not receiving regular pay.⁴⁵ Also, only 6% are working in the formal sector while 9% are involved in both formal and seasonal activities. Those working in the formal sector earn between 0 and 700 Birr / month, evenly split between the 0 – 350 and 350 – 700 income ranges. Youth involved in seasonal activities, on the other hand, earn between 0 and 2,100 Birr / month with a majority, 58% earning between 350 and 700 Birr, while youth engaged in both activities earn within the 700 to 1,050 Birr / month range. As a result, the average monthly salary for youth in Gubalafto amounts to approximately 774 Birr / month (US\$ 41); 700 Birr for girls (US\$ 37) and 790 Birr for boys (\$42), a 12% difference between genders.⁴⁶

⁴⁴ Analysis includes youth that provided activity type and corresponding salary ranges

⁴⁵ For purposes of analysis, “regular” pay or “regular” salaries is defined as remuneration that is received on a consistent and frequent basis

⁴⁶ The team used 18.76 Birr to 1 USD to calculate salaries into USD throughout this chapter

Youth in Gubalafto also shared their perspectives on agricultural-related employment. Both boys and girls show interest in agriculture, particularly farming crops such as maize, sorghum, teff, onions, tomatoes and mangoes.⁴⁷ They also expressed interest in stockbreeding, beekeeping and agro-dealing.⁴⁸ However, youth also stated that their interests in agriculture depend on financial support, training and assistance in accessing land. Additional discussions revealed a particular concern around access to land, especially for girls, and their overall integration into agriculturally based job opportunities, undoubtedly affecting their interests. These concerns seem to be reflective of gender-gaps in the region. For example, women have either restricted land access or do not receive an equal share of land compared with men. As a result, girls and women tend to focus on agricultural activities that do not require land (e.g., agro dealing, processing and trading; shaping their interests in agricultural activities.)⁴⁹

“Yes we are interested in agriculture, but there is a shortage of land; we do not have money and we lack technical training”

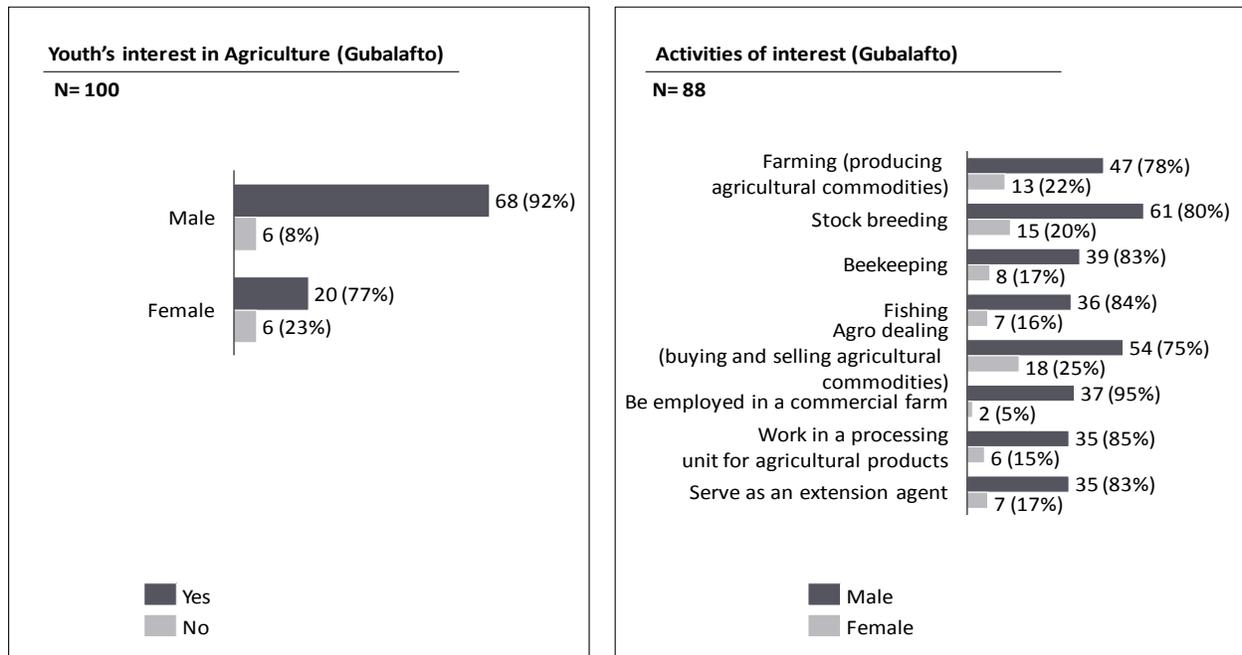
Boys in Gubalafto

As the figure below illustrates, boys, in general, showed more interest in agriculture (92%) than girls (77%). Though boys, overall, showed more interest than girls, they both indicated similar interests in types of agricultural activities; stockbreeding, farming (producing agricultural commodities) and agro-dealing.

I am interested in chicken breeding; it is simple and requires small capital

Girl in Gubalafto

Figure 7: Youth interest in agriculture and activities of interest in Gubalafto



Source: Youth surveys

⁴⁷ Youth surveys and focus group discussions

⁴⁸ Ibid

⁴⁹ UN, 2013

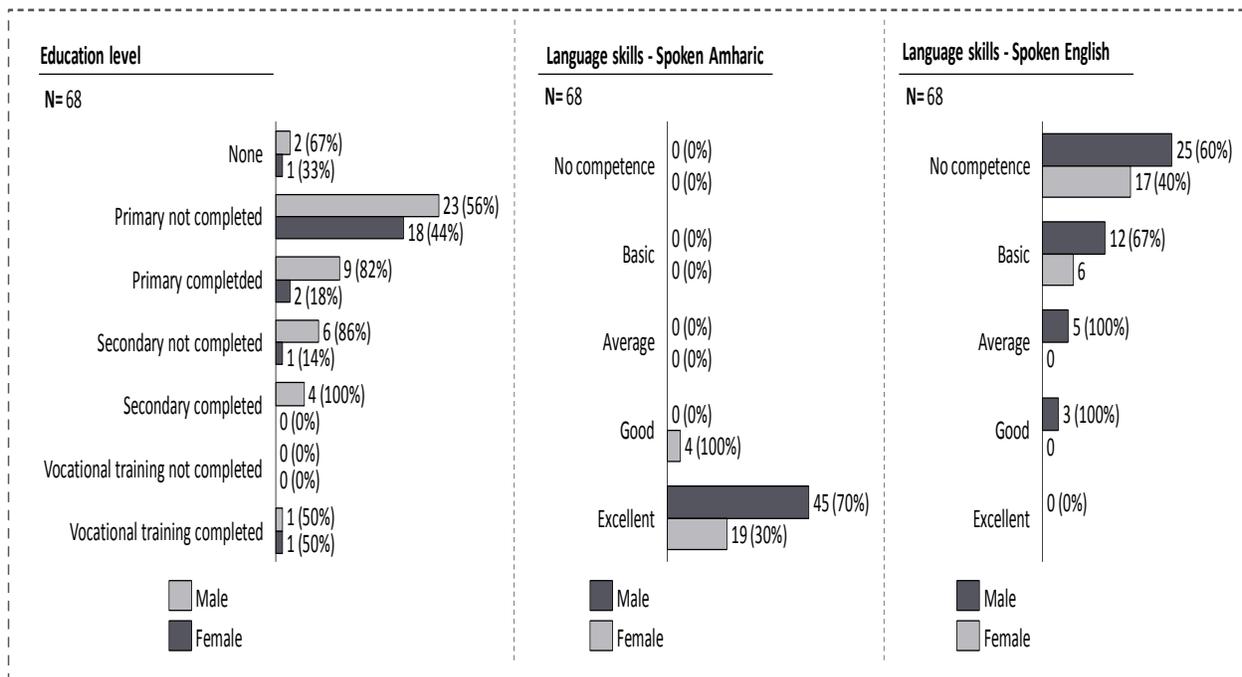
3.2. Habru youth profile

Surveys and focus groups were conducted with 71 youth (48 boys and 23 girls) across eight kebeles.⁵⁰ The following subsections present the youth’s educational attainment, developmental assets and their current livelihoods and interests.

3.2.1. Educational assets findings

All youth in Habru characterized their spoken Amharic skills as “good” or “excellent”; a majority of the youth surveyed considered themselves to have “no competence” in spoken English (62%), while 34% characterized themselves as having “basic” competency. The figure below presents education attainment and spoken language skills in both Amharic and English of the youth sampled in Habru, by gender.

Figure 8: Youth educational attainment and language skills in Habru



Source: Youth surveys

“There is a lack of employment opportunities even after graduation”

Parent in Habru

“I had to drop-out of school because of the poorness and non-profitability of school; I plan to migrate to an Arab country”

Girl in Habru

As Figure 8 illustrates, overall, 60% of the youth sample in Habru has not completed primary school. Challenges to educational attainment appear to mainly stem from lack of parent support and financial resources. Parents seem to value income-generating activities in agriculture over sending their sons and daughters to school. Parental attitudes toward education seem to be linked to the lack of opportunities for young people who have completed an education. For example, in

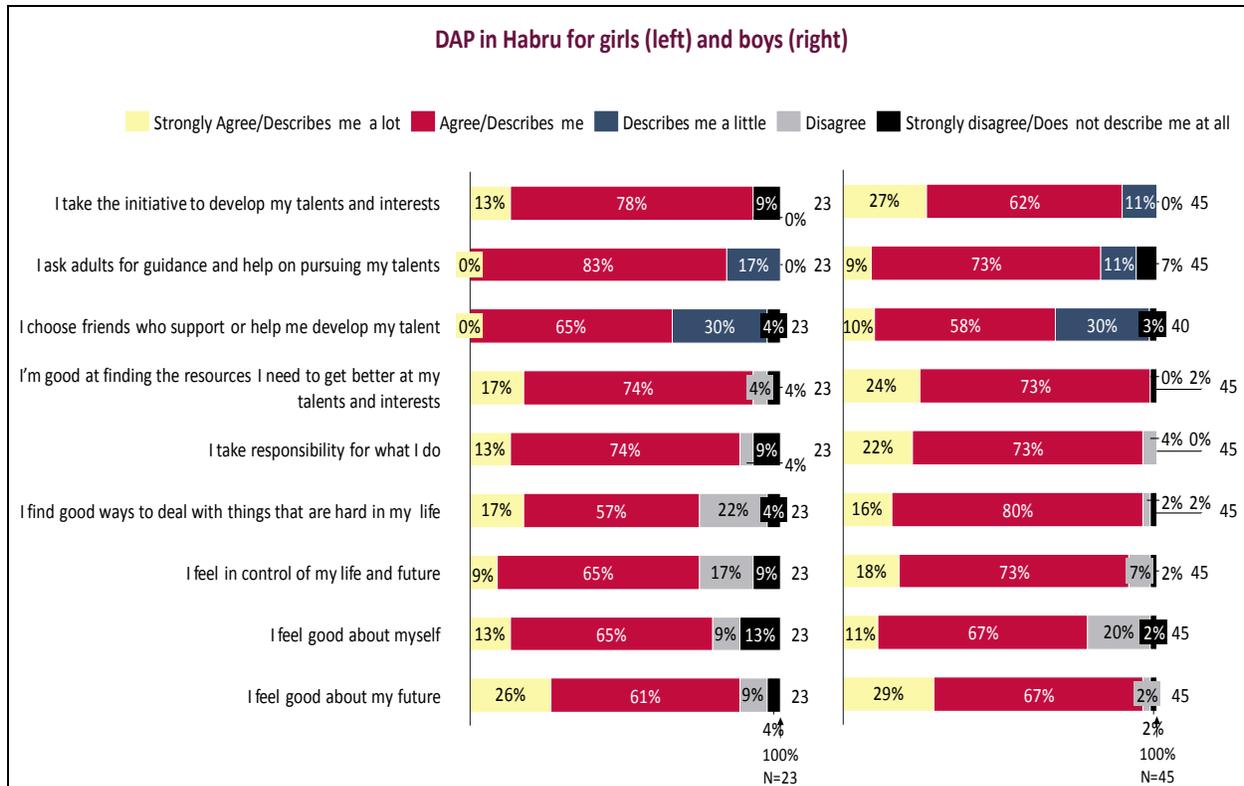
⁵⁰ Abiyotfrie, Buhero, Debot, Girana, Kulie, Mehalamba, Menentela, Sirinka

Habru, there are approximately 12,000 unemployed youth and only 315 university college graduates within the last year, while 314 youth are currently attending college; most, likely to remain unemployed.⁵¹

3.2.2. Developmental assets findings

Youth in Habru appear to feel very strongly about their developmental assets. Boys scored a 69 while girls scored a 63. The below figure illustrates the findings of the DAP of the survey sample.

Figure 9: DAP results of the Habru youth sample



Source: Youth surveys

As the figure illustrates, a majority of girls and boys perceive themselves as engaging in their future by taking the initiative to develop their talents and interests (91% for girls and 89% for boys), engaging with the appropriate individuals for guidance (83% for girls and 82% for boys) and surrounding themselves with positive peer-influences (65% for girls and 68% for boys). These perceptions suggest that youth in Habru are aware of their strengths and opportunities and are willing to take responsibility for their lives while taking the necessary steps to develop their talents and interests.

3.2.3. Youth livelihood an interest in agricultural related jobs

Despite their interests to engage in opportunities that could better impact their future, only 11% of youth in the Habru sample are involved in an activity and are generating cash income, a majority of whom (86%) are boys. These findings not only suggest a lack of income generating opportunities in the woreda, but also gender-based differences regarding the engagement of youth in income generating

⁵¹ Habru Woreda Women, Children and Youth Office. Interview. 7 December 2012

“Most work do not take into consideration the age and sex of youth”

Girl in Habru

opportunities. Additionally, it appears that youth that are generating cash income are involved in seasonal job opportunities, also suggesting limited opportunities for youth to engage in activities with regular salaries.

Seasonal job opportunities in Habru include agricultural work, but also government programs such as road construction and water harvesting projects to improve community infrastructure in the region. These projects tend to hire youth as day laborers. Currently, through the Safety Net Program, 400 youth in Habru are hired to take part in building the local infrastructure, typically working five days per month. They are typically paid through in-kind contributions (food) and 19 Birr / day (US\$ 1 / day).^{52,53}

The tendency to hire youth for seasonal rather than permanent activities seems to be a common practice and is very pronounced in the program impact area. In Ethiopia, 47% of out of school children are involved in part-time or seasonal activities, a majority of whom, 67%, receive payment in kind including food, accommodation, clothing and credits.

We will be more independent if we work on our own business opportunities

Boy in Habru

Seasonal activities prevent youth from reaching their full earning potential because seasonal opportunities do not provide permanent and stable income. Furthermore, seasonal, or short term, activities generally consist of unskilled labor that offers few chances for skills development.⁵⁴

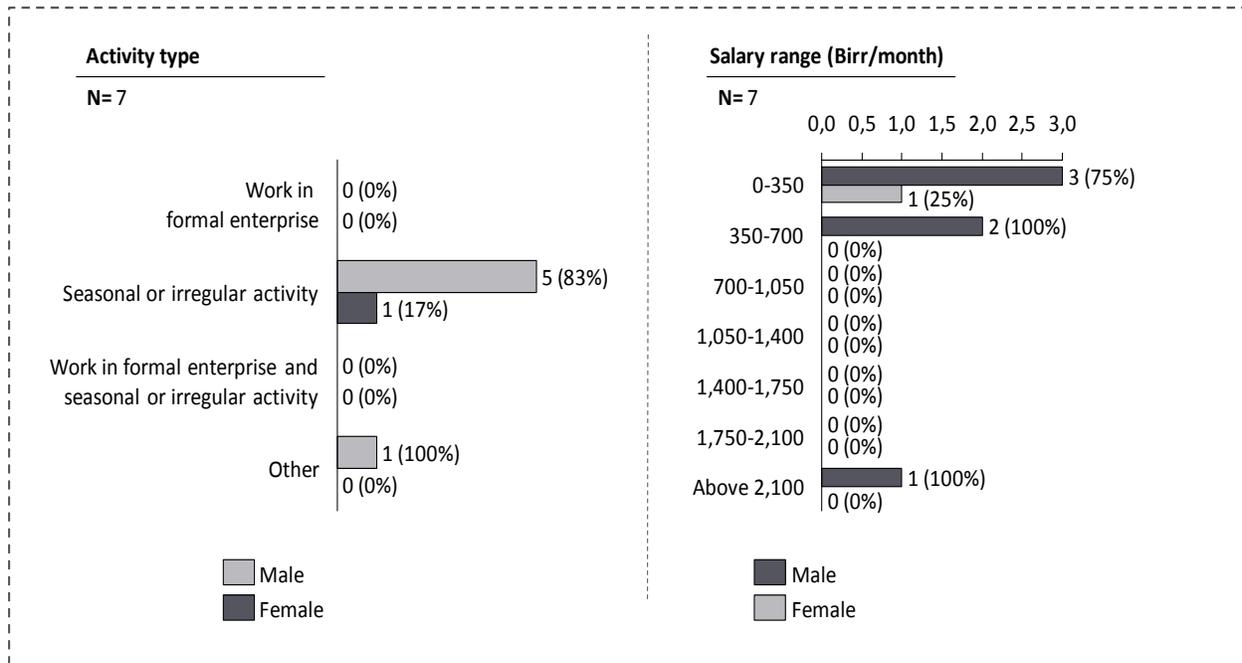
Survey responses also suggest that involvement in seasonal or irregular activities negatively impacts income. For example, of the youth surveyed, none work in a formal enterprise while 86% are involved in seasonal activities, earning between 0 to 700 Birr / month, with 57% earning in the 0 to 350 Birr / month range, resulting in average earnings of 525 Birr / month (US\$ 28) of the Habru youth sample. The figure below illustrates the types of activities youth are involved in and for which they are receiving cash payment.

⁵² Habru Woreda Women, Children and Youth Office. Interview. 7 December 2012

⁵³ Food Security Department. Interview. 11 December 2012

⁵⁴ Kibru, Martha, *Employment Challenges in Ethiopia*, Addis Ababa University, Ethiopia September, 2012

Figure 10: Activity types and salary ranges of youth in Habru earning cash income⁵⁵



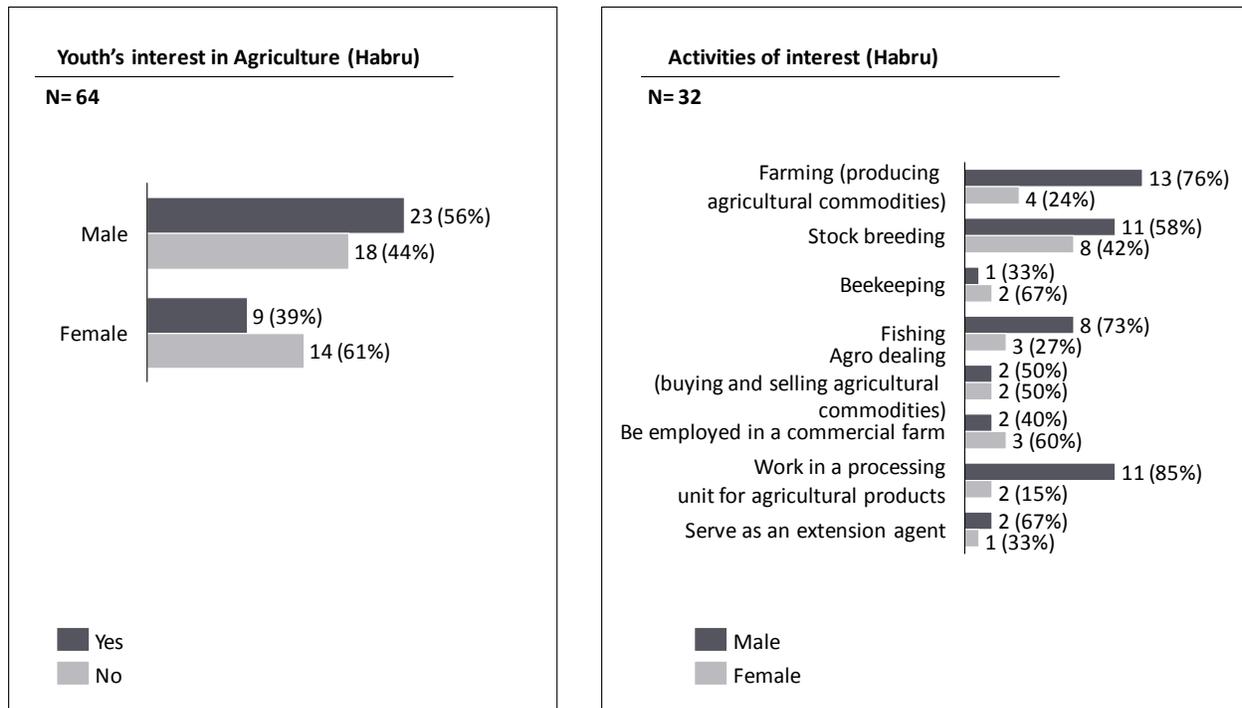
Source: Youth surveys

With regards to livelihood opportunities in the agricultural sector, youth in Habru report strong interest in commercial farming (53% of the youth sample). However, information gathered in focus groups suggests another trend; most youth appear to be more entrepreneurial, as noted by their interests in their own skills development and enterprise development, specifically, business plan development and business management. Interest in entrepreneurship and enterprise development appears to be driven by the perceived income generating potential of self-employment. However, because of limiting factors such as access to finance and land, many youth feel working on commercial farms, though seasonal with irregular pay, is most realistic. Figure 11 illustrates youth interest in agriculture and related activities.

“I would like to start a small business, it’s most profitable”
Boy in Habru

⁵⁵ Analysis includes youth that provided activity type and corresponding salary ranges

Figure 11: Youth interest in agriculture and activities of interest in Habru



Source: Youth surveys

In Habru, boys appear to be most interested in producing agricultural commodities followed by stockbreeding and working in a processing unit for agricultural commodities. Girls are most interested in stockbreeding and producing agricultural commodities and working on a commercial farm.

3.3. Raya Kobo youth profile

The team surveyed and held focus groups with 110 youth in 5 kebeles (69 boys and 41 girls). The following subsections discuss their educational attainment, developmental assets and current livelihoods and interests.

3.3.1. Educational assets findings

In Raya Kobo, boys have a higher education attainment level than girls, but 50% of both boys and girls do not complete primary education. This finding suggests a high number of out of school children within the target age range and limited literacy and numeracy skills. It also continues to suggest the common theme within the impact area – youth are forced to choose between contributing financially toward household incomes and their education.

Vocational training attendance and completion, as with other woredas, is also low (2.75%).

Stakeholder interviews confirm that low attendance and completion of vocational training can be attributed to a few factors: i) Many youth do not complete grade 10,⁵⁶ ii) A large portion of students

Low levels of education is a barrier to access jobs in agriculture and other sectors in the region

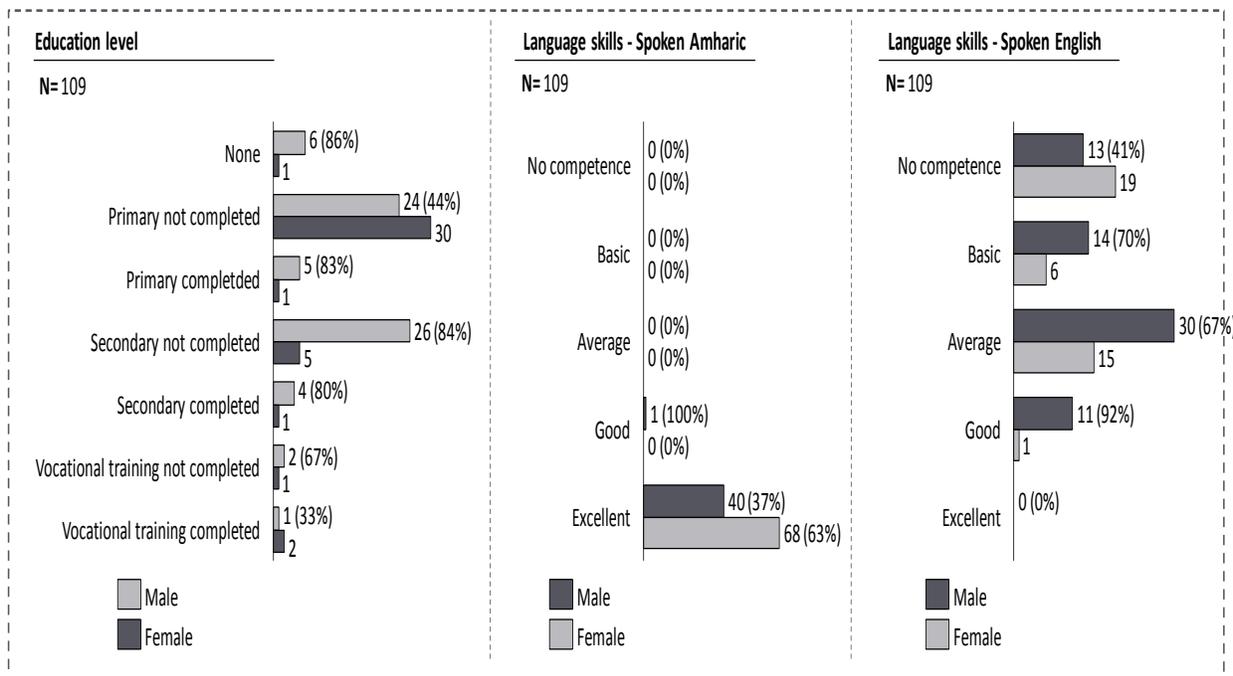
Youth in Raya Kobo

⁵⁶ Grade 10 in Ethiopia is considered secondary school. After the completion of grade 10, youth transition to pre-university coursework or go directly into technical and vocational education and training (TVET) institutions

who do not complete grade 10 do not meet grade point average requirements for formal vocational training programs; and iii) Attending vocational training programs can be cost prohibitive as many youth must pay for transport to and from school and for some, housing costs as there are only three formal technical and vocational education and training institutions in the region, one of which solely focused on agricultural trainings. While more informal training options exist (i.e., Farmer Training Centers) at the kebeles level, they are unable to meet demand, largely due to budgetary limitations as they are government run and operated⁵⁷

A majority of youth (99%) in Raya Kobo characterize their spoken Amharic skills as “excellent”, while their classification of spoken English varied, with approximately 48% of youth characterizing their spoken English as “below average”. The figure below disaggregates the youth sample in Raya Kobo by educational attainment and spoken language skills.

Figure 12: Youth educational attainment and language skills in Raya Kobo



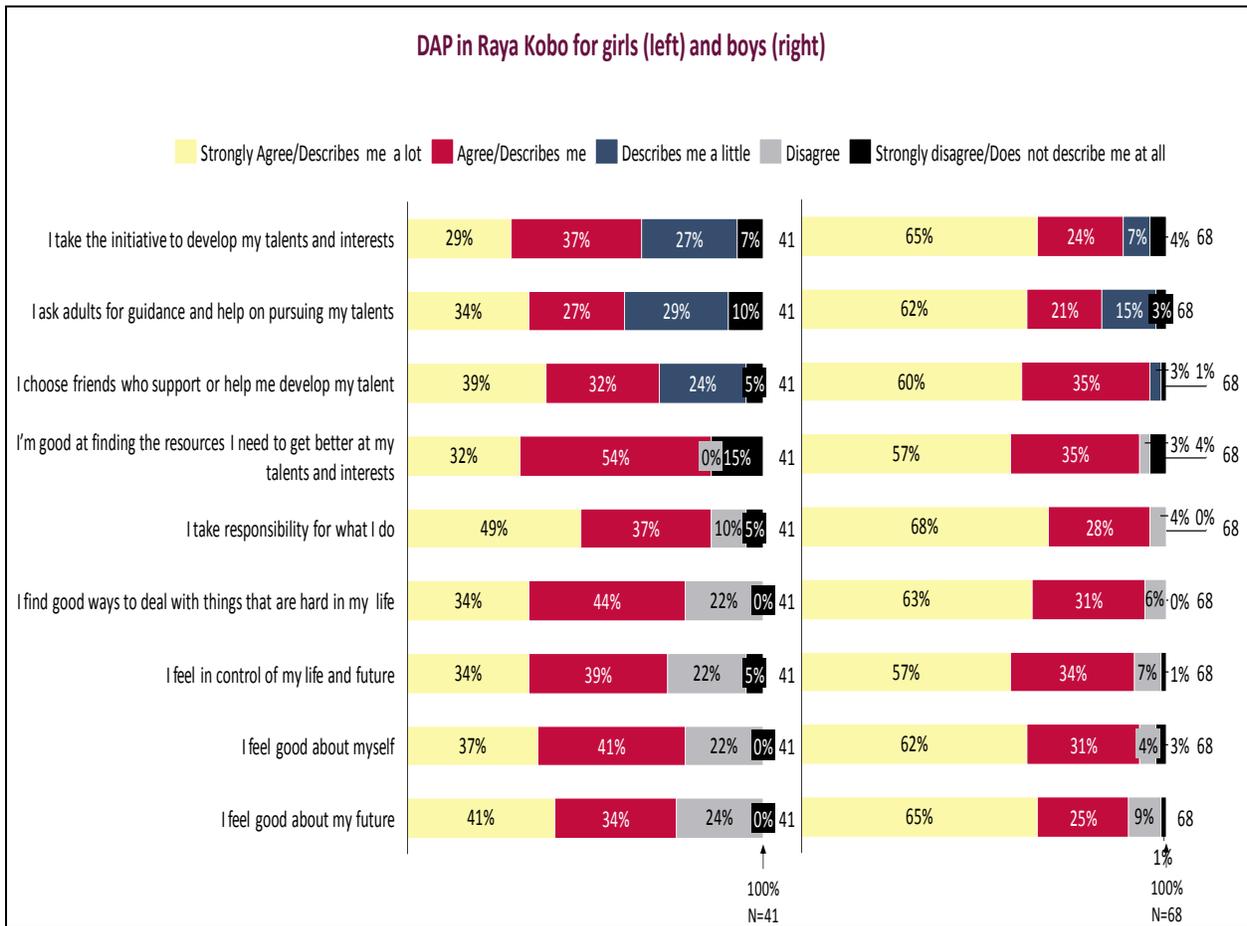
Source: Youth surveys

3.3.2. Developmental assets findings

In Raya, there was a striking difference between boys’ and girls’ perceptions of their developmental assets. On a scale of 100, boys scored 84 while girls scored 69. The below figure illustrates the findings of the DAP by gender.

⁵⁷ Geshobar Kebelee Farmer Training Center. Interview. 13 December 2012

Figure 13: DAP results of the Raya Kobo youth sample



Source: Youth surveys

As the figure illustrates, a majority of boys are optimistic about their future by actively seeking guidance and opportunities to develop their talents. While girls also actively seek guidance and opportunities to develop their talents, it is to a much lesser degree than boys. A majority of girls and boys also perceive themselves to be optimistic about their future by taking the initiative to develop their talents and interest (66% for girls and 89% for boys), engaging with the appropriate individuals for guidance (61% for girls and 83% for boys) and surrounding themselves with positive peer-influences (71% for girls and 95% for boys).

Drastic and / or varying gender differences regarding the self-awareness of youth can be attributed to the vulnerability of girls within the area, potentially affecting their social and developmental assets. According to consultations with youth-focused development partners in the impact area, this phenomenon can be attributed to gender-based violence, early marriage, lack of income generating opportunities and certain traditional practices, which are prevalent within the zone. Specifically, young girls are given less opportunity than boys to develop their talents as they are

Early marriage makes it difficult for girls to succeed in the region.
Girl in Raya Kobo

expected to undertake activities inside and outside the home, which limits their ability to develop their potential and impacts their health and development.⁵⁸ In addition to these activities, girls are also more vulnerable to harmful traditional practices, such as female mutilation, gender-based violence early pregnancy and marriage, further limiting their development.⁵⁹ Early marriage, however, is largely understood to be the most limiting factor, as it “affects their education, health and decision making abilities.”⁶⁰ Though most of the girls in this study (and in Raya Kobo) were single, they are extremely vulnerable to early marriage as 48% of rural women and approximately 28% of urban women are married before the age of 15 in the region.⁶¹

3.3.3 Youth livelihood and interests in agricultural related jobs

Overall, 43% of the youth sample is engaged in an activity, with approximately 43% earning cash income. Survey results also indicate that girls (56%) are more engaged in the formal sector than boys (44%), and are receiving regular salaries. The salary range for youth involved in the formal sector is between 0 to

“Our livelihoods depend on agriculture, but there is a lack of land”

Girl in Raya Kobo

“Most of us have experience in agriculture; therefore we are interested in working in the sector”

1,050 birr, with a majority (67%) falling into the 700 to 1,050 Birr / month salary range (\$US 37 – US\$ 56); resulting in a monthly average salary of 816 Birr / month (US\$ 43). In comparison, youth involved in seasonal or irregular activities earn an average salary of 455 Birr / month (US\$ 24), resulting in a 56% difference. These findings suggest the importance of engaging youth in more formal, steady work, as they are more likely to earn higher incomes. Further, it also appears integrating women in more formal activities

also positively impacts their livelihoods. As Figure 13 illustrates, girls, in this sample, show higher earnings compared to boys (likely due to their involvement in the formal sector), with average monthly earnings for girls being almost twice that of boys (1,150 and 513 Birr; US\$ 61 and \$27 respectively).

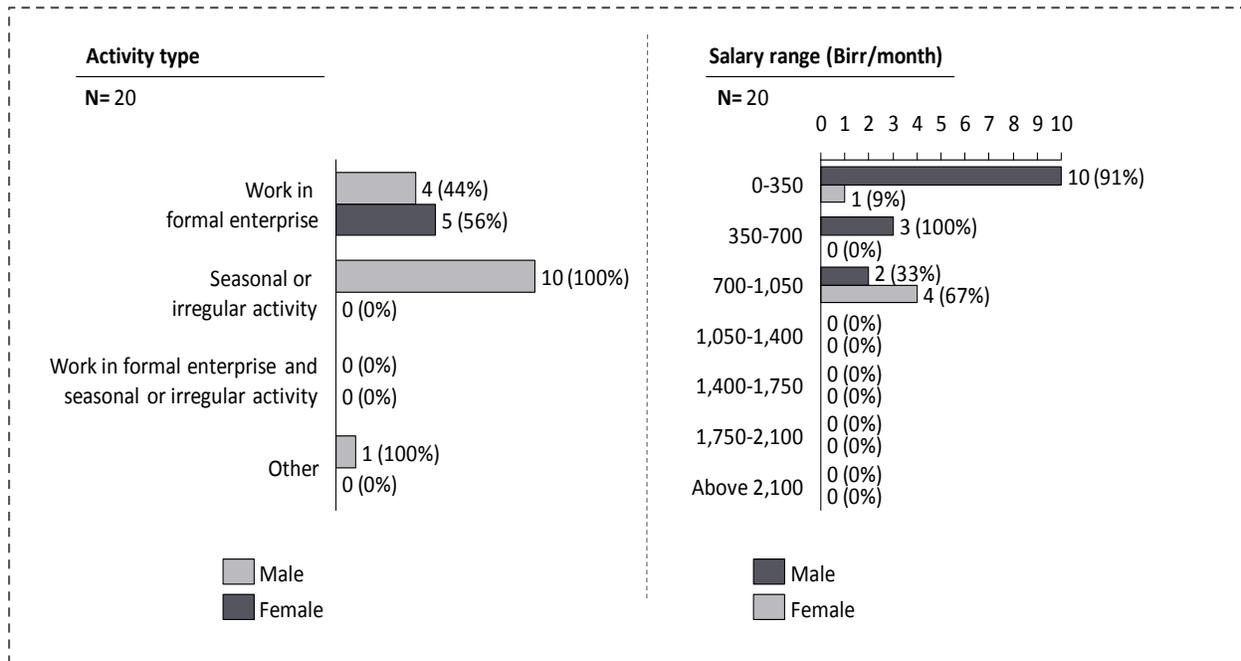
⁵⁸ Dessalegn, Tadesse; Kefale, Minilek; Tsegaye, Dawit; Yimam, Ahmed, *Extent of Rural Women Participation and Decision Making in Seed Production Activities*, Global Advanced Research Journals, 2012

⁵⁹ Stakeholder Interview. Africa Network for Prevention and Protection of Child Maltreatment and Neglect (APPCAN). 30 November 2012

⁶⁰ *Causes and Consequences of Early Marriage in the Amhara Region of Ethiopia*. Pathfinder International, 2006

⁶¹ Ibid

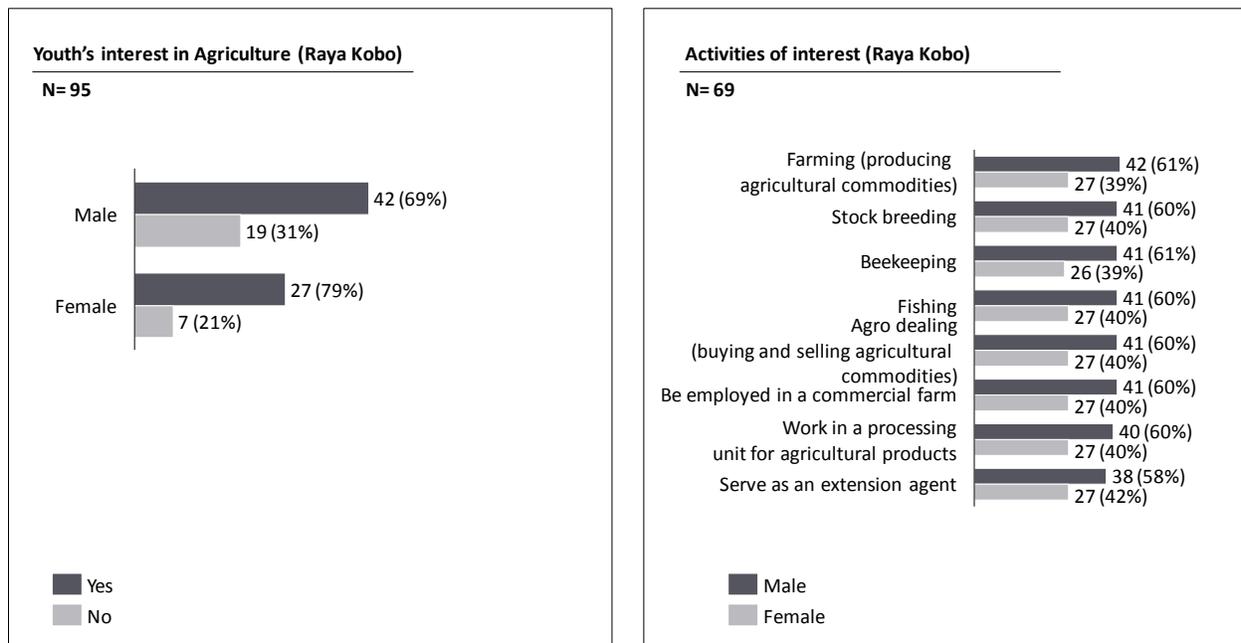
Figure 14: Activity types and salary ranges of youth in Raya Kobo earning cash income



Source: Youth surveys

A majority of youth surveyed (72%) also expressed interest in agriculture related employment. Figure 15 below presents activities of interest indicated by youth in Raya Kobo.

Figure 15: Youth interest in agriculture and activities of interest in Raya Kobo



Source: Youth Surveys

Youth in Raya Kobo expressed interest across various value chains; from staple crops such as maize, sorghum, teff, fruits and vegetables such as mango, onion and tomato and livestock production such as chicken breeding and animal fattening; to opportunities further down the value chain such as processing and working as an extension agent, suggesting youth show no particular preference in one agricultural activity over another.

“I am interested in stock breeding, vegetables and mixed agriculture”
Boy in Raya Kobo

3.4. Gidan youth profile

Surveys and focus groups were held with 88 youth (37 females and 51 males) in seven kebeles.⁶² The following subsections discuss their educational attainment, developmental assets and current livelihoods and interests.

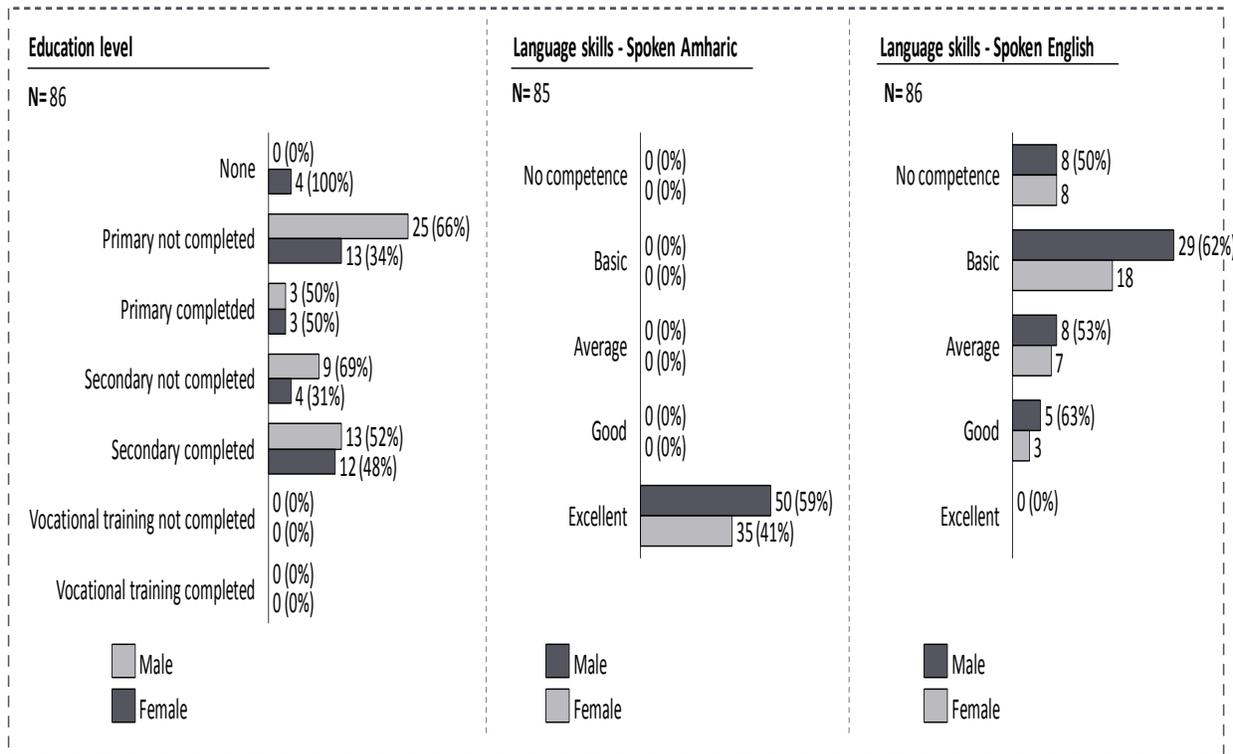
3.4.1. Educational assets findings

In Gidan, boys have a higher educational attainment level than girls; nevertheless, 44% of boys and girls have not completed primary level education, suggesting low literacy and numeracy skills within the woreda. Moreover, though 29% of both boys and girl finished secondary school, no youth reported completion of vocational training, suggesting a lack of access to vocational training opportunities (e.g. lack of transport, road access and finances) and / or youth’s inability to meet basic qualifications for entry into vocational programs. Findings from focus group discussions suggest other challenges to educational attainment such as drug abuse, addiction, lack of parental support and government interventions that will further support youth in educational attainment. . Finally, 100% of youth respondents in Gidan also characterize their spoken Amharic skills as “excellent”, while about half (54%) rate their English skills as “basic”. The figure below disaggregates the youth sample in Gidan by education attainment and competencies in spoken English and Amharic.

“We lack money and vocational training”
Boy in Gidan

⁶² Beklomaceikia, Chebina, Densa, Merora, Mujazuria, Wofchat, Worqawotu

Figure 16: Youth educational attainment and language skills in Gidan

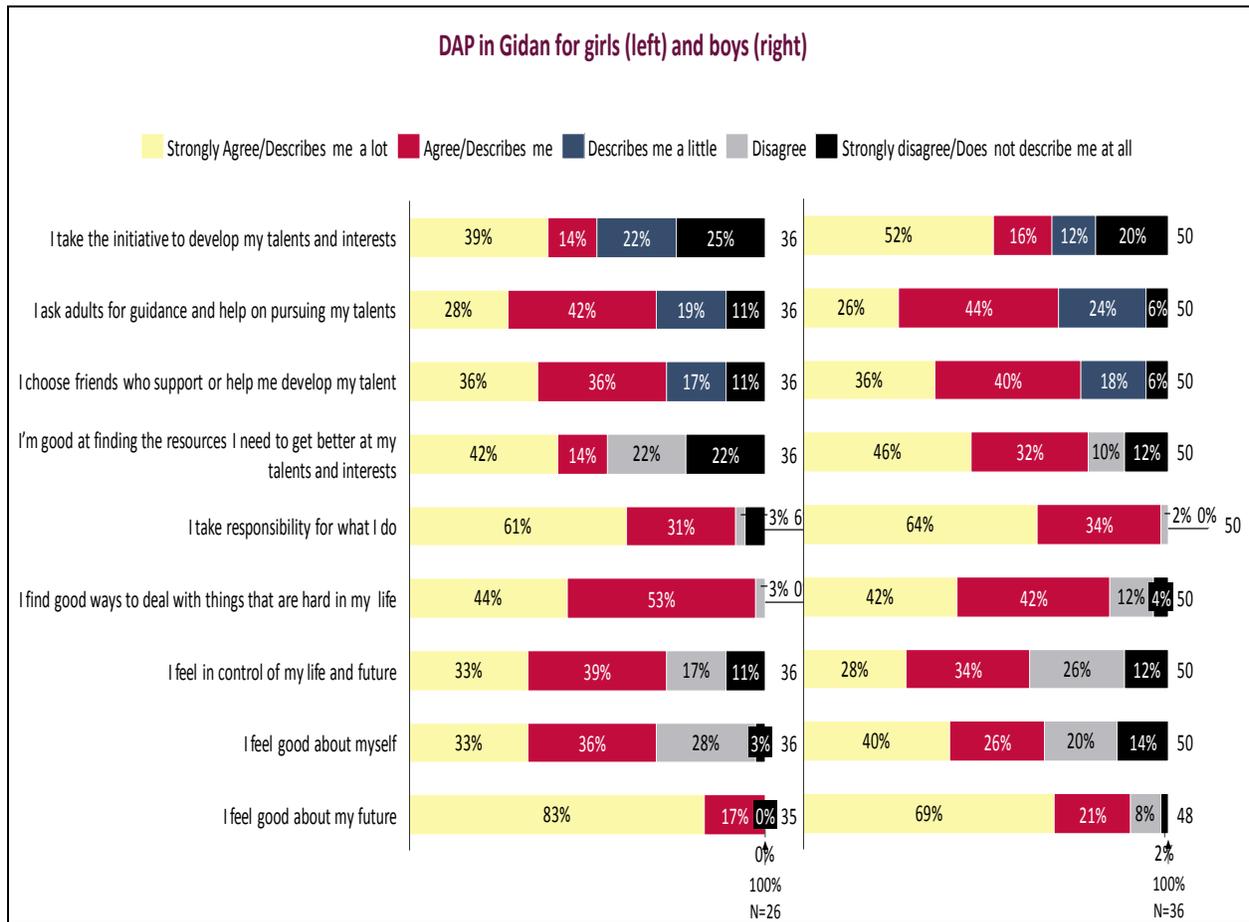


Source: Youth surveys

3.4.2. Developmental assets findings

Youth perceptions of their developmental assets appear to be strong. On a scale of 100, boys scored 71 while girls scored 70. The below outlines the findings of the DAP by gender.

Figure 17: DAP results of the Gidan youth sample



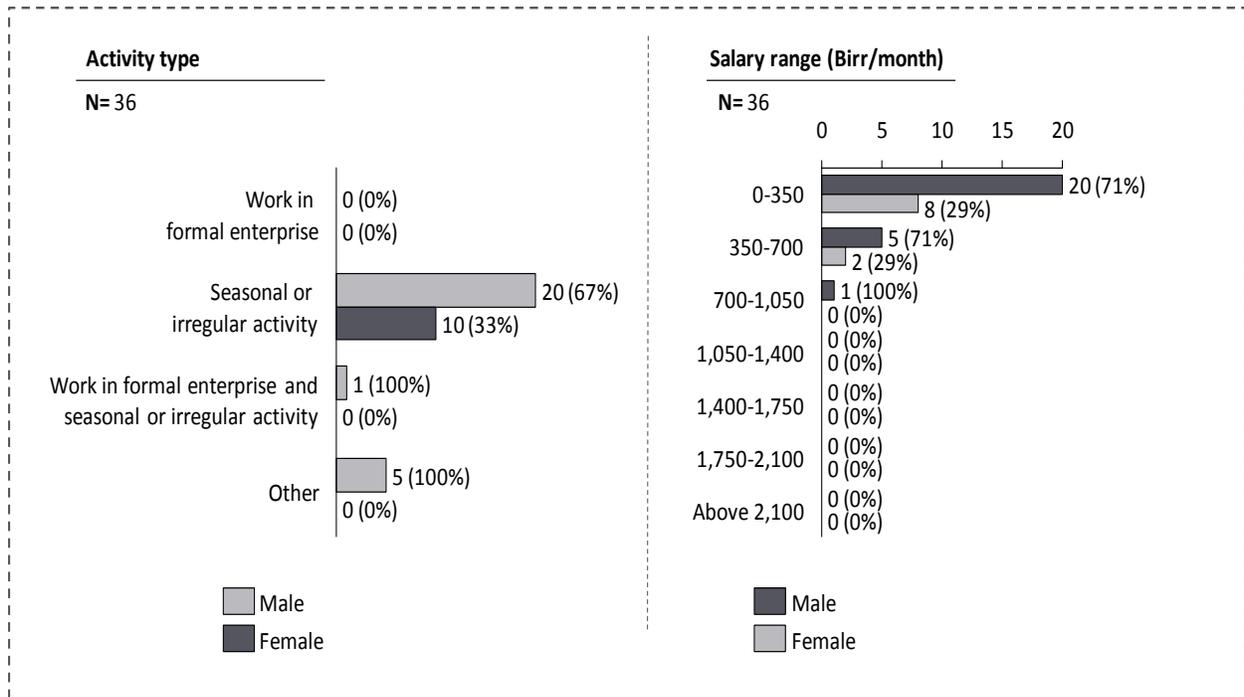
Source: Youth surveys

As the figure illustrates, a majority of boys are active in their future by seeking guidance and opportunities to develop their talents. Girls are also engaging in their future, but, in most cases, to a lesser degree than boys. A majority of girls and boys perceive themselves as engaging in their future by taking the initiative to develop their talents and interest (53% for girls and 68% for boys), engaging with the appropriate individuals for guidance (70% for both boys and girls) and feeling good about their future (90% for boys and 83% for girls).

3.4.3. Youth livelihood an interests in agricultural related jobs

Both boys and girls are mostly involved in seasonal or irregular activities that generate cash income. Similar to other woredas, dependency on seasonal activities also appear to negatively impact youth incomes. For example, youth surveyed report earning between 0 and 1,050 Birr / month (0 – US\$ 56), resulting in the lowest average salary in the impact area - 420 Birr / month for girls (US\$ 22) and 444 Birr / month (US\$ 23) for boys. The figure below presents the activity types that generate cash income and their corresponding salary ranges.

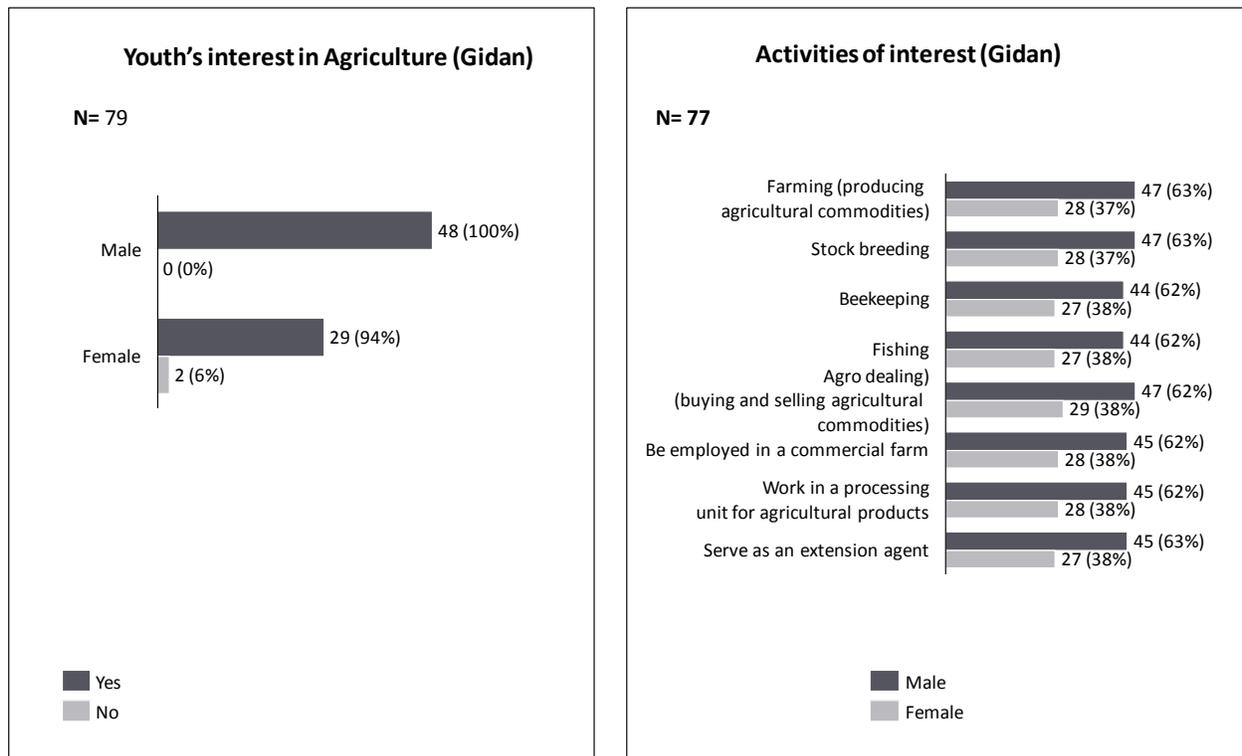
Figure 18: Activity types and salary ranges of youth in Gidan earning cash income



Source: Youth surveys

A majority of the surveyed youth in Gidan (97%) are interested in agriculture. The graphic below presents activities of interest indicated by youth in Gidan.

Figure 19: Youth interest in agriculture and activities of interest in Gidan



Source: Youth surveys

“I am interested in cattle breeding”
Girl in Gidan

“Yes I am interested in agriculture because it is broad and will create job opportunities for other in sectors like transportation”
Boy in Gidan

Youth in Gidan exhibited interest in crop production such as lentils, teff and fruits and vegetables such as onions, tomato and garlic. Animal production interests also include animal fattening and rearing (sheep, goat) and poultry production. There also seem to be no particular preference for specific agricultural activities, though there is marginally more interest in farming, stockbreeding and agro-dealing for boys while girls appear to be most interested in farming, stockbreeding, commercial farming and working in the processing of agricultural products.

The profiles in this Chapter present not only the opportunities to build on the interests of youth, but also the challenges Youth in Action will need to consider in supporting the integration of youth into sustainable employment opportunities across high potential agricultural value chains. As such, youth employment opportunities should be considered with the context of the youth, and the impact area, in mind. Chapter Four takes an in-depth look at enterprise development and direct employment opportunities as potential mechanisms, which, if harnessed, can increase skills, development and youth livelihoods.

4. Assessment of income generating opportunities through direct employment and enterprise development

Given the goal of integrating youth into high potential value chains that will sustainably improve their livelihoods, it is imperative to understand the opportunities and challenges youth face in accessing direct employment in the private sector and enterprise development along specific value chains.^{63,64} Understanding these opportunities will allow SC to focus its interventions in areas that will allow youth to maximize employment opportunities within the impact area.

This chapter begins by assessing the ability of the private sector to directly employ youth, skills expectations and the job creation outlook within the target region, followed by an analysis of high potential value chains that will be most suitable for enterprise development within the impact area.

4.1 Direct employment opportunity analysis

To explore opportunities for direct employment the assessment team surveyed private enterprises engaged in various activities across several agricultural value chains. A total of 85 employers, actively involved in various agricultural related activities were surveyed; 28, 22, 19 and 16 in Gubalafto, Raya Kobo, Habru and Gidan, respectively. The companies surveyed were involved in crop and animal production (e.g., commercial farming), processing, agro-dealing, retail and agricultural extension services. Table 3 illustrates an overview of the enterprises, the total size of their workforce and estimated demand for entry level positions within the next five years.

Table 3: Overview of surveyed enterprises

Overview of surveyed enterprises		
Total sample	85	
Gubalafto	28	
Raya Kobo	22	
Habru	19	
Gidan	16	
Key characteristics	2011	2012
Number of employees	31,192	33,612
% number of employees 18 years old and Under	0.24%	0.26%
<i>Estimated number of new entry level positions within the next 5 years</i>	5,615	

Source: Employer surveys

Overall, it appears that the private sector has limited capacity to absorb unemployed youth. The survey sample estimates that approximately 5,500 jobs will be created over the next five years, not meeting the current demand of 12,000 unemployed youth in Habru alone. These jobs include on-farm day laborers, grain processors, purchasers and other staff such as drivers, guards and finance support (cashier, accounting and bookkeeping staff). In addition to limited job absorption capacity, job opportunities are

⁶³ A value chain is defined as a set of activities undertaken to bring an agricultural commodity from conception to the consumer; each step along the chain adds value to the specific product and / or commodity

⁶⁴ For purposes of this study, employment is defined as opportunities (direct or through self-employment) in which youth can generate cash income in the formal or informal sectors

also limited due to minimum age requirements; over 99% of all jobs, in both 2011 and 2012, required hiring jobseekers to be at least 18 years of age.

The following subsections provides additional analysis of the current and potential job opportunities in the private sector and their required qualifications, expected salaries, life and interpersonal requirements and perceptions and potential areas for private sector partnership opportunities.

4.1.2. Characteristics of current and future entry level job opportunities and their qualifications

The table below presents the types of job opportunities available, the number of jobs filled for each opportunity per year and age and education requirements.⁶⁵

Table 4: Entry level jobs and educational requirements

Entry level job categories (by function)	Number of jobs filled per year	Minimum age	Educational requirements
Management	2	19	Vocational training completed to University degree completed
Finance	29	18	None to vocational training completed
Sales and marketing	7	17	None to vocational training completed
Office support	470	18	None to Vocational training completed / University degree completed
Stockbreeding	22	12	None to Vocational training completed to University degree completed
Chicken breeding	0	14	None
Pig breeding	4	15	None to Vocational training completed to University degree completed
Animal processing	4	18	None to Primary School completed
Apiculture	0	Data unavailable	Data unavailable
Retail	5	18	None
Cereal and grain processing	53	18	None to Primary School completed
Agricultural production (farming)	1,287	14	None to Vocational training completed
Technician	4	18	Vocational training completed
Sanitation	57	14	University degree completed

Source: Employer surveys

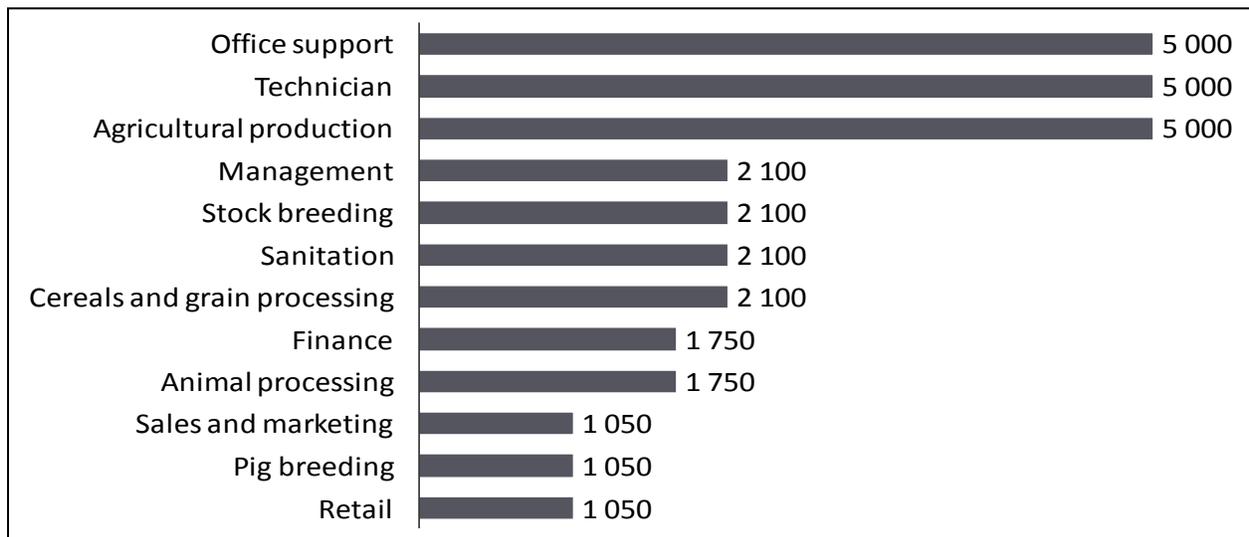
According to survey responses, age ranges for entry level jobs vary, though about six of the 13 job categories, where data is available, will hire youth below the age of 18. These jobs appear to mostly be

⁶⁵ Unique job titles were categorized into fourteen job categories. Specific job titles from employers, and how they were categorized is presented in Appendix 4.

at the production and aggregation stages of the value chain such as (i.e., breeder, trader, and harvester). Educational requirements also vary; opportunities at the production level (e.g., stockbreeding, chicken breeding, agricultural production, pig breeding) appear to require the broadest range of education (e.g., none to university completed), suggesting the importance of agricultural production to private enterprises in the region and their willingness to engage jobseekers, regardless of educational level, to meet production demands. It also appears that off-farm jobs, such as senior management and other positions further down the value chain (e.g., auxiliary services, sales and marketing) require no education to vocational training.

An assessment was also undertaken of the current salary ranges of entry level job opportunities within the region. The figure below presents salary ranges for each job category.

Figure 20: Salary ranges by job category (Birr / month)



Source: Employer surveys

Note: Data is unavailable for poultry breeding and apiculture

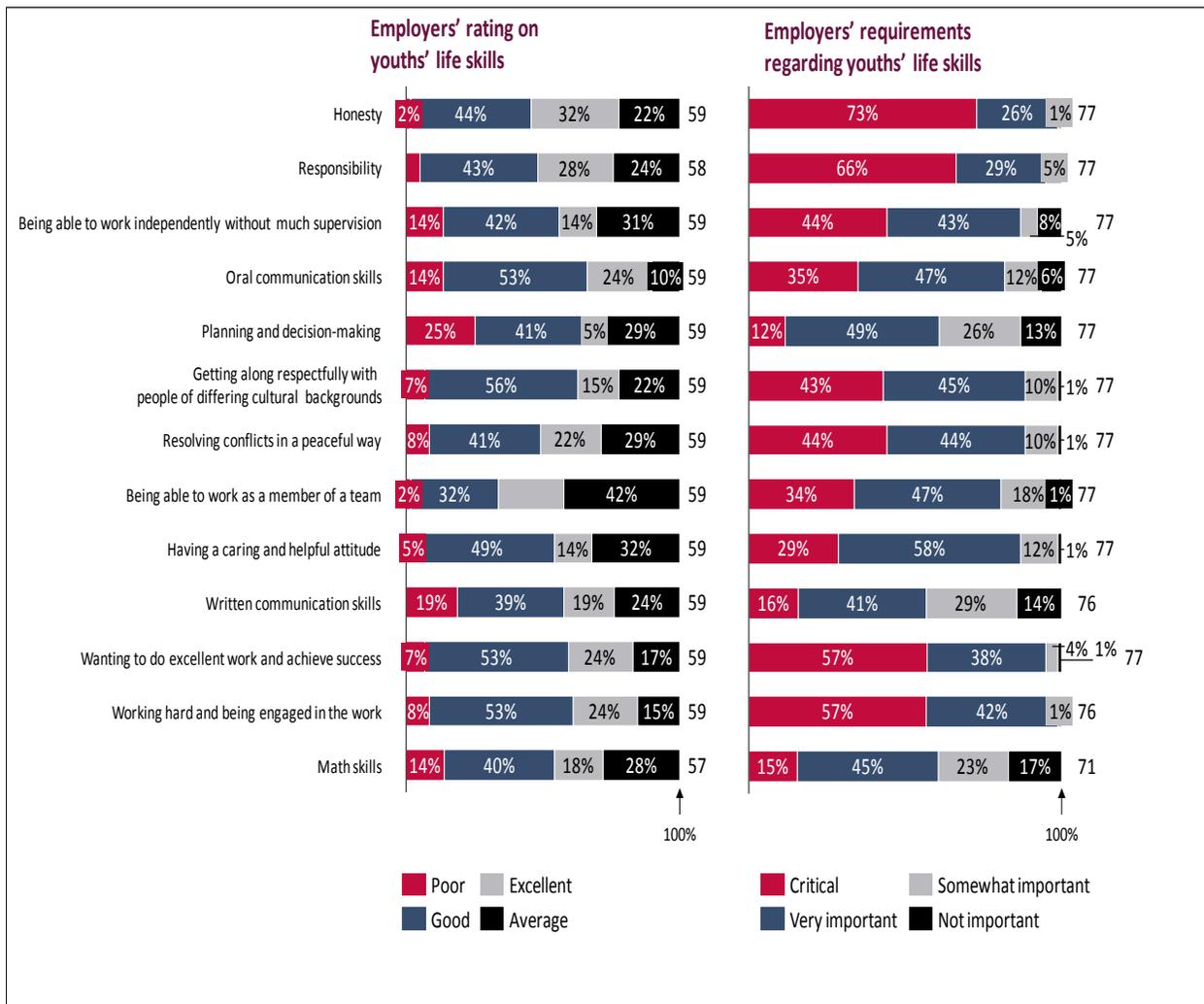
The employee surveys found that unique job opportunities in the technician (e.g., electrician), office support (e.g., bookkeeper, guard, and purchaser) and agricultural production (e.g., agricultural expert) categories will provide good⁶⁶ (5,000 Birr / month or approximately US\$ 266 / month) livelihoods for youth within the impact area. It should be noted however, that the higher salary ranges within the aforementioned categories require at least a vocational level education.

4.1.3. Life and interpersonal skill requirements

During the survey, employers were also asked to rate their perception of youth’s life skills against their own requirements. Desired skills of employers and their perception of current life and personal skills are presented in Figure 21 below.

⁶⁶ While there is no “minimum wage” in Ethiopia, the number one employer is the government with an average wage of 420 Birr / month (US\$ 22) (US Department of State, 2012)

Figure 21: Employers' ratings on youth's life skills and their requirements



Source: Employer surveys

More than 95% of employers noted as critical and very important that youth possess the ability to be responsible, 99% that they be engaged in their work, and 95% that they do excellent work and be honest. While a majority of employers perceive youth’s life skills to be at least “good”, there are opportunities for improving such skills among youth, particularly where large gaps emerge between employer requirements and perception of youth’s life skills. For example, opportunities exist to enhance youth’s ability to work within a team, be engaged in and do excellent work, as employer expectations and perception of youth’s ability in these areas vary by more than 35 percentage points.

“They [youth] are aggressive and less experienced.”
Employer in Raya Kobo

These sentiments were further articulated during employer discussions. Employers in the region felt that youth commitment is low and that they can lack discipline. This dynamic suggests life skills training should be structured around areas such as team work and youth’s ability to perform in a work environment. In spite of these challenges, employers, overall, do see youth as an advantage to their business as many employees state that youth are inclined to be more innovative, bring fresh energy and are fast workers.

4.1.4. Employer interest in partnering with Youth in Action

Overall, 85% of employers indicated potential interest in partnering with the Youth in Action program. They are interested in offering job opportunities, internships and learning visits to youth. Examples of potential partnerships between employers and Youth in Action are highlighted in the table below.

Table 5: Potential partnership support between Youth in Action and private sector employers

Partnership opportunity	Youth in Action support	Employer support
Direct employment	<ul style="list-style-type: none"> • Prepare youth for employment in the private sector through programs to increase core and soft skills that would ready them for employment in the private sector • Link high potential youth to employers that are hiring for specific positions in which Youth in Action participants qualify 	<ul style="list-style-type: none"> • Provide job opportunities directly to Youth in Action participants
Internships	<ul style="list-style-type: none"> • Prepare youth for internship opportunities through the Youth in Action program • Link high potential youth to internship opportunities • Provide stipends and other work support to facilitate youth involvement in internships 	<ul style="list-style-type: none"> • Provide internship opportunities directly to Youth in Action participants
Learning visits	<ul style="list-style-type: none"> • Facilitate on-site visits to employers (e.g., provide transport etc.) 	<ul style="list-style-type: none"> • Provide information regarding agricultural techniques (particularly through demonstrations), coaching sessions with business owners regarding life skills and employability, enterprise development and market opportunities

Source: Employer surveys

The current landscape of limited direct employment opportunities, compounded with the need for youth who are out of school to gain income, invites other alternatives for youth to gain sustainable employment.

It is largely accepted that self-employment and enterprise development will be the mechanism to create more opportunities for youth in the market.⁶⁷ In fact, enterprise development, particularly through micro and small enterprises (MSEs), has already proven to be an engine for employment in the country, accounting for 80% of self-employment in the informal sector.⁶⁸ The following section further examines this alternative and assesses particular value chains that will have the highest potential to create youth enterprise development opportunities.

4.2. Enterprise development opportunity analysis

In Ethiopia, 74% of the youth population is involved in self-employment activities within the informal and agricultural sectors.⁶⁹ However, the MSE sector has experienced challenges in sustaining

⁶⁷ The African Youth Report, United Nations Economic Commission for Africa, 2011

⁶⁸ Desta, Solomon, *Desk Review of Studies Conducted on Women Entrepreneurs in Ethiopia*, 2010

⁶⁹ *The Africa Growth Initiative*, The Brookings Institution, 2012

development and growth, largely due to poor market selection. For example, a survey conducted in the Amhara region in 2012 found that failure of MSEs are largely due to clearly understanding and properly accessing high potential market opportunities.⁷⁰ Stakeholder interviews confirmed this observation as many business development plans, particularly those oriented for youth self-employment, do not include in-depth feasibility and market assessments.⁷¹ These findings indicate that data-driven market selection is critical for the development of sustainable and scalable enterprises for youth.

This sub-section provides an in-depth value chain analysis and market opportunity assessment for viable enterprise development opportunities given various contexts of the impact area. Specifically, this sub-section presents an analysis of challenges, opportunities and requirements along the value chain for each value chain opportunity.

4.2.1. Crop selection methodology for enterprise development

To assess production opportunities, the study segments each value chain opportunity into two categories: crop production and additional production opportunities - each with a set of assessment criteria. Table 6 outlines how each value chain opportunity was categorized and their respective assessment criteria.

Table 6: Crop selection methodological summary⁷²

No.	Category	Value chain opportunity	Assessment criteria	Cross-cutting criteria
1.	Crop production	<ul style="list-style-type: none"> Staple crops 	<ul style="list-style-type: none"> Woreda capability + product profitability Input / production requirement Market opportunity Time to harvest Youth interest 	<ul style="list-style-type: none"> Access to finance Access to land Skills requirements Gender equity Risk factors
2.	Additional production opportunities	<ul style="list-style-type: none"> Fruits Vegetables Apiculture Animal rearing 	<ul style="list-style-type: none"> Woreda capability Input / production requirement Market opportunity Time to market Youth interest 	

For selection of high potential value chains, each will be scored across each criteria using a numerical scoring system to quantify value chain opportunities. The numerical scoring system that will be employed is illustrated below:



⁷⁰ *Employment growth and challenges in small and micro enterprises Woldiya, Northeast Amhara region, Ethiopia*, Wudpecker Research Journals, 2012

⁷¹ Zone Labor Association. Interview. 5 December 2012

⁷² Due to lack of consistent production data regarding additional production opportunities in the impact area product profitability could not be assessed, hence the omission of this assessment criteria

Each value chain was scored with the following questions in mind:

1. Input / production requirement:
 - a. Is there sufficient access to improved input to increase production potential?
 - b. Will youth have the ability to sustain enterprise development and growth in the mid to long-term given the availability of input / production requirements?
2. Market opportunity:
 - a. Does the commodity have a relatively high wholesale and / or market price?
 - b. Are prices relatively volatile? Are they increasing?
 - c. Is demand increasing (for raw and processed products)?
3. Time to harvest / market:
 - a. Does the commodity have the ability to be harvested / marketed quickly?
4. Youth interest:
 - a. What is the relative interest of youth in the production of the commodity?
5. Access to finance:
 - a. What are the initial / start-up financing requirements to produce each commodity?
 - b. How do start-up costs compare relative to other value chains within each category?
6. Access to land:
 - a. What is the land requirement for each value chain opportunity and how does it compare to other value chains within the category?
7. Skill requirements:
 - a. What are the skills required to maximize the production potential of each value chain?
 - b. Do youth currently possess the necessary skills to quickly harness production potential?
8. Gender equity:
 - a. Which value chains are more likely to integrate girls and minimize gender gaps?
9. Risk factors:
 - a. What are the risk factors across the value chain that should be considered for value chain selection?⁷³

With these questions in mind, the subsequent sub-sections provide a detailed analysis of each value chain opportunity followed by an assessment summary and scorecard, selecting high potential value chains.

4.2.2. Staple crop value chains opportunity analysis

This sub-section provides an opportunity analysis of staple crops within the region. A shortlist of crops was selected based on a combination of methods: stakeholder interviews and validation, crop

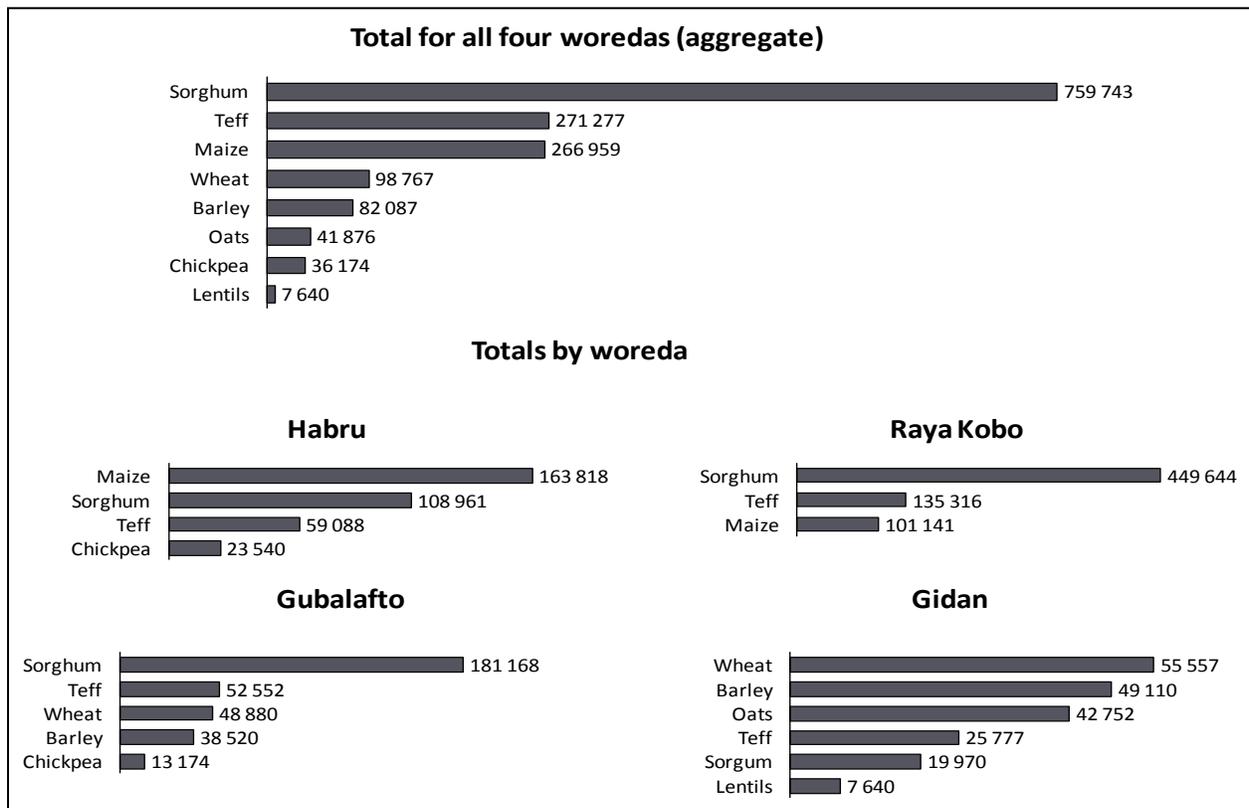
⁷³ Value chain selection considered risk factors up to the production stage of the value chain.

production levels, and a profitability analysis (Section 4.3.1).^{74,75} The subsequent sections further assess the shortlisted value chains of each crop.

4.2.3. Woreda capability + crop profitability

The production level of key commodities in each woreda provides an indication of the woreda’s capability to produce a particular crop. As Figure 22 illustrates, the most produced crop in the target region is sorghum, followed by other staple crops such as teff, maize and wheat. The production levels also indicate different opportunities for production for each woreda. Sorghum appears to be the most commonly grown crop in Gubalafto and Raya Kobo, while maize and wheat seem to be the most common in Habru and Gidan, respectively.

Figure 22: Production levels of key staple crops, aggregate and by woreda (quintals)



Source: North Wollo Agriculture and Rural Development Office, 2012; Dalberg analysis

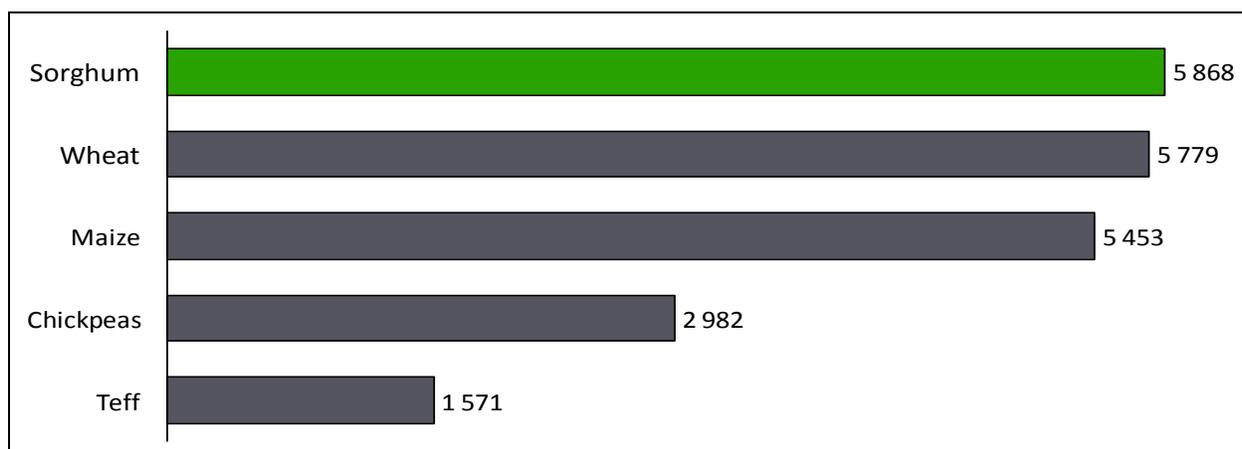
Based on production levels, and consultations with key stakeholders, the following value chains were assessed for profitability: Barley, chickpea, maize, sorghum, teff and wheat.

Figure 23 below ranks food crops by profitability.⁷⁶ As illustrated, cereals such as sorghum, wheat and maize appear to be particularly profitable.

⁷⁴ The data used to conduct the profitability analysis is largely based on secondary research to estimate production costs within the region and average revenue, per hectare

⁷⁵ The evaluation team understood each woreda’s capability to support production of a crop by using production levels by woreda as a proxy. In doing so, the team assumed that the most commonly grown crops are also the most feasible given current conditions (soil, weather, skill).

Figure 23: Relative profitability of key shortlisted staple crops (Birr / Hectare)



Source: FAOStat, 2011; ATA, 2011; CIDA, 2010; African Crop Science Journal, 2009, CSA, 2011; Market Assessment and Baseline Study of Food Crops in Ethiopia, 2010; Dalberg analysis

The following section provides further analysis to assess each crop across additional assessment criteria.

4.2.4. Input / production requirements

Access to inputs such as seed (improved / hybrid seed varieties), chemical fertilizer and insecticide will be critical in maximizing the production of the shortlisted staple crops. The table below provides input / production requirements and observations for each crop that should be considered for efficient production in the region.⁷⁷

Table 7: Staple crop input / production requirement overview

Staple crop	Input / production requirement	Value chain observations
Barley	<ul style="list-style-type: none"> • Chemical fertilizer • Herbicide • Improved / hybrid seeds varieties • Improved farming techniques / management practices 	<ul style="list-style-type: none"> • Supply of improved seed as a percentage of demand is 7%, suggesting very limited opportunity for initial and ongoing uptake of improved seed varieties – though programs are being implemented to increase availability of improved seed • Drought resistant crop • Yield can be doubled with improved inputs • Limited access to post-harvest infrastructure and technologies, resulting in post-production loss
	<ul style="list-style-type: none"> • Access to water source / irrigation 	<ul style="list-style-type: none"> • Improved seed and other inputs for pulses (including chickpea) is almost non-existent; additionally, there is low adoption rate for the improved varieties on the market • Limited access to post-harvest infrastructure and technologies, resulting in post-production loss • Relatively not drought resistant

⁷⁶ Profitability is defined by assessing net profit (gross revenue minus production costs) that can be generated by each staple crop when cultivated on the same land size

⁷⁷ Input requirement based on improved and modern requirements to improve and maximize production of each staple crop

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Staple crop	Input / production requirement	Value chain observations
Maize	<ul style="list-style-type: none"> ● Access to storage ● Equipment / tools for land preparation (e.g., oxen rent, if applicable) ● Access to land and capital⁷⁸ 	<ul style="list-style-type: none"> ● Modernized inputs are limited across the region – about 23.6% of all small holders in Ethiopia use both improved seed and fertilizer, suggesting lack of uptake and knowledge of improved agronomic practices ● Ability to double per hectare yield given improved inputs and farming practices ● Supply of improved seed as a percentage of demand is 48%, suggesting moderate access to improved seed varieties ● Limited access to post-harvest infrastructure and technologies, resulting in post-production loss ● Relatively not a drought resistant crop, unless drought-resistant varieties are introduced, suggesting the need for access to irrigation schemes to sustain and increase productivity
Sorghum		<ul style="list-style-type: none"> ● Supply of improved seed as a percentage of demand is 48%, suggesting moderate access to improved seed ● Drought resistant crop, though tapping into effective irrigation schemes can increase productivity ● Limited access to post-harvest infrastructure and technologies, resulting in post-production loss
Teff		<ul style="list-style-type: none"> ● Supply of improved seed as a percentage of demand is 19%, suggesting limited opportunity for initial and ongoing access to improved seed varieties ● Drought resistant crop, though tapping into effective water irrigation schemes will enhance productivity ● Ability to resist plant disease and pest (particularly when stored), resulting in the ability to minimize post-harvest loss during aggregation and trade ● Even with required inputs, has the lowest average yield per hectare of the cereal crops
Wheat		<ul style="list-style-type: none"> ● 29% of the land cultivated by wheat treated with chemical fertilizers, suggesting moderate uptake of such improved inputs and knowledge of effective agronomic practices ● Though supply of improved seed as a percentage of demand is 24%, suggesting limited opportunity for initial and ongoing access to improved seed varieties, wheat accounts for 42% of various improved seed varieties on local market, suggesting large investment in improved seed varieties with opportunity to improve access ● Drought resistant crop, though tapping into effective water irrigation schemes will enhance productivity ● Limited access to post-harvest infrastructure and technologies, resulting in post-production loss

Source: Literature reviews; Industry reports; Expert interviews; Dalberg analysis

As the table illustrates, input and production requirements for each staple crop vary. For example, it appears access to improved inputs seems most available for maize and sorghum while barley, chickpea, wheat and teff appear to have very limited access to inputs. Storage infrastructure appears to be extremely limited within the impact area, increasing the risk for post-production loss. Moreover, given

⁷⁸ Access to land and capital is assessed in Sections 4.4.1 and 4.4.2.

the drought susceptibility of the region, careful consideration should be given to the ability to resist drought conditions, while also keeping in mind that moderate access to a sustained water source could shorten production time and increase productivity. As such, it appears chickpea and maize are relatively water-dependent compared to other shortlisted staple crops.

4.2.5. Market opportunity

High potential staple crop value chains should have access to markets, relatively high market prices and low price variability. The table below provides an overview of the potential market opportunity for each staple crop.

Table 8: Market opportunity summary by staple crop

Staple crop	Market opportunity observations
Barley	<p>Price overview:</p> <ul style="list-style-type: none"> • Approximately 6 - 9 Birr / Kilo <p>Demand overview:</p> <ul style="list-style-type: none"> • Significant demand given the increasing beer manufacturing industry in Ethiopia (recent public-private partnership for Heineken to enhance barley sub-sector and stimulate ongoing demand – aim to substitute 20,000 MT of imported barley with locally produced barley) • Potential sourcing opportunities by regional beer manufacturers (60% supply-demand gap for local beer manufacturers, signaling significant demand for locally produced barley) • Consumption of beer to grow 15% - 20% per year locally, suggesting strong market demand
Chickpea	<p>Price overview:</p> <ul style="list-style-type: none"> • Low profitability compared to cereal crops • Approximately 5-7 Birr / Kilo • Prices have been increasing steadily over the past 10 years <p>Demand overview:</p> <ul style="list-style-type: none"> • Significant demand locally and internationally – Ethiopia has competitive advantage for international export of chickpea to major importers (e.g., India, Pakistan, Algeria, UAE) and regional cross-border trade (Djibouti and Sudan) • High local consumption (increased by more than 50% between 2006 and 2010) and is expected to continue over the next few years • Potential to increase protein intake by including residue in animal feed (large regional demand given livestock in the region)
Maize	<p>Price overview:</p> <ul style="list-style-type: none"> • Moderate to strong profitability • Approximately 5 Birr / Kilo (typically the lowest price of all cereal crops) • Categorized as having high price volatility <p>Demand overview:</p> <ul style="list-style-type: none"> • Food security crop and widely consumed by the rural poor; high demand as Maize accounts for 20% of the daily consumer caloric intake in the country (the highest of all cereal crops) • Local procurement opportunity by food aid NGOs such as the World Food Programme (procures 40,000 tons/year locally) and the Safety Net Program (approximately 300,000 tons/year) • Added market / marketability potential as a teff substitute, particularly for poorer households who rely on maize as it is often cheaper by over 100% in some areas • Large in-country potential for processing – signaling sourcing demand / opportunity • Residue can be used as animal feed for animal production (large regional demand given livestock population in region)

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Staple crop	Market opportunity observations
Sorghum	<p><u>Price overview:</u></p> <ul style="list-style-type: none"> • High profitability • Approximately 5 - 8 Birr / Kilo • Steady and increasing market price within the region, but highly volatile <p><u>Demand overview:</u></p> <ul style="list-style-type: none"> • Ready local and regional demand as a food security crop, signaling high and increasing demand in the region (16% compound growth rate for consumption over the last 4 years in the country) • Strong demand in rural and poorer households • A cheaper teff substitute, increasing market / marketability potential • Potential to be sourced as an input in the growing local beer manufacturing industry where it can be substituted for barley (national beer production has increased 20% annually from 2003 – 2011); 70 million Birr investment by Habesha Brewery is underway in the Amhara region with a producing capacity of 500,000 hectoliters • Residue can be used as animal feed (large regional demand given large livestock population in region)
Teff	<p><u>Price overview:</u></p> <ul style="list-style-type: none"> • Low profitability and price variability compared to other cereal crops • Highest wholesale market price compared to other cereals (approximately 8 -12 Birr / Kilo) <p><u>Demand overview:</u></p> <ul style="list-style-type: none"> • High demand (particularly urban and the wealthiest households where caloric intake is 16.7% and 19.4% of caloric intake, respectively, compared to 4.9% in rural 8.9%, in the poorest household) • High demand largely due to the use of processed (teff) flour to make Injera, consumed as a base in many Ethiopia dishes and emerging opportunities for use in fast food products (e.g., chicken wraps) • Most purchased grain by the Ethiopian Grain Trade Institute (over 3,000 MT in 2008/2009) from smallholder farmers, suggesting additional market from government agencies • Current infrastructure provides access to major teff markets – Addis Ababa, Bahir Dahr and Mekele • Residue can be used as animal feed for animal production (large regional demand given livestock population in region)
Wheat	<p><u>Price overview:</u></p> <ul style="list-style-type: none"> • High profitability • Approximately 6-8 Birr / Kilo, though high price volatility <p><u>Demand overview:</u></p> <ul style="list-style-type: none"> • High demand (particularly rural and poorer households), accounting for 20% of the daily consumer caloric intake (one of the highly consumed cereals in the country) • Emerging substitute for teff (particularly, urban households) partly due to lower price and ease of preparation • Opportunity to meet demand of local food aid NGOs through procurement opportunities • Large processing demand as 53% of total wheat supply drives wheat processing industry (~2M MT milling capacity in country)

Source: Literature reviews, Industry reports, Dalberg analysis

As Table 8 illustrates, price variability, wholesale market prices and demand vary across each staple crop. For example, it appears teff, wheat and sorghum will drive the highest market prices, while wheat, maize and sorghum experience the most price variability. Most, as food security crops (except chickpea) have strong market demand. Access to these opportunities will depend on a highly organized market structure. Currently, the market structure for staple crops in the region is largely driven by

disaggregated and poorly organized smallholder farmers that are often unable to trade and market a large portion of their production, resulting in smaller and inefficient transactions. For example, approximately 10% and 20% of maize and wheat, respectively, is sold through buyers and wholesalers, leaving the rest for other uses and household consumption.⁷⁹ Increasing the sale of tradable staple crops will be highly dependent on not only increased inputs and production, but the ability for youth to aggregate their production through organized co-operatives and unions; increasing transaction sizes, realizing market efficiency.

However, according to stakeholder consultations, youth often question the value of organizing and many do not want to join co-operatives and unions for the fear of their peers mishandling funds and / or migrating, increasing the liability of loan repayment for other youth. In cases where youth do successfully organize, they are often later dismantled because of the lack of financial resources and land availability.⁸⁰

4.2.6. Time to harvest

Young people want to see a return relatively quickly from their efforts in agriculture. As such, particular focus should be placed on crops that can generate income relatively quickly. Quick cash will meet the immediate financial needs of youth, while they explore other medium to longer term opportunities. Though planting and harvesting of staple crops vary by region, time to harvest is typically five to nine months for cereals and less than four weeks for pulses (e.g., chickpea). Table 9 provides approximate time to harvests by staple crop. As illustrated, using the most conservative estimates, it appears Barley, Chickpea, Teff and Sorghum can be harvested relatively quickly, compared to other opportunities.

Table 9: Time to harvest by staple crop

Staple crop	Planting months	Harvesting months	Approximate time to harvest
Barley	• June to July	• December	• 5 to 6 months
Chickpea	• Mid-August	• Early September	• < 4 weeks
Maize	• March to April and May to June	• December to January	• 7 to 9 months
Sorghum	• April to July	• October to December	• 6 months
Teff	• June to July	• December	• 6 months
Wheat	• June to Mid-August	• January	• 5 to 7 months

Source: Literature reviews; Industry reports; Dalberg analysis

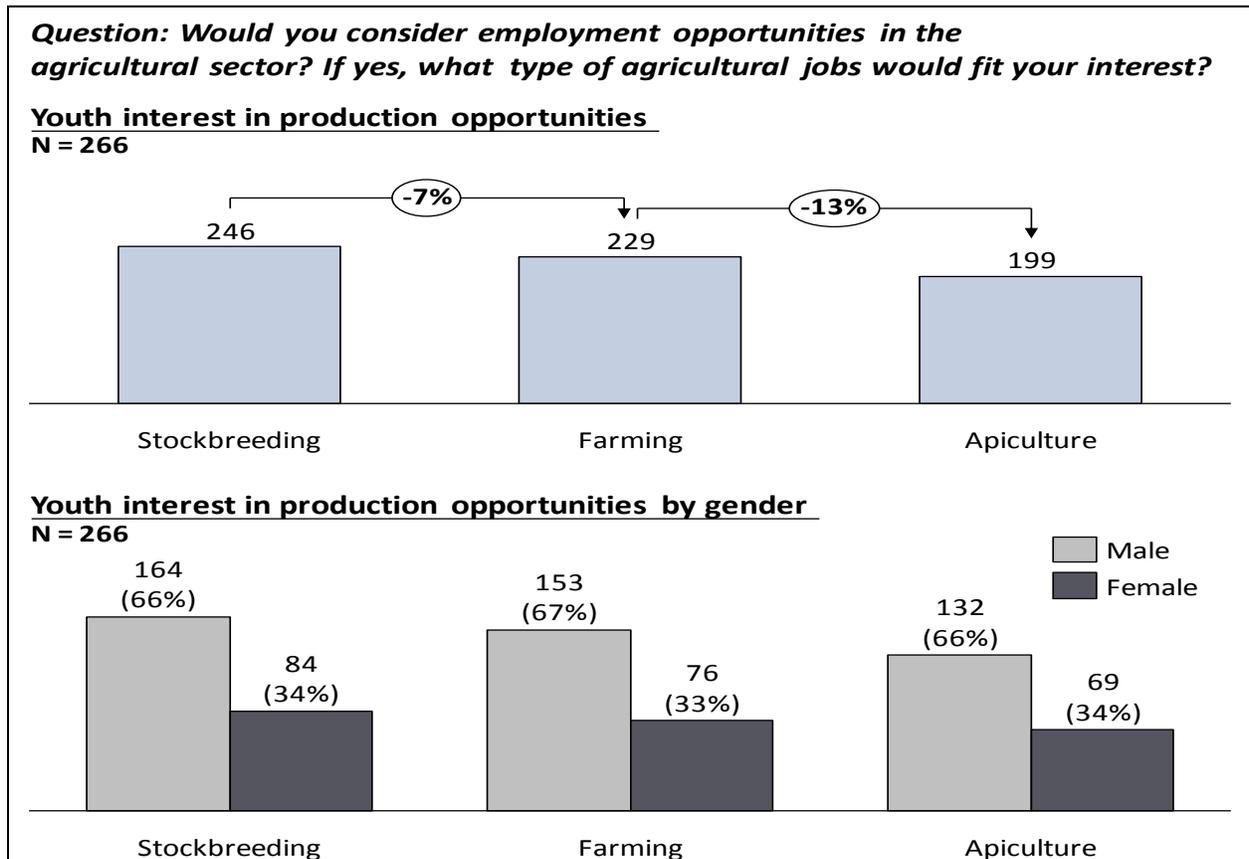
4.2.7. Youth interest

Overall, youth appear to be less interested in producing on-farm (staple) crops, as they appear to find other production opportunities more interesting. As Figure 24 illustrates, youth are less interested in farming and beekeeping, compared to stockbreeding, by a margin of 7% and 20%, respectively. This trend is also consistent when youth interests are assessed by gender. Further discussion with youth reveals that relative lack of interest in on-farm production stems from the lack of appropriate capital, access to land and the lack of the appropriate skill set to maximize production potential.. Relative disinterest in apiculture stems from lack of inputs such as bees and hives, varied capabilities of the woreda to support honey production, lack of access to flowering plants and less experience with apiculture.

⁷⁹ Ethiopia Commodities Exchange, 2009

⁸⁰ Various. Interviews. December 2012

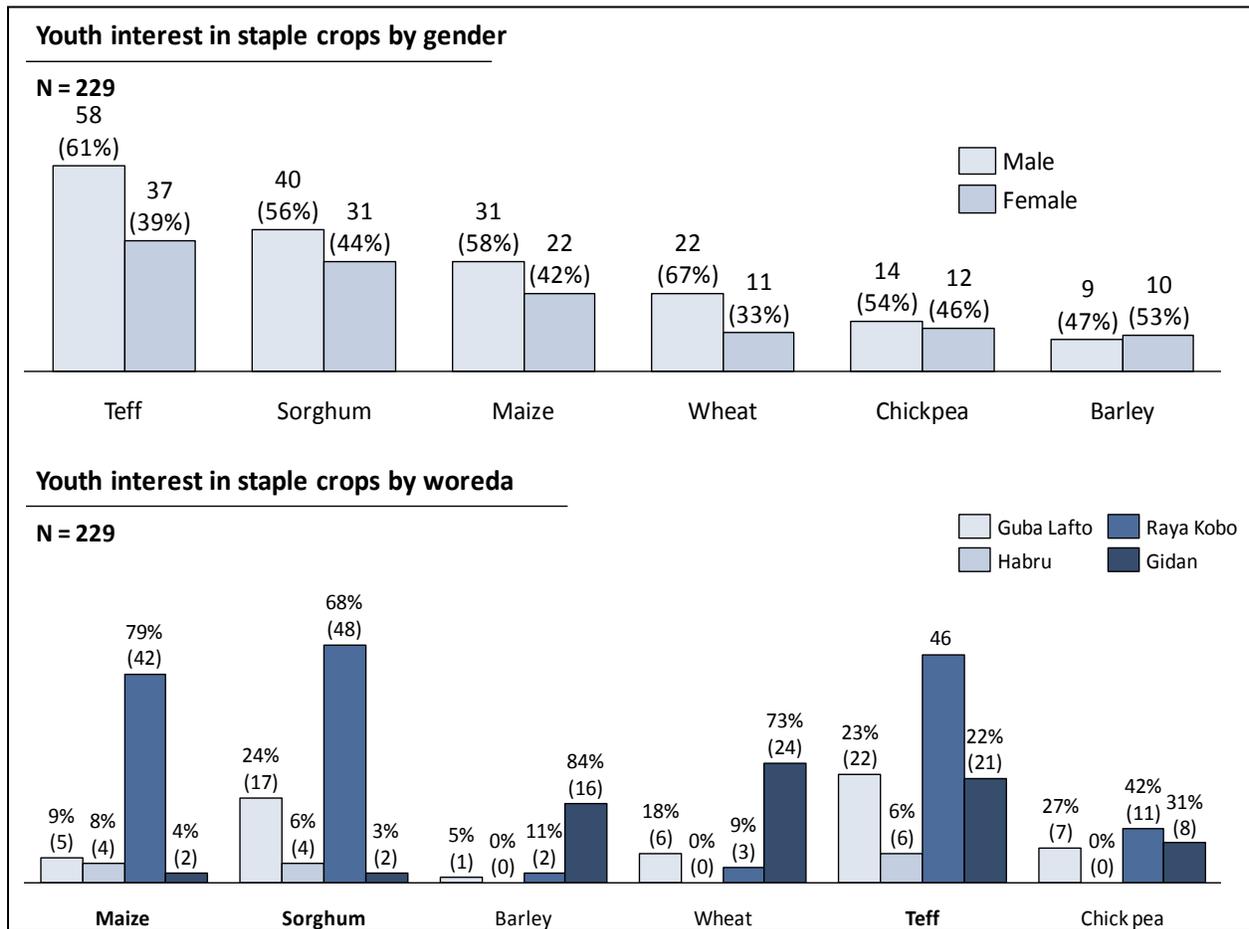
Figure 24: Youth interest in agricultural production opportunities



Source: Youth surveys

Despite youth’s relatively lower interest in farming, compared to stockbreeding, their interests in staple crop production appear to be aligned with high potential staple crop value chains as presented in the profitability analysis in Section 4.2.1; identifying teff, sorghum and maize as the crops they are most interested. Figure 25 aggregates youth interests in staple crop production by gender and woreda.

Figure 25: Youth interest in key staple crops, aggregate and by woreda



Source: Youth surveys

Although youth interests vary, their interests seem to be driven by familiarity with a particular crop, perceived opportunities to engage in crop production, in addition to woreda capability. These factors have also resulted in varied interests across each woreda.

4.3. Opportunity analysis for additional production opportunities

Throughout the market assessment, additional value chains also appear to have potential market opportunity for youth. These opportunities include small-scale gardening (e.g., fruits and vegetables), apiculture and animal rearing. The following sub-sections provide a brief description of these opportunities and an assessment of each across the criteria laid out in Section 4.1.1.

- **Micro / small-scale gardening (fruits and vegetables).** Fruits and vegetables present an emerging opportunity in Ethiopia as their production has the ability to diversify income.⁸¹ Stakeholder consultations revealed that vegetables such as tomato⁸² and onions provide feasible opportunities for youth given the small investment of land and capital required and

⁸¹ ACDI/VOCA, 2013

⁸² Though tomatoes are technically a fruit, we will assess tomato as a vegetable due to similar production characteristics (ex: time to harvest) as onion and garlic

ground-water irrigation and other water harvesting projects that are underway. Stakeholder consultations also revealed that fruits such as apples, oranges, papayas and mangoes also present production opportunities in the mid to long-term.⁸³ Fruits and vegetables also prove to be very profitable, particularly when using improved varieties. For example, the market price of citrus fruits (local variety) will cost 6 Birr/kg, while the improved varieties can sell for as much as 5-7 Birr for one single fruit.⁸⁴ Finally, small-scale gardening can be integrated into mixed production schemes, along with apiculture, animal rearing and staple crop production and also has the ability to integrate women; mainly due to the fact that small-scale gardening can be done at the household level, requires minimal financing and less land when compared to other production opportunities (e.g., staple crop production). Based on stakeholder consultations, the following fruits and vegetables will be assessed:

Table 10: Fruit and vegetable value chains for assessment

Fruits	Vegetables
<ul style="list-style-type: none"> • Apple • Mango • Orange • Papaya 	<ul style="list-style-type: none"> • Garlic • Onion • Tomato

Source: Stakeholder consultations, Stakeholder validation workshop

- **Apiculture.** Bee-keeping and honey production also appear to provide additional production opportunities for youth, largely due to increasing demand for locally produced honey for the production of locally consumed honey wines and beer. Additionally, there is a significant untapped potential to produce honey. For example, though Ethiopia is Africa’s largest exporter of beeswax and the fourth largest exporter internationally, research shows that “the share of the sub-sector in the GDP is not commensurate with the huge numbers of honeybee colonies and the region’s [Amhara] potentiality for bee-keeping⁸⁵”. In an effort to promote beekeeping, local authorities within the target woredas are implementing plans to use large areas of inaccessible land (i.e., hillsides) not suitable for crop production for bee-keeping and honey production activities.⁸⁶ If successful, honey production and trade could potentially have a significant impact on the livelihood of local youth and also diversify their incomes. According to a study done in the neighboring Tigray region, a hive can sell for as much as 35 Birr/kilo of honey.⁸⁷
- **Animal rearing.** Animal rearing such as sheep, goat, poultry and cattle has also been recommended as a high value opportunity for youth due to significant local and regional demand. There is a significant opportunity to maximize the potential for animal rearing in the region, particularly given the number of livestock in Ethiopia (the largest in Africa).⁸⁸ There is increasing demand for processed animal products such as meat, milk, yoghurt and butter, exemplified by the increasing number of milk co-operatives in the region, the number one buyer

⁸³ Various. Interviews. December 2012

⁸⁴ FAO. Interview. 13 December 2012

⁸⁵ Trade Advance Limited, 2012

⁸⁶ North Wollo Zone Agricultural Development Department. Interview. 12 December 2012

⁸⁷ Beekeeping and Honey Production in the Tigray Region, Ethiopia, 2008

⁸⁸ NABC, 2010

from smallholder farmers.⁸⁹ Furthermore, animal production can occur in integrated production systems at the household level - easily integrating women and youth.⁹⁰

The following sub-sections further examine each potential additional opportunity across the criteria presented in Section 4.1.1.

4.3.1. Woreda capability

Varying topography in the region, resulting in varying climatic zones, make certain animals, fruits and vegetables suitable in different locations. For example, cattle can be reared at all elevations, while sheep are more suited for highland areas and goat is more suitable for low-lying areas. With these constraints in mind, Table 11 outlines which opportunities are suited for each woreda within the impact area.

Table 11: Woreda capability of additional production opportunities by woreda

Additional production opportunity	Additional opportunity type	Woreda			
		Gubalafto	Habru	Raya Kobo	Gidan
Fruit	Apple				✓
	Mango	✓	✓	✓	
	Orange		✓	✓	
	Papaya	✓	✓	✓	✓
Vegetables	Garlic				✓
	Onion	✓	✓	✓	✓
	Tomato	✓	✓	✓	
Apiculture		✓	✓	✓	✓
Animal rearing	Cattle / dairy	✓	✓	✓	✓
	Goat	✓	✓	✓	✓
	Poultry	✓	✓	✓	
	Sheep			✓	✓

Source: Stakeholder consultations, Youth consultations, Stakeholder validation workshop

4.3.2. Input / production requirement

Similar to staple crops, ongoing access to adequate inputs for each additional opportunity will play a significant role in the sustainability of MSEs. The table below provides input / production requirements and an overview for each additional opportunity.

⁸⁹ Dairy Intensification and Milk Market Quality in Amhara Region, Ethiopia, International Livestock Research Institute, 2012

⁹⁰ The Supply, Marketing and Trade of Live Animals in the Amhara Region, Amhara Agricultural Research Institute, 2009

Table 12: Additional opportunity input / production requirement overview

Additional opportunity	Input / production requirements (modern)	Overview
Fruits and vegetables ⁹¹	<ul style="list-style-type: none"> • Small-scale irrigation system / access to reliable water source • Fertilizer / organic manure • Improved / hybrid seed varieties • Improved farming techniques / management practices • Pesticide • Herbicide • Access to storage • Equipment / tools for land preparation (e.g., oxen for plowing) • Infrastructure (electricity, transport access) • Access to land and financing 	<ul style="list-style-type: none"> • Small scale irrigation is a country-wide priority with plans to increase coverage of total farmland over the next few years; local plans, in particular to increase coverage in Habru to cover 70,000 Ha • Country programs to build over 70,000 km of new roads, linking virtually all kebeles • Drilling of over 3,000 wells to increase water supply infrastructure to cover 99% of the population over mid to long-term • Availability of improved seed and other inputs are low, while other requirements such as fertilizers are not commonly used • Access to cold-chain storage is minimal to non-existent in the region
Apiculture	<ul style="list-style-type: none"> • Modern hives • Access to small plot of land (can attach hive to trees / timber) • Protective clothing • A smoker • Hive tools • Bee varieties • Access to land and financing 	<ul style="list-style-type: none"> • 90% of the 10 million bee colonies in the country are traditional hives, suggesting limited uptake and access to more modern hives, requiring significant intervention – modern hives increase production by approximately 400%
Animal rearing ⁹²	<ul style="list-style-type: none"> • Animal genetic resources • Feed and forage • Feed /nutrient supplement • Veterinary drugs and vaccines • Access to water source (cattle) • Access to land and financing 	<ul style="list-style-type: none"> • Expanding water supply infrastructure (sheep, goat, cattle will need moderate access to reliable water source) • Underdeveloped production opportunity given the number of sheep and goat (15% of African population in Ethiopia), cattle (the largest population in Africa) and poultry • Lack of appropriate feed and forage could limit productivity, impacting value at slaughter and / or time to slaughter • Sheep and goat are more drought resistant compared to cattle with higher reproductive rates • Limited to moderate adoption of improved inputs for production • Cold-chain storage for meat is limited to non-existent in the region, though investments are being made

Source: Literature reviews, Industry reports, Dalberg analysis

⁹¹ Fruit and vegetable opportunities are collapsed in this table as they share very similar input requirements

⁹² Animal rearing opportunities (sheep, cattle, goat and poultry) are collapsed in this table as they share very similar input requirements

As the table outlines, the necessary infrastructure to support the production of additional opportunities are varied throughout the impact region, however, there is strong government support and action in improving infrastructure such as transport and water irrigation; many of which are already underway in the impact region.

4.3.3. Market opportunity

The table below provides an overview of the potential market opportunity for each additional opportunity.

Table 13: Market opportunity summary by value chain for each additional opportunity

Additional opportunity	Value chain	Market opportunity observations
Fruits	Apple	<p>Price:</p> <ul style="list-style-type: none"> • 50 - 70 Birr / Kilo <p>Demand:</p> <ul style="list-style-type: none"> • Unmet local and regional demand due to preference to export • High demand for processed products such as apple juice and apply syrup
	Mango	<p>Price:</p> <ul style="list-style-type: none"> • 7 - 9 Birr / Kilo • Increasing prices, particularly for improved and organic varieties <p>Demand:</p> <ul style="list-style-type: none"> • High and increasing domestic demand for processed mango (juice) as it is a favorable juice type for Ethiopian consumers • Regional export potential through cross-border trade to Djibouti and Sudan
	Orange	<p>Price:</p> <ul style="list-style-type: none"> • Approximately 8 – 16 Birr / Kilo (varies throughout the year and across localities), but prices will decrease as local supply increases to meet unmet local need <p>Demand:</p> <ul style="list-style-type: none"> • Strong local demand due to the preference to export • Strong demand for processing – orange squash shows an increasing trend over the past ten years • Regional export potential through cross-border trade to Djibouti and Sudan
	Papaya	<p>Price:</p> <ul style="list-style-type: none"> • Approximately 10 - 15 Birr / Kilo • Increasing prices, particularly for improved and organic varieties <p>Demand:</p> <ul style="list-style-type: none"> • High domestic demand driven by population growth and changing diets • Demand from local retailers, restaurants and hotels within the target region, particularly improved varieties (especially major market outlets such as Addis Ababa)
Vegetables	Garlic	<p>Price:</p> <ul style="list-style-type: none"> • 50 Birr / kilo <p>Demand:</p> <ul style="list-style-type: none"> • Strong local and regional demand due to high consumption in traditional dishes • Emerging export demand for garlic oil; Ethiopia’s market share of the global demand expected to be 15% in 2013

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Additional opportunity	Value chain	Market opportunity observations
	Onion	<p>Price:</p> <ul style="list-style-type: none"> • 6 Birr / Kilo • Decreasing price due to excess production, signaling a saturated supply-side market <p>Demand:</p> <ul style="list-style-type: none"> • Strong local demand that is sufficiently met through current smallholder production • Amongst the most important export crops in Ethiopia
	Tomato	<p>Price:</p> <ul style="list-style-type: none"> • Strong profitability • 6 – 12 Birr/ Kilo (though prices will vary particularly improved and organic varieties) <p>Demand:</p> <ul style="list-style-type: none"> • High consumption and growing local demand • Strong in-country demand for processed tomatoes (unmet demand is met through imports); New tomato processing investor based in Woldia – approximately US\$ 9M investment to produce 4.5 Qt of tomato paste, creating local sourcing opportunity • Woldia University provides ready market (1,500 students, excluding faculty and staff)
Apiculture		<p>Price:</p> <ul style="list-style-type: none"> • Local prices ranges from 720 – 1260 Birr / Hive depending on quality • Increasing prices <p>Demand:</p> <ul style="list-style-type: none"> • Large demand for honey, wax and other bee products, globally (Ethiopia is world's 4th largest exporter of beeswax) • Increasing local demand for honey wine and beer; increasing regional demand in neighboring countries; increasing international demand (particularly the EU for Ethiopian (organic) honey) • Latent potential to export to international markets (potential opportunity to contract with processors that export to EU) • New honey processing investor based in Woldia – Approximately US\$ 3.5M investment for 6,000 Qt. of honey and 4,500 Qt. of wax, creating local sourcing opportunity
Animal rearing	Cattle / milk	<p>Price:</p> <ul style="list-style-type: none"> • 80 Birr / Kilo (meat) • 15 – 18 Birr / liter (milk) <p>Demand:</p> <ul style="list-style-type: none"> • Significant demand; demand expected to increase given 2.4% population growth rate (meat, milk)
	Goat	<p>Price:</p> <ul style="list-style-type: none"> • Goat meat and milk are highly valued in certain parts of Ethiopia • 500 – 600 Birr (variability depends on quality) or 111 Birr/kg <p>Demand:</p> <ul style="list-style-type: none"> • Accounts for about 12% of the domestic meat market; increasing demand for goat meat • High local demand for wool

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Additional opportunity	Value chain	Market opportunity observations
		<ul style="list-style-type: none"> • High export market (Ethiopia has potential to export 2M goat)
	Poultry	<p>Price:</p> <ul style="list-style-type: none"> • 60 - 90 Birr / Kilo (meat) • 1.50 - 2 Birr / egg <p>Demand:</p> <ul style="list-style-type: none"> • Strong local demand with the Amhara region supporting 35% of the country's egg and poultry meat demand
	Sheep	<p>Price:</p> <ul style="list-style-type: none"> • 300 – 600 Birr (variability depends on quality) or 66 Birr / kg <p>Demand:</p> <ul style="list-style-type: none"> • Accounts for about 12% of the domestic meat market with a growing export market (approximately 700,000); increasing demand for sheep meat • High local demand for wool • Potential export market (Middle East)

Source: Literature reviews; Industry reports; Stakeholder consultations; Dalberg analysis

Overall, the market opportunity for fruits and vegetables appears to be a large untapped opportunity, particularly for processed products, due to growing and unmet local demand and changing consumer diets. However, it appears particular fruits and vegetables such as apple and oranges are more profitable as exports (also providing an opportunity for opportunity to meet local, unmet, demand). It also appears that apiculture provides significant market opportunity given Ethiopia's role in the sector. Finally, it appears animal rearing also provides significant local market opportunities, in addition to cross-border / regional trade with neighboring countries.

4.3.4. Time to market

The following table provides an approximate time to harvest for each value chain opportunity. As illustrated, using the most conservative estimates, it appears vegetables, apiculture and animal rearing provide the quickest time to market, while fruits typically take 2-5 years after planting before the first harvest.

Table 14: Time to market for each additional value chain opportunity

Additional opportunity	Value chain	Time to harvest
Fruits	Apple	• 2-5 years
	Mango	• 2-5 years
	Orange	• 2-5 years
	Papaya	• 2-5 years
Vegetables	Garlic	• 3 months
	Onion	• 3-5 months
	Tomato	• 3-4months
Apiculture		• < 4 months
Animal rearing ^{93,94}	Cattle	• 1-3 years (meat) • > 2 years (milk)
	Goat	• Six weeks – 12 months
	Poultry	• < 1 year (entire chicken) • 3 months (eggs)
	Sheep	• Six weeks – 12 months

Source: Literature reviews; Industry reports; Expert interviews; Dalberg analysis

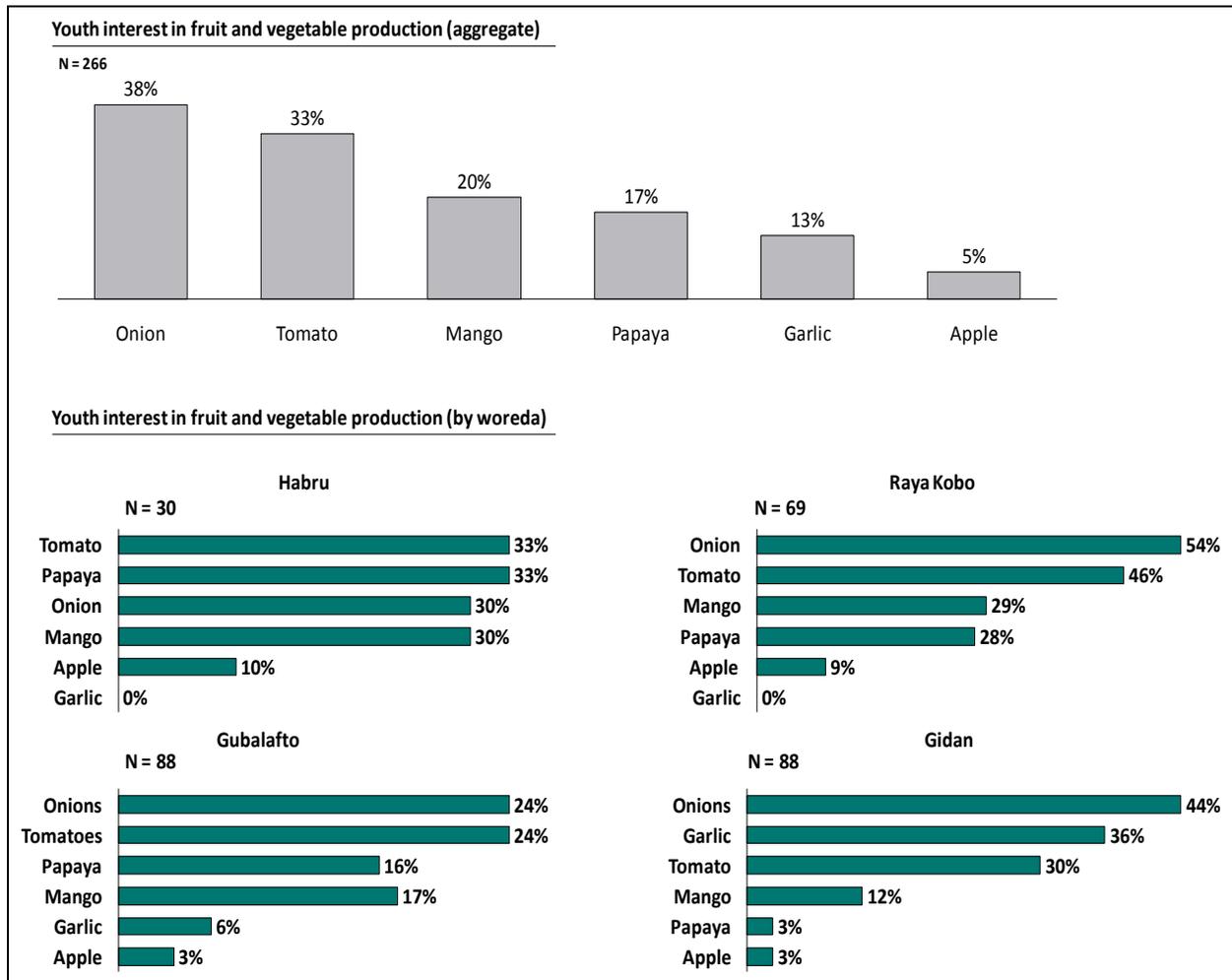
4.3.5. Youth interest

Youth interest in fruits and vegetables, apiculture and animal rearing are also varied. Figures 26, 27 and 28 below illustrate youth interest across each additional production opportunity.

⁹³ Time to market for animal production will largely depend on the decision of the producer to sell; longer time to market will result in higher prices

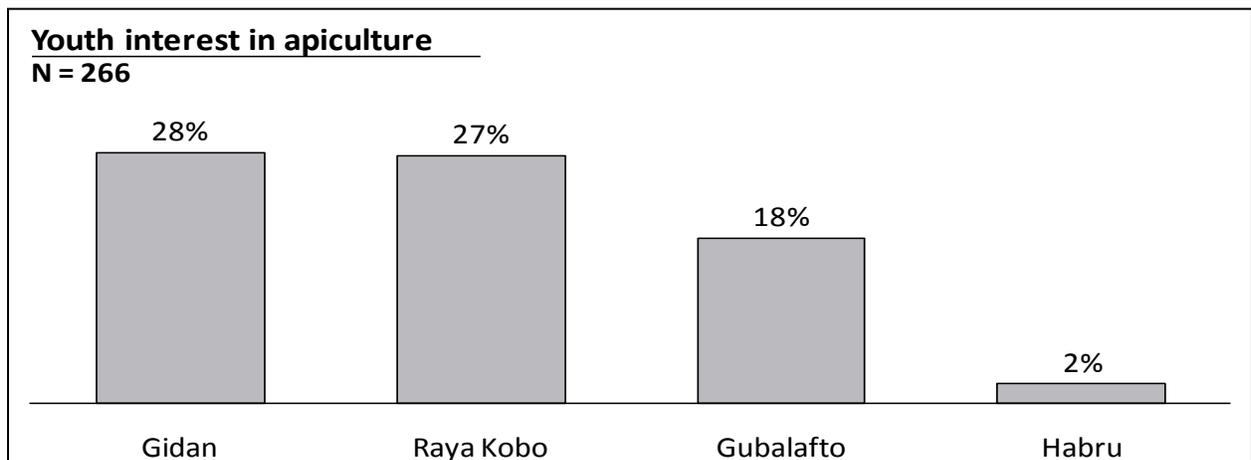
⁹⁴ Milk production assumes time for a calf to get to reproductive maturity, at which point milk can be harvested

Figure 26: Youth interest in fruit and vegetable production, aggregate and by woreda

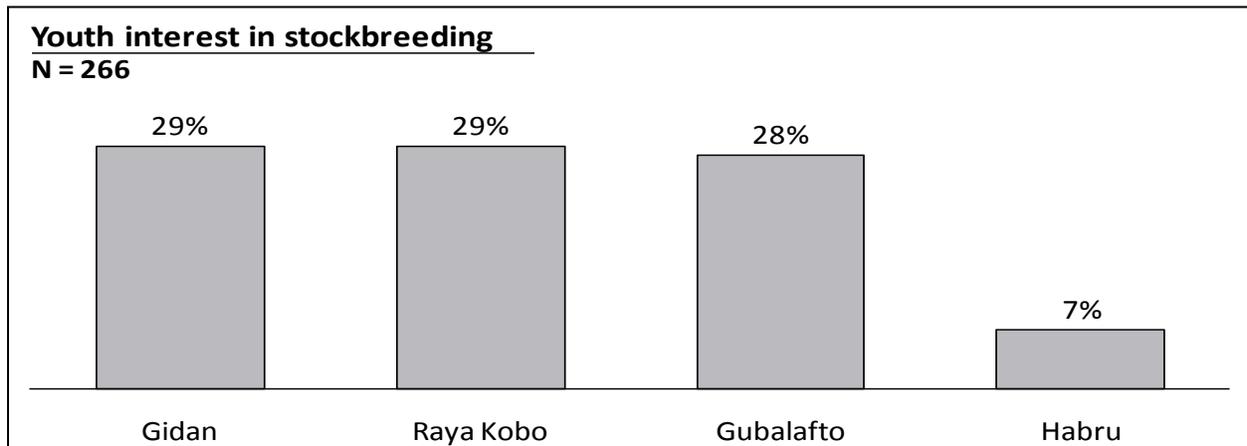


Source: Youth surveys

Figure 27: Youth interest in apiculture by woreda



Source: Youth surveys

Figure 28: Youth interest in stockbreeding by woreda

Source: Youth surveys

As Figure 26 illustrates, overall, youth are most interested in vegetable cultivation (onion and tomato) compared to fruits such as mango and papaya. This trend is also reflected at the woreda level, where onions and tomato appear to be of particular interest in Habru, Raya Kobo and Gubalafto, while there is interest in garlic, in addition to onion production. Additionally, it appears youth interest in apiculture is relatively higher in Gidan and Raya Kobo, compared to Gubalafto where interests seem moderate and Habru where it appears youth have little to no interest in apiculture. Stockbreeding appears to garner interest in Gidan, Gubalafto and Raya Kobo, with relatively less interest in Habru. It appears youth interests are correlated with the woreda's capability to support production.

4.4. Cross-cutting criteria

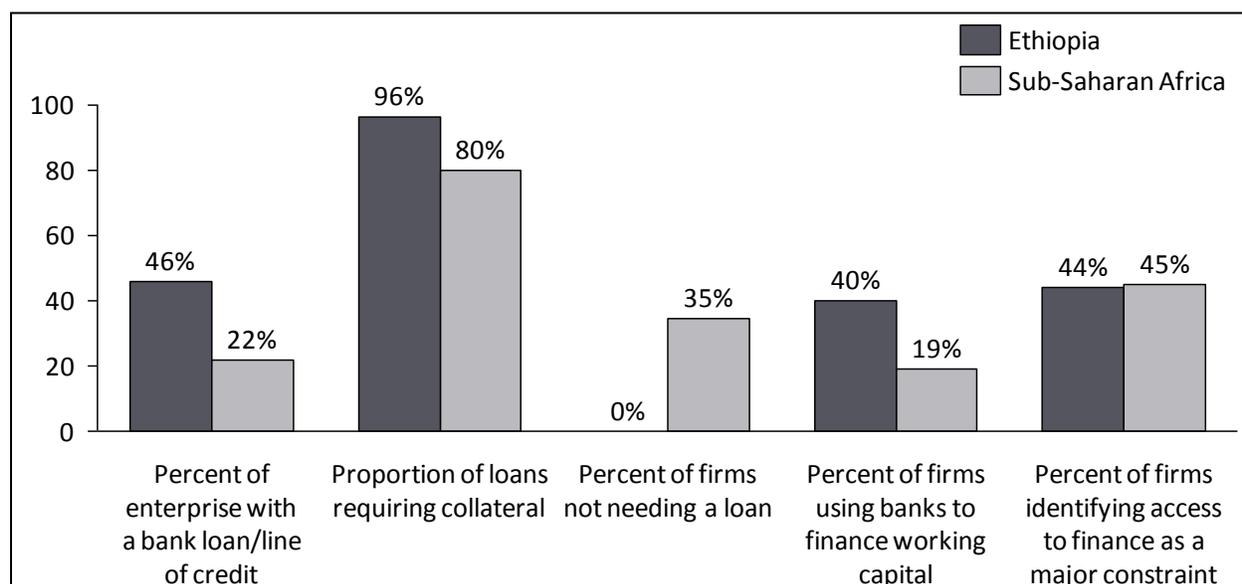
For youth to successfully engage in enterprise development across high potential value chains, they will need to have adequate access to finance, land, be equipped with specific skills and competencies in addition to supporting gender mainstreaming. The following sub-sections examine the environment for enterprise development across the aforementioned criteria.

4.4.1. Access to finance

Links to financial systems and structures is important for MSEs. However, in Ethiopia, approximately 98% of the population does not have access to formal financial services, negatively impacting MSME development.⁹⁵ Figure 29 compares key access to finance indicators in Ethiopia to the region.

⁹⁵ GTZ, 2011

Figure 29: Comparative overview of the access to finance landscape



Source: World Bank Enterprise Development Survey, 2006; Dalberg analysis

As Figure 29 illustrates, a majority of firms depend on credit and working capital for their business. This statistic is reflected in the Amhara region, where micro-finance institutions (MFI) and Savings and Credit Cooperatives (SACCOs) only manage to meet 10-12% of the demand, leaving many poor people unbanked. For example, it appears that there is an unmet demand for financing options for youth. The Amhara Credit and Saving Institution (ACSI), the major MFI in the region, serves 108,000 youth participants, with only 1,482 accounts belonging to youth under the age of 18.^{96,97}

Moreover, it appears credit offerings do not meet the needs of MSE entrepreneurs. In particular, there is a need for larger loan sizes and longer term repayment options.⁹⁸ For example, ACSI has an average loan size of approximately 100 USD (approximately 1800 Birr).⁹⁹ However, a sample of micro-enterprises in the region report that start-up capital can be up to 200,000 Birr, creating a financing gap for most enterprises.¹⁰⁰ Table 15 outlines estimates of initial capital requirements by value chain.

Table 15: Estimated initial capital requirement by value chain

Category	Value chain type	Value chain opportunity	Minimum initial finance requirement (Birr / Individual)
Crop production	Staple crops	Barley	• > 3,300
		Chickpea	• > 3,050
		Maize	• > 3,500

⁹⁶ Listening to Youth – Market Research to Design Financial and Non-Financial Services for Youth in Sub-Saharan Africa, United National Capital Development Fund, 2011

⁹⁷ Though the legal age to open a savings account is 18 years of age, youth below the age of 18 can open an account with special authorization from a parent (UN Capital Development Fund, 2011)

⁹⁸ <http://bds-ethiopia.net/approach-tvet.html>

⁹⁹ Amhara Credit and Savings Institute: Ethiopia, USAID, 2006

¹⁰⁰ Employment growth and challenges in small and micro enterprises Woldiya, North East Amhara region, Ethiopia, Wudpecker Research journals, 2012

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Category	Value chain type	Value chain opportunity	Minimum initial finance requirement (Birr / Individual)
Additional opportunities		Sorghum	• > 2,800
		Teff	• > 3,000
		Wheat	• > 3,100
	Fruit	Apple	• > 2,250
		Mango	• > 8,000
		Orange	• > 22,500
		Papaya	• > 3,400
	Vegetables	Garlic	• > 3,600
		Onion	• > 100
		Tomato	• > 510
	Apiculture		• > 3,600
	Animal rearing	Cattle	• > 20,000
		Goat	• > 900
		Poultry	• > 1,000
Sheep		• > 900	

Source: Stakeholder consultations; Dalberg analysis

*Minimal requirements vary according to quality, types and availability of various inputs / hectare

**Initial start-up capital for staple crops and vegetables based on a per individual basis for a group of 10 individuals / hectare

***Estimates include basic start-up costs - seedlings for fruits and vegetables, colony of bees, modern hive, safety cloth and smoker for apiculture and cost of animal (and pasture) for fattening. Other inputs such as chemicals, land, etc. are highly variable.

As Table 15 outlines, estimated minimal costs are very varied and depend largely on the quality of inputs and the needs for other variable costs such as land, tools and chemicals. Given these costs, it appears there is a financing gap that is well above ACSI's average loan amount of 1800 Birr, for all opportunities except certain vegetables (onion and tomato) and animal production (goat, poultry and sheep).

Linking youth to adequate financial services that meet their specific needs will be integral to their success in unlocking opportunities along high potential value chains. Significant support from Youth in Action would be needed to help youth overcome access to finance barriers. Partnerships and innovative models such as community-based savings and credit unions will need to be further explored. The outcome of such partnerships and models will need to address the following challenges:¹⁰¹

- **High collateral requirement with current financial service offerings.** The current collateral requirements (20% of loan amount) through current local MFIs present an entry barrier for most youth.
- **Lack of financial literacy among youth.** Most youth in the target region is inexperienced in dealing with financial institutions, understanding financial products and their requirements (i.e., length of payment, interest rates).
- **Small loan sizes, length and timing of payback and lack of credit risk insurance coverage.** Currently, loan sizes are too small given input requirements and initial cost of start-up along some high potential value chains, length of payback is either too short (payments due before

¹⁰¹ Various stakeholders. Interviews. December 2012

first harvest) and / or sometimes does not coincide with the ability for producers to maximize profits (i.e., payments due before producer can sell at higher prices) and the lack of crop insurance to cover risk, particularly in the first year of business.

- **Lack of youth-oriented financial schemes.** Financial products should meet the particular needs of out of school youth with varying levels of education, engagement in agriculture, location (urban / rural) and gender.¹⁰²

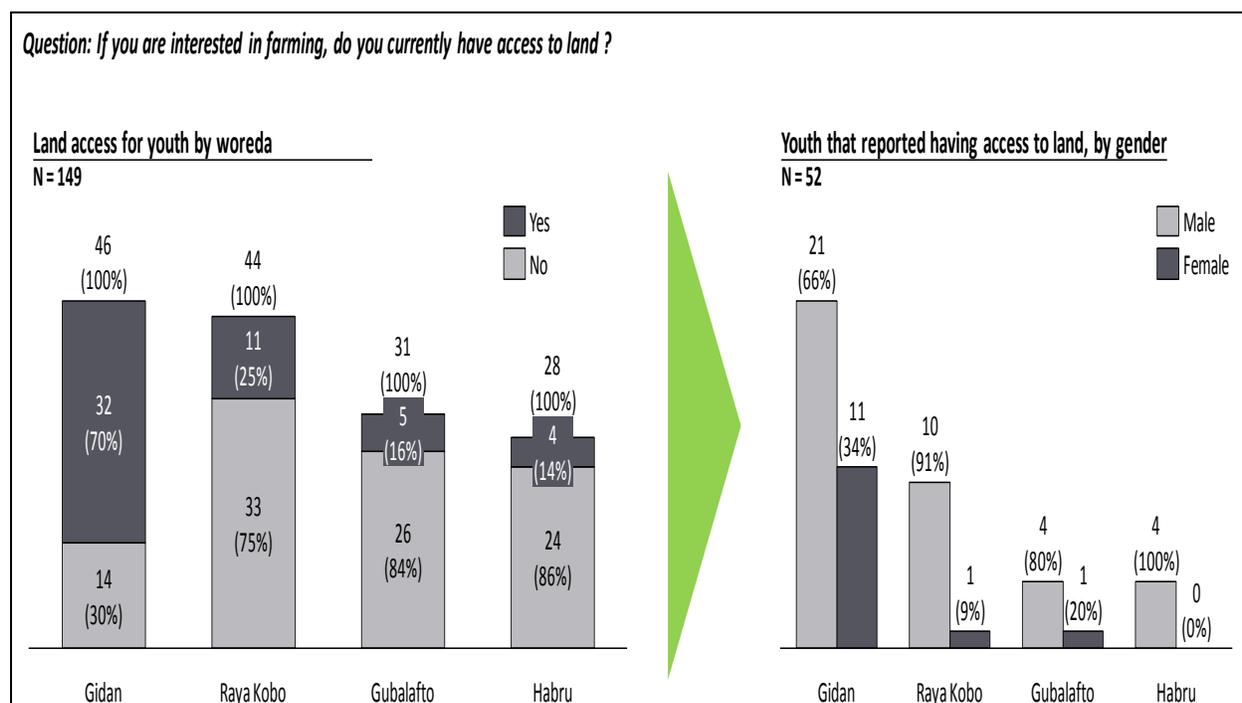
4.4.2. Access to land

In terms of land accessibility, most youth do not appear confident about their ability to access land. Overall, 65% of youth interested in farming activities report that they do not have access to land. To access land, youth would need to ascertain financing and land rights. Land rights can be obtained through full-ownership (individual or as a group), land leasing (individual or as a group) or plot sharing schemes with parents and family or through government programs; youth that do report having access to land, report having access to 2.5 acres (1 Ha).¹⁰³ Land access also varies by woreda and gender. Based on our sample, most youth that report having access to land are concentrated in Gidan (29%). Figure 30 illustrates land access for youth by woreda and gender.

¹⁰² Ibid

¹⁰³ Youth surveys

Figure 30: Land availability for youth by woreda and gender



Source: Youth surveys; Dalberg analysis

In percentage terms, land availability among youth would appear to be most problematic in Habru. As a result, interventions in Habru may revolve around land leasing, land-ownership co-ops or direct government provision, while access to land in Gidan will include further understanding of the kind of land youth have access to (e.g., family owned or through a government program) and a specific plan to further assess opportunities for land use. Moreover, girls also appear to have limited land access, accounting for 25% of those that reported having land access.

Given land availability constraints, Youth in Action should prioritize the promotion of value chains that have minimal land requirements. As Table 16 outlines, the most productive staple crops, as measured by average yield per hectare, include maize, wheat and sorghum. It should be noted that it is estimated that at least 0.5 Ha of land would be sufficient for efficient staple crop production, assuming improved inputs.¹⁰⁴

Table 16: Average yield per hectare by staple crop

Staple crop	Yield (Tons/Ha)
Maize	2.1
Wheat	1.39
Sorghum	1.36
Teff	1.33
Chickpea	1.20
Barley	1.07

Source: IFPRI, 2009; SPIA, 2011; CSA data; Dalberg Analysis

¹⁰⁴ Various. Interviews. December 2012

The land requirements for the additional production opportunities, on a whole will require less land compared to staple crops, unless integrated into a mixed production system that will also include staple crop production. Typically, animal rearing, honey, fruit and vegetable production can be produced on less than 0.5 Ha of land (e.g., 0.25 hectares of land to much smaller - “backyard” - plots).¹⁰⁵

4.4.3. Skill requirements

Skills-based training to improve capacity among youth will be a key program component for Youth in Action. As discussed in Chapter 3, formal skills of the youth appear limited as only 98% of youth surveyed have not completed a skills-based vocational training program, though 86% of respondents are willing to attend skills-based training. Specifically, youth express interest in general trading, agro-dealing and craftsmanship (i.e., metal work, etc.). For youth interested in farming activities, focus group discussions reveal they are most interested in capacity and skill-building regarding improved production practices and techniques. Youth interest also appears to be in-line with the knowledge and skill-set of the region. Though there is an opportunity to improve skills (core and soft) at the input and production stages of the value chain, according to stakeholder interviews, there is less familiarity, thus significant skill deficiencies during post-production stages of the value chain (i.e., post-harvest, processing, marketing, distribution and other support / auxiliary services).¹⁰⁶ Figure 31 presents youth interests in skills training and development.

Figure 31: Youth interest in skills training



Source: Youth surveys

Given the interest of youth and the opportunity analysis for each selected value chain, the table below specifies critical core and soft skills that will need to be considered to meet the requirements of each opportunity.

¹⁰⁵ FAO, 2003

¹⁰⁶ Various. Interviews. 2012 December

Table 17: Required skills / training areas by value chain opportunity

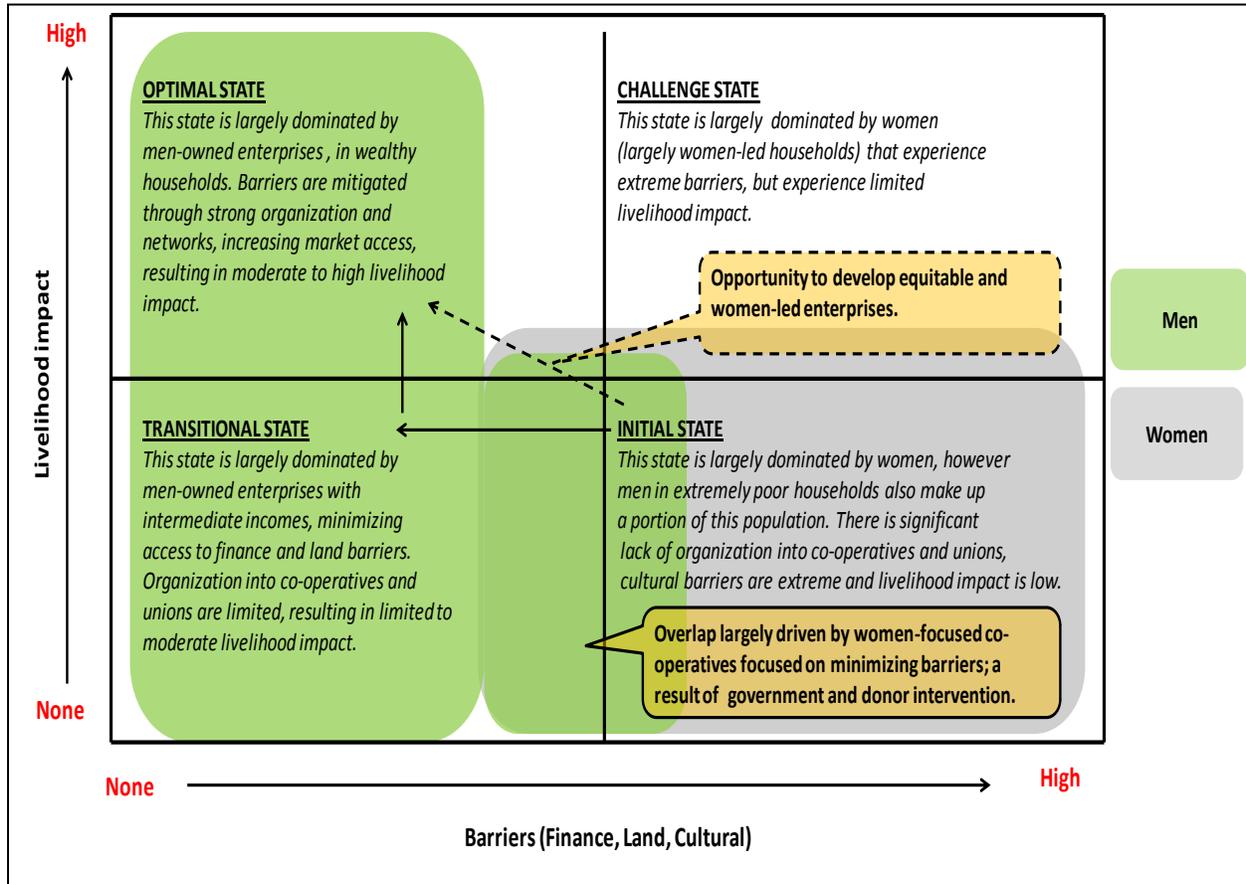
Value chain opportunity	Skills (core)	Skills (soft skills and additional requirements)
<ul style="list-style-type: none"> • Staple crops • Fruits • Vegetables 	<ul style="list-style-type: none"> • Improved agricultural practices and techniques • Land preparation techniques (e.g., spacing etc.) • Quality control • Small scale irrigation / water storage and treatment • Soil and water conservation • Improved seed variety production / seed multiplication • Post-harvest wastage / storage management and logistics (including cold chain management) • Processing (grain milling) • Packaging • Tool making / maintenance 	<ul style="list-style-type: none"> • Basic numeracy and math • Marketing management / business development • Market information and knowledge (demand and price) • Entrepreneurship (business management, meeting facilitation, documentation, contract management) • Financial management (e.g., bookkeeping, basic auditing, profit distribution) • Decision making processing and problem solving in an agricultural context
<ul style="list-style-type: none"> • Apiculture 	<ul style="list-style-type: none"> • Bee colony management (proper placing of apiaries etc.) • Quality control (maintaining honey quality) • Technical skills (e.g., honey and beeswax extraction etc.) • Post-harvest storage management and logistics • Processing • Packaging • Equipment making / maintenance 	
<ul style="list-style-type: none"> • Animal rearing 	<ul style="list-style-type: none"> • Livestock production and management • Breeding / cross-breeding practices (for improved breeds) • Animal health and nutrition • Processing / butchery • Quality control (e.g., hygiene practices, product standards, food safety) • Forage / animal feed production and management 	

Source: Literature reviews; Stakeholder interviews; Industry reports

4.4.4. Gender equity

Based on the above analysis, it is clear that the selected value chains require a range of skills, varying land and financing needs, ability to rapidly generate some income and access to markets. However, as mentioned in Chapters 1 and 3, girls are more vulnerable to gender-based discrimination across a multitude of dimensions, affecting their role in society, and subsequently their developmental assets, educational attainment and earning potential. This context also impacts their ability to develop sustainable enterprises, as illustrated in Figure 32 below.

Figure 32: Limiting factors and their impact on enterprise development



Source: Stakeholder interviews; Dalberg analysis

As the figure illustrates, barriers affecting women are greater than those affecting men, affecting overall livelihood impact. Most women-led enterprises are pigeon-held into the “initial state” where barriers are prevalent and economic impact is low. In this state, skills are also low, due to significant lack of experience, compared to men, across value chains and lack of business skills. For example, women do not typically engage in the heavy labor required during crop production (e.g., land preparation) and major decisions such as seed and crop selection. Instead, they are more involved in activities such as seed multiplication, basic land management (e.g., planting, weeding) and other activities that can be executed at the household level such as micro / small scale gardening, storage of agricultural commodities and activities along animal rearing value chains such as quality control and disease

containment.¹⁰⁷ During the aggregation, trade and market distribution of agricultural commodities and minimally processed products, women typically play a role at a very localized and community-based level, while men travel longer distances to access larger markets, and consequently more income.¹⁰⁸ This division of labor, which results in low and varying skills competencies among women, further affects their abilities to gain high-value skills to compete within the sector.¹⁰⁹

However, through additional interventions, where barriers are eased, there is opportunity to move toward a “transitional state” where skills are gained, structures such as co-operatives, unions and market linkages are established and cultural norms are mitigated through advocacy, family planning and gender-sensitivity training. For example, woreda governments and TVETs are spearheading initiatives to better incorporate girls by instituting gender quotas for key enterprise development requirements. Specifically, Gubalafto’s Small and Micro Enterprise Office is spearheading efforts to create 210 small and micro-enterprises over the next 5 years, with the goal of 50% being owned by women.¹¹⁰ To meet these goals, the office is working with local TVETs such as Woldia Polytechnic College, to deliver trainings to girls (also requiring 50% enrollment of girls) while providing gender-specific training to the most marginalized populations (e.g. HIV positive women, sex workers).¹¹¹ Over time, these efforts will then lead to the “optimal state” where barriers are relatively minimal and livelihood impact is greatest.

Based on stakeholder consultations, these barriers can be further mitigated by initially integrating women into specific value chains that will facilitate enterprise development given the current barriers faced by women, eventually reaching the “optimal state”. The following table assesses the likelihood for each categorical value chain opportunity to integrate women.

Table 18: Ability for each value chain opportunity to initially integrate girls

Value chain opportunity	Key Observations	Ability to initially integrate girls
Staple crops	<ul style="list-style-type: none"> Moderate initial financing requirement; access to land will initially hinder access to staple crop value chains Limited to moderate skills gap across critical and high value points along the value chain Currently, government programs and donors are not focused along value chains within staple crops 	
Fruits	<ul style="list-style-type: none"> High initial financing and moderate land requirement, will hinder access to fruit value chains Limited to moderate skills gap across the value chain due to lack of familiarity Some government programs and donors are working in this area 	
Vegetables	<ul style="list-style-type: none"> Low initial financing and small land requirement Limited to moderate skills gap at the production level Significant support by government and donors in the target region 	

¹⁰⁷ ILRI, 2011

¹⁰⁸ ILRI, 2011

¹⁰⁹ Stakeholder interviews. Various. December 2012

¹¹⁰ Stakeholder interviews. Gubalafto Small and Microenterprise Office. 6 December 2012

¹¹¹ Ibid

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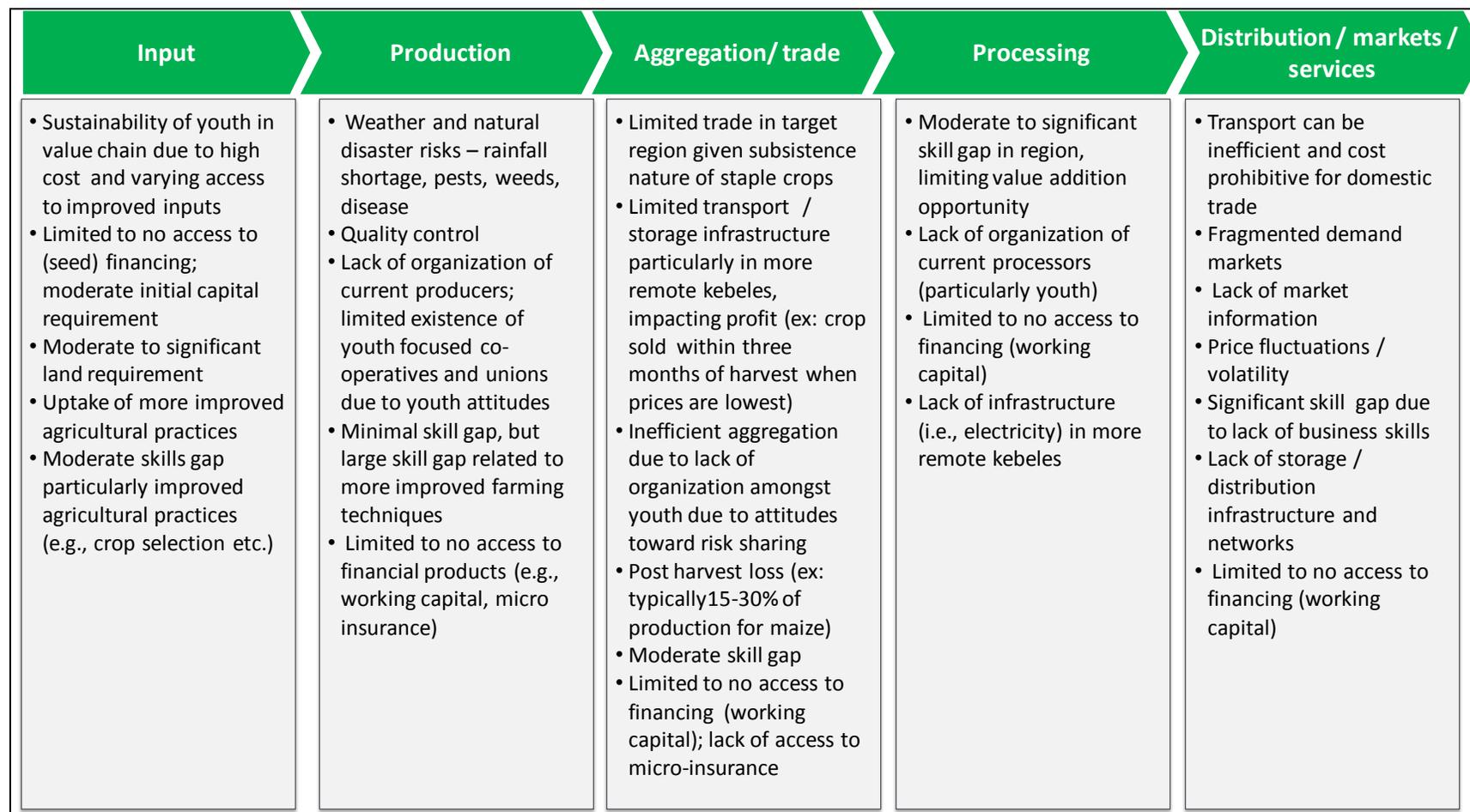
Value chain opportunity	Key Observations	Ability to initially integrate girls
	<ul style="list-style-type: none"> • Ability to produce at the household level 	
Apiculture	<ul style="list-style-type: none"> • Moderate to significant initial financing and small land requirement • Limited to moderate skills gap at the production level (particularly improved practices) • Significant support by government and donors in the target region • Ability to produce at the household level (only using improved hives that do not require trees) 	
Animal rearing	<ul style="list-style-type: none"> • A range of financing requirements (cattle will require the highest initial investment, while poultry, sheep and goat require much less) and small land requirement • Limited skills gap due to familiarity, though moderate skills gaps occur regarding improved practices • Ability to produce at the household level 	

Source: Literature review; Stakeholder interviews; Dalberg analysis

Based on the enterprise development analysis, the following figures outline risk factors that should be considered by Youth in Action across the value chains.

4.4.5. Risk factors across the short-listed staple crop value chains

Figure 33: Risk factors across the value chain, staple crops



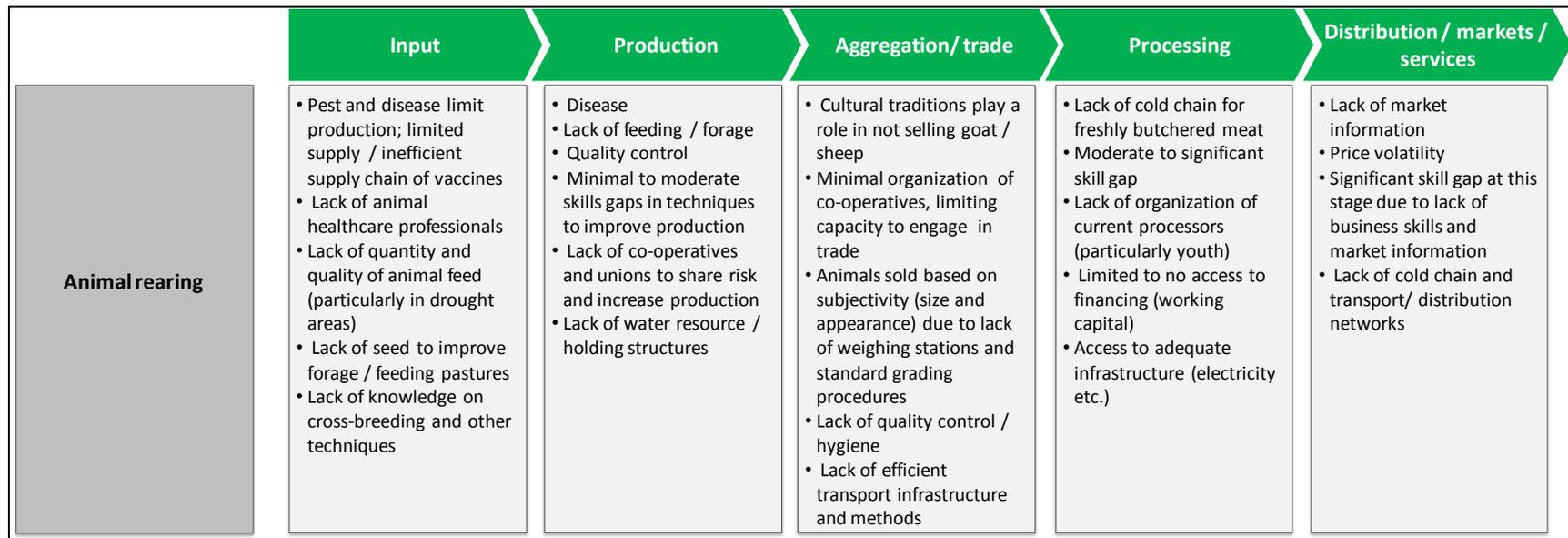
Source: Literature review; Stakeholder interviews; Dalberg analysis

Figure 34: Risk factors across the value chain, additional production opportunities (1 of 2)

	Input	Production	Aggregation/ trade	Processing	Distribution / markets / services
Fruits and vegetables	<ul style="list-style-type: none"> • Access to improved inputs, particularly improved seed varieties, and fertilizer are cost prohibitive, resulting in low yields • Access to land, though land requirement is minimal • Limited access to credit • Uptake of improved agricultural practices 	<ul style="list-style-type: none"> • Weather and natural disaster risks – rainfall shortage, pests, weeds, disease • Quality control • Lack of organization of current producers; limited existence of youth focused co-operatives • Minimal skill gap • Limited to no access to financial products (e.g., working capital, micro insurance) 	<ul style="list-style-type: none"> • Lack of cold chain storage resulting in sales after harvest - when prices are lowest • Minimal organization , limiting capacity to engage in post-harvest handling / storage • Moderate skill gap • Limited to no access to financing (working capital); lack of access to micro-insurance 	<ul style="list-style-type: none"> • Significant skill gap • Lack of organization of current processors (particularly youth) • Limited to no access to financing (working capital) • Access to adequate infrastructure (electricity etc.) 	<ul style="list-style-type: none"> • Transport can be inefficient and cost prohibitive for domestic trade • Lack of market information • Price volatility • Significant skill gap due to lack of business skills • Lack of storage / distribution infrastructure and networks
Apiculture	<ul style="list-style-type: none"> • Access to improved beehives are cost prohibitive, resulting in low yields • Uptake of improved practices 	<ul style="list-style-type: none"> • Lack of flowering plans given current s soil degradation and lack of sufficient rainfall in some areas • Quality control • Lack of organization of current producers • Minimal skill gap, though moderate and significant for improved production practices 	<ul style="list-style-type: none"> • Minimal organization of co-operatives, limiting capacity to engage in aggregation and trade • Moderate skill gap • Limited to no access to financing (working capital) • Inefficient transport networks, limiting trade ability, affecting profits 	<ul style="list-style-type: none"> • Significant skill gap • Lack of organization of current processors (particularly youth) • Limited to no access to financing (working capital) • Access to adequate infrastructure (electricity etc.) 	<ul style="list-style-type: none"> • Transport can be inefficient and cost prohibitive for domestic trade • Lack of market information • Price volatility • Significant skill gap at this stage due to lack of business skills • Lack of storage / distribution infrastructure and networks

Source: Literature review; Stakeholder interviews; Dalberg analysis

Figure 35: Risk factors across the value chain, additional production opportunities (2 of 2)



Source: Literature review; Stakeholder interviews; Dalberg analysis

4.4.5. Value chain opportunity assessment and selection summary

Based on the opportunities, challenges, requirements, youth interests and risks, the following tables provide a summary scorecard for each value chain in addition to a numerical score.

Figure 36: Value chain opportunity assessment and selection summary, staple crops (1 of 2)

Value chain opportunity	Woreda capability	Input/ production requirement	Market opportunity	Time to harvest	Youth interest	Cross-cutting criteria	Overall score	
Barley	<ul style="list-style-type: none">  Gubalafto  Habru  Raya Kobo  Gidan 	<ul style="list-style-type: none">  Limited production in the region with limited access to improved varieties, significantly limiting production potential and ease of uptake of improved practices. 	<ul style="list-style-type: none">  Low to moderate price compared to other staple crops; opportunity to meet growing manufacturing industry with sourcing opportunities from regional manufacturers; increasing local beer consumption. 	<ul style="list-style-type: none">  5-6months - relatively quick time to harvest. 	<ul style="list-style-type: none">  Gubalafto  Habru  Raya Kobo  Gidan 	<ul style="list-style-type: none">  Access to finance: Moderate capital needed.  Access to land: Moderate land requirement given yields / hectare.  Risk factors: Increasing risk further along the value chain to minimize production loss an aggregate trade . 	<ul style="list-style-type: none">  Skill requirement: Moderate skill gap given skills needs to increase yields.  Gender equity: Less likely to initially incorporate girls. 	30
Chickpea	<ul style="list-style-type: none">  Gubalafto  Habru  Raya Kobo  Gidan 	<ul style="list-style-type: none">  Low production in the region and it appears there is limited to no access to improved inputs resulting in limited potential for the adoption of improved varieties. 	<ul style="list-style-type: none">  Relatively low profitability and lowest wholesale market price; significant local demand with potential for export in the region. 	<ul style="list-style-type: none">  < 4 weeks – very short time to harvest. 	<ul style="list-style-type: none">  Gubalafto  Habru  Raya Kobo  Gidan 	<ul style="list-style-type: none">  Access to finance: Moderate capital needed  Access to land: Significant land requirement given low yield / hectare.  Risk factors: Increasing risk further along the value chain ; significant price volatility and low wholesale price are not attractive. 	<ul style="list-style-type: none">  Skill requirement: Limited to moderate skill gap ; additional skills needed to increase yields  Gender equity: Less likely to initially incorporate girls. 	31
Maize	<ul style="list-style-type: none">  Gubalafto  Habru  Raya Kobo  Gidan 	<ul style="list-style-type: none">  Moderate production in the region; moderate opportunity to increase yield given supply-demand gap of inputs creating opportunity to maximize potential. 	<ul style="list-style-type: none">  Moderate profitability with the lowest wholesale market price; however, significant demand as a cheaper teff substitute, procurement demand from food aid NGOs and animal feed. 	<ul style="list-style-type: none">  7-9months - relatively slow time to harvest. 	<ul style="list-style-type: none">  Gubalafto  Habru  Raya Kobo  Gidan 	<ul style="list-style-type: none">  Access to finance: Moderate capital needed.  Access to land: Low to moderate land requirement given high yields / hectare.  Risk factors: Increasing risk further along the value chain , significant price volatility and low wholesale price could be unattractive. 	<ul style="list-style-type: none">  Skill requirement: Minimal to moderate skill gap given experience with crop in region.  Gender equity: Less likely to initially incorporate girls. 	34

Source: Dalberg analysis

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Figure 37: Value chain opportunity assessment and selection summary, staple crops (2 of 2)

Value chain opportunity	Woreda capability	Input / production requirement	Market opportunity	Time to harvest	Youth interest	Cross-cutting criteria	Overall score
Sorghum	<ul style="list-style-type: none"> ✓ Gubalafto ✓ Habru ✓ Raya Kobo ⚠ Gidan 	<ul style="list-style-type: none"> ✓ The most produced crop in the region signaling good access to input and production requirements; potential to maximize production potential with additional input access and increased skills. 	<ul style="list-style-type: none"> ✓ Significant profitability with increasing prices; strong local demand and ability to increase demand as teff substitute and residue for animal feed. 	<ul style="list-style-type: none"> ✓ 6 months - relatively quick time to harvest. 	<ul style="list-style-type: none"> ✓ Gubalafto ✓ Habru ✓ Raya Kobo ✗ Gidan 	<ul style="list-style-type: none"> ⚠ Access to finance: Moderate capital needed. ✓ Access to land: Low land requirement given yields / hectare. ⚠ Risk factors: Increasing risk further along the value chain (post-harvest losses, but high profitability to counteract risk; significant price volatility). ✓ Skill requirement: Limited skill gap given familiarity with crop at production level. ✗ Gender equity: Less likely to initially incorporate girls. 	41
Teff	<ul style="list-style-type: none"> ✓ Gubalafto ✓ Habru ✓ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ⚠ The second most produced crop in the region. However, significant lack of improved inputs, and the lowest average yield per hectare suggest considerable production inefficiencies . 	<ul style="list-style-type: none"> ⚠ Relatively low profitability despite high wholesale prices. Very strong local and regional demand, particularly because teff flour used to make the traditional Injera. 	<ul style="list-style-type: none"> ✓ 6 months - relatively quick time to harvest. 	<ul style="list-style-type: none"> ✓ Gubalafto ✓ Habru ✓ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ⚠ Access to finance: Moderate capital needed. ⚠ Access to land: Moderate land requirement given moderate yields / hectare. ✓ Risk factors: Minimal risk across the value chain, particularly at post harvest stages compared to other cereals (less prone to pest) ✓ Skill requirement: Limited skill gap given familiarity with crop at production level. ✗ Gender equity: Less likely to initially incorporate girls. 	42
Wheat	<ul style="list-style-type: none"> ✓ Gubalafto ✗ Habru ✗ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ⚠ Moderate production in the region; Limited to moderate opportunity to increase yield given supply-demand gap in improved inputs. 	<ul style="list-style-type: none"> ✓ High profitability and high highest wholesale market price compared to other cereals. Significant demand as a teff substitute and as input from growing beer manufacturing industry and food aid NGOs. 	<ul style="list-style-type: none"> ✓ 5-7months - relatively quick time to harvest. 	<ul style="list-style-type: none"> ✗ Gubalafto ✗ Habru ✗ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ⚠ Access to finance: Moderate capital needed. ✓ Access to land: Moderate land requirement given high yields / hectare. ⚠ Risk factors: Increasing risk further along the value chain, but high profitability to counteract risk; significant price volatility. ✓ Skill requirement: Limited skill gap given experience with crop at production level. ✗ Gender equity: Less likely to initially incorporate girls. 	33

Source: Dalberg analysis

Figure 38: Value chain opportunity assessment and selection summary (additional production opportunities, 1 of 3)

Value chain opportunity	Woreda capability	Input / production requirement	Market opportunity	Time to harvest	Youth interest	Cross-cutting criteria	Overall :	
Apple	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	Necessary inputs (i.e., water supply, etc.) are being implemented to support sector, however, uptake is limited to moderate within the impact area.	Highest price compared to other fruit; opportunity to meet local unmet demand for raw and processed products such as apple juice.	2 to 5 years - long duration of time before first Harvest.	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	<ul style="list-style-type: none"> Access to finance: Small to moderate initial capital required. Access to land: Moderate land requirement. Risk factors: Lack of cold chain infrastructure; susceptible to disease and harvest loss. 	<ul style="list-style-type: none"> Skill requirement: Moderate skill gap given crop is emerging opportunity Gender equity: Moderate opportunity to include girls. 	30
Mango	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	Necessary inputs (i.e., water supply, etc.) are being implemented to support sector, however, uptake is limited to moderate within the impact area.	Low market price, however significant opportunity to meet significant demand for raw mango and, particularly, mango juice (preferred juice of local consumers).	2 to 5 years - long duration of time before first harvest.	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	<ul style="list-style-type: none"> Access to finance: Significant initial capital required Access to land: Moderate land requirement. Risk factors: Lack of cold-chain infrastructure; susceptible to disease and harvest loss. 	<ul style="list-style-type: none"> Skill requirement: Moderate skills gap given crop is emerging opportunity. Gender equity: Moderate opportunity to include girls. 	37
Orange	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	Necessary inputs (i.e., water supply, etc.) are being implemented to support sector, however, uptake is limited to moderate within the impact area.	Moderately priced compared to other fruit with opportunity Meet local demand.	2 to 5 years - long duration of time before first harvest.	Unable to assess	<ul style="list-style-type: none"> Access to finance: Small initial capital required Access to land: Moderate ;and requirement. Risk factors: Lack of cold-chain infrastructure; susceptible to disease and harvest loss. 	<ul style="list-style-type: none"> Skill requirement: Moderate skills gap given crop is emerging opportunity. Gender equity: Moderate opportunity to include girls. 	24
Papaya	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	Necessary inputs (i.e., water supply, etc.) are being implemented to support sector, however, uptake is limited to moderate within the impact area.	Moderately priced compared to other fruit with opportunity meet local demand.	2 to 5 years - long duration of time before first harvest.	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	<ul style="list-style-type: none"> Access to finance: Small to moderate initial capital required. Access to land: Moderate land requirement Risk factors: Lack of cold-chain infrastructure; susceptible to disease and harvest loss. 	<ul style="list-style-type: none"> Skill requirement: Moderate skills gap given crop is emerging opportunity. Gender equity: Moderate opportunity to include girls. 	41

Source: Dalberg analysis

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Figure 39: Value chain opportunity assessment and selection summary (additional production opportunities, 2 of 3)

Value chain opportunity	Woreda capability	Input / production requirement	Market opportunity	Time to harvest	Youth interest	Cross-cutting criteria	Overall score
Garlic	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	<p> Necessary inputs (i.e., water supply, etc.) are being implemented to support sector, however, uptake is limited to moderate within the impact area.</p>	<p> High market price and strong local demand with emerging export opportunity.</p>	<p> 3-5months - relatively quick time to harvest.</p>	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	<ul style="list-style-type: none"> Access to finance: Moderate to significant initial capital required. Access to land: Small land requirement. Risk factors: Lack of cold-chain infrastructure; susceptible to disease and harvest loss. Skill requirement: Limited to moderate skills gap given crop is emerging opportunity. Gender equity: Significant opportunity to include girls. 	30
Onion	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	<p> Necessary inputs (i.e., water supply, etc.) are being implemented to support sector, however, uptake is limited to moderate within the impact area.</p>	<p> Low and decreasing prices due to saturated market; demand is sufficiently met through current production.</p>	<p> 3-5months - relatively quick time to harvest.</p>	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	<ul style="list-style-type: none"> Access to finance: Small initial capital required Access to land: Minimal land requirement. Risk factors: Lack of cold-chain infrastructure; susceptible to disease and harvest loss. Skill requirement: Limited to moderate skills gap as crop is an emerging opportunity. Gender equity: Significant opportunity to include girls. 	42
Tomato	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	<p> Necessary inputs (i.e., water supply, etc.) are being implemented to support sector, however, uptake is limited to moderate within the impact area.</p>	<p> Moderately priced compared to other fruits. Significant opportunity to meet local demand; strong sourcing opportunity from local investors.</p>	<p> 3-4months - relatively quick time to harvest.</p>	<ul style="list-style-type: none"> Gubalafto Habru Raya Kobo Gidan 	<ul style="list-style-type: none"> Access to finance: Small to moderate capital required. Access to land: Minimal land requirement. Risk factors: Lack of cold chain infrastructure; susceptible to disease and harvest loss. Skill requirement: Limited to moderate skills gap as crop is an emerging opportunity. Gender equity: Significant opportunity to include girls. 	41

Source: Dalberg analysis

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Figure 40: Value chain opportunity assessment and selection summary (additional production opportunities, 3 of 3)

Value chain opportunity	Woreda capability	Input / production requirement	Market opportunity	Time to market	Youth interest	Cross-cutting criteria	Overall score
Apiculture	<ul style="list-style-type: none"> ✓ Gubalafto ✓ Habru ✓ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ⚠ Production inputs such as improved hives are limited. 	<ul style="list-style-type: none"> ✓ High and increasing prices based on quality. Ability to integrate into high demand supply chains for local processors and export market linkages. 	<ul style="list-style-type: none"> ✓ 4 months – relatively quick time to harvest . 	<ul style="list-style-type: none"> ⚠ Gubalafto ⚠ Habru ✓ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ⚠ Access to finance: Moderate initial capital required. ✓ Access to land: Minimal land requirement. ⚠ Risk factors: Limited to moderate aggregation of producers, especially given production within the region. ✓ Skill requirement: Moderate skills in region. ✓ Gender equity: Significant opportunity to include women due to urban agriculture nature of crop/aggregation of producers, especially given production within the region. 	42
Cattle	<ul style="list-style-type: none"> ✓ Gubalafto ✓ Habru ✓ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ⚠ Limited adoption of improved breeds, limiting quality and production. 	<ul style="list-style-type: none"> ✓ Moderate market price compared to other livestock opportunities. Increasing demand (given 2.4% population growth rate). 	<ul style="list-style-type: none"> ⚠ 2 - 3 years (meat and milk) – relatively slow time to market. 	<ul style="list-style-type: none"> ✓ Gubalafto ⚠ Habru ✓ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ⚠ Access to finance: Significant initial capital required/ ✓ Access to land: Minimal land requirement ⚠ Risk factors: Lack of cold-chain infrastructure; susceptible to disease and loss. ✓ Skill requirement: Moderate skills in region given familiarity with cattle. ✓ Gender equity: Significant opportunity to include women. 	41
Goat	<ul style="list-style-type: none"> ✓ Gubalafto ✓ Habru ✓ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ⚠ Limited adoption of improved breeds, limiting quality and production. 	<ul style="list-style-type: none"> ✓ Significant local demand for high value goat products (e.g., meat, milk, wool). High market prices, compared to other livestock. Potential to integrate into high demand export market. 	<ul style="list-style-type: none"> ✓ 6 weeks t- 1 year - relatively quick time to harvest . 	<ul style="list-style-type: none"> ✓ Gubalafto ⚠ Habru ✓ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ✓ Access to finance: Small initial capital required ✓ Access to land: Minimal land requirement ⚠ Risk factors: Lack of cold-chain infrastructure; susceptible to disease and harvest loss. ✓ Skill requirement: Moderate skills gap given crop is emerging opportunity. ✓ Gender equity: Significant opportunity to include women. 	45
Poultry	<ul style="list-style-type: none"> ✓ Gubalafto ✓ Habru ✓ Raya Kobo ⚠ Gidan 	<ul style="list-style-type: none"> ⚠ Limited adoption of improved breeds, limiting quality and production. 	<ul style="list-style-type: none"> ✓ Moderate market price compared to other livestock opportunities. Significant demand for chicken and eggs in region. 	<ul style="list-style-type: none"> ✓ 3 months (egg) to one year (entire chicken) – relatively quick time to harvest . 	<ul style="list-style-type: none"> ✓ Gubalafto ⚠ Habru ✓ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ✓ Access to finance: Small initial capital required ✓ Access to land: Minimal land requirement ⚠ Risk factors: Lack of cold-chain infrastructure; susceptible to disease and harvest loss. ✓ Skill requirement: Moderate skills gap given crop is emerging opportunity. ✓ Gender equity: Significant opportunity to include women. 	43
Sheep	<ul style="list-style-type: none"> ⚠ Gubalafto ⚠ Habru ✓ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ✓ Significant woreda capability. Production inputs will require Further improvement to maximize potential. 	<ul style="list-style-type: none"> ⚠ Lowest market price compared to other livestock. Significant opportunity to meet local demand (12% of population). Ability to integrate into high demand export markets (middle east). 	<ul style="list-style-type: none"> ✓ 6 weeks t- 1 year - relatively quick time to harvest . 	<ul style="list-style-type: none"> ✓ Gubalafto ⚠ Habru ✓ Raya Kobo ✓ Gidan 	<ul style="list-style-type: none"> ✓ Access to finance: Small initial capital required ✓ Access to land: Minimal land requirement ⚠ Risk factors: Lack of cold-chain infrastructure; susceptible to disease and harvest loss. ✓ Skill requirement: Moderate skills gap given crop is emerging opportunity. ✓ Gender equity: Significant opportunity to include women. 	41

Source: Dalberg analysis

4.5. Strategic areas of focus for the promotion of youth employment in the impact area

Based on the analysis provided in the youth profiles and the assessment of employment opportunities, Youth in Action should: **1) primarily focus on facilitating youth employment through enterprise development for out-of-school and unemployed youth in the impact area and 2) implement training and support programs that will promote the sorghum, teff, goat and poultry value chains.**

The following sub-sections outline post-production opportunities that can also be considered to promote the aforementioned value chains.

4.6. Processing opportunities along the selected value chains

Based on the selected strategic crops for Youth in Action, processing would in turn provide opportunities for youth. The table below assesses types of processing opportunities that will be available, recommending those that will be most suitable for youth.

Table 19: Assessment of processing opportunities

Value chain	Processed products	Key observations	Ability to engage youth
Sorghum	<ul style="list-style-type: none"> • Sorghum flour • (Food stuff) • Animal feed 	<ul style="list-style-type: none"> • Processing will require small-scale equipment for flour milling with marginal skill development requirement as currently, through less mechanized processes, there is moderate knowledge of flour milling and minimal packaging (i.e., typically flour is processed in plastic bags and sold in local markets) • Animal feed processing will meet the large demand for improved animal feed in the region and can be harnessed through marginal / additional skills training • Engagement in producing food and retail items (i.e., breads, cakes) also appear to be easily harnessed given the current knowledge base to support production of food stuff and sale in local restaurants and bakeries • Ability to increase scale will be limited due to varied electricity access within the impact region (i.e., Gidan) 	
Teff	<ul style="list-style-type: none"> • Teff flour • (Food stuff) • Wheat bran • Animal feed 		
Goat	<ul style="list-style-type: none"> • Meat • Wool 	<ul style="list-style-type: none"> • Processing would require increased skills / manufacturing abilities particularly around meat preservation and packaging; currently skills are limited in this area; however, there is opportunity to build skills with more non-perishable items such as wool / textiles for clothing • Lack of cold-chain to appropriately manage post-processing will limit ability to reach larger markets (i.e., Addis Ababa) 	
Poultry	<ul style="list-style-type: none"> • Meat • Eggs 		

Source: Stakeholder interviews; Literature reviews

As Table 19 illustrates, processed products from sorghum and teff, mainly flour, in addition to food stuff (breads, cakes) and animal feed can easily be undertaken by youth, given small-scale flour milling equipment and the necessary infrastructure, such as electricity. Moreover, flour milling is an activity

that is already practiced in the region, often through less mechanized means, but can be harnessed with minimal “add-on” skills training on small-scale equipment. Goat and poultry processing is done on a small-scale in the region; currently, chicken and goat are often slaughtered and sold without much value addition (processing and packaging), largely due to the necessary infrastructure to support meat processing / packaging (i.e., cold chain), and is sold in markets at the local level. This is unlikely to change, without significant investment in the necessary support infrastructure. Finally, given additional skills training, wool / textiles can be a potential opportunity that can also be considered, particularly for women.

As a result, Youth in Action should primarily focus on: facilitating processing activities around teff and sorghum in the short-term, with potential of supporting meat processing in the mid to long-term

The sub-section below explores other opportunities that will further support the production and processing of high potential agricultural commodities.

4.7. Marketing and auxiliary service opportunities along selected value chains of focus

There also seem to be market opportunities around auxiliary services. Auxiliary services would offer non-farming opportunities for youth who may be interested in such opportunities, but also those who may not have immediate land access. Furthermore, these opportunities would facilitate the production of the strategic crops discussed in section 4.7. Opportunities include:

- **Input supplying:** Supplying inputs (i.e., fertilizer, [improved] seed) to small holder farmers, co-operatives and unions, as a retail/trading opportunity for youth. Youth can develop efficient supply chains to consumers, as 70% of rural residents in the region travel more than 5km to access agricultural inputs. For example, youth can buy and sell input supplies as individuals or groups (through consumer co-operatives) at the household and commercial level through direct service or at local markets and trading centers at the woreda and/or kebeles level. Additionally, youth can engage in seed multiplication activities (improved varieties), given increasing investment and opportunities in seed multiplication. Input supplying presents a near-term opportunity.
- **Small-scale irrigation:** The implementation of small-scale irrigation at the household and commercial level is underway as the Amhara region has a ground-water irrigation potential of approximately 500,000 hectares.¹¹² Within the target woredas, for example, one of those schemes includes plans to develop ground-water irrigation systems that will supply water to 70,000 ha of land. The irrigation potential and the successful implantation of existing irrigation development plans will create significant demand for small-scale equipment and maintenance, resulting in opportunities for the installation and maintenance of water irrigation systems. As these plans will progress over time (the next 5 – 10 years), it will be critical to gauge the demand of these services with an appropriate supply of skilled workers. This opportunity presents a mid to long term opportunity for youth enterprise development.

¹¹² Exporting Fruit and Vegetables from Ethiopia: Assessment of development potentials and investment options in the export-oriented fruit and vegetable sector, Ethiopian Horticultural Development Agency, 2011

- **Transport, storage, distribution:** This opportunity will increase efficiency across each value chain. As mentioned, there is a deficit in transport, storage and distribution networks (storage units, road infrastructure etc.). The storage, transport and distribution of input supplies and post-harvest handling (including cold-chain storage) of crops, particularly fruits and vegetables, will be critical for their success. Current government plans to increase road and transport networks over the next few years will create an opportunity for youth. In the near term, this opportunity should focus on small scale enterprise development in kebeles with good transport access (utilizing livestock or small-motorized carts), to meet current transport needs, and organizing youth into co-operatives to rent or buy storage houses for post-harvest use. In the mid to long-term, these enterprises can increase scale and efficiency (introduce larger mechanized vehicles, Lorries and cold-chain) to increasing demand and to take advantage of improved road infrastructure.
- **Marketing:** Marketing will allow you to efficiently market their products to potential buyers and wholesalers. As mentioned, the key to efficient marketing will be aggregating production through co-operatives and unions in an effort to share supply-side risks, but to also minimize size and frequency of transactions (especially given potential transport barriers etc.), maximizing efficiency. Also, opportunities to link with the market linkages office in each woreda should be explored to capture demand in neighboring regions. In the near term, however, youth should have access to market information that will allow them to easily communicate market prices and sourcing needs from potential processing units, distributors and retailers in the region.
- **Equipment maintenance / tool making:** This activity will involve the production and maintenance of tools used for agricultural purposes. While the specific opportunity and demand for such services should be investigated further, there are potential opportunities, particularly for maintaining and making tools used for the priority value chains. Furthermore, maintenance of water irrigation systems will potentially generate significant demand and opportunities for youth. Overall, this opportunity appears to present moderate to significant near-term demand and will likely increase over the next few years given additional processing investment in the region that will require local sourcing.
- **Para-vet services:** There is a shortage of qualified staff given the size of the livestock population and the inability to maximize rearing, due to animal disease. The prevalence of animal disease in the country will create a demand for veterinary services, particularly in rural areas, presenting significant near-term opportunities.

5. Conclusion and Recommendations

This report sought to identify high potential agricultural value chain opportunities given the challenges, opportunities and needs for youth within the Gubalafto, Habru, Raya Kobo and Gidan woredas. As such, recommendations that are presented in this chapter should be taken into account when designing effective interventions that will: 1) focus on youth development by addressing the challenges young people often face, particularly in developing countries, while also acknowledging and tapping into their strengths; and 2) develop and equip youth with market-ready skills that will ensure the effective transition into employment, by understanding and identifying market opportunities in the areas in which they live. With this in mind, the following recommendations are addressed to Save the Children International to inform the design of the Youth in Action program, but can also be adopted to guide the development of similar programs in the region.

Recommendation 1: Select youth and implement interventions in areas that are best positioned for success

Priority should be given to those that have an interest in agriculture and are keen on developing enterprises within the sector. Consideration should not only be given to the most vulnerable youth, but those that will have the potential to engage in enterprise development activities in agriculture. For example, vulnerable youth that are already engaging in agricultural activities are likely to possess the necessary skills to transition into employment.

Additionally, interventions should be implemented in areas, not only where there is a large need, but that will lend themselves to enterprise development. Based on findings in this assessment, impact areas should have the following characteristics:

- **A high number of unemployed youth.** High concentrations of unemployed youth will increase impact;
- **Market proximity and transportation access.** Given the need for youth to maximize profitability and income generation opportunities, impact areas should be located near major transportation routes that will provide access to local and regional trading centers;
- **High potential of agricultural production.** Potential impact areas should have a high potential for agricultural production. This can be assessed by understanding the area's natural endowment for producing particular crops and the support mechanisms to support production such as fertile soil, irrigation and schemes for the provision of land and financial services;
- **Presence of education infrastructure and services.** To ease transport barriers that often limit education access, programs should consider areas that have the necessary infrastructure and services that could easily be used to meet program needs (e.g., training venues);
- **History of intervention from development organizations.** Areas with high engagement from development partners typically have lower implementation risks, allowing multiple opportunities for success; and

- **Strong government support.** Areas in which agricultural production is a priority will better facilitate the implementation of interventions.

Recommendation 2: Implement targeted skills development training

Skills training (core and soft skills) should meet country-level occupation standards and be relevant to the economic opportunities in the region / impact area while taking into account the interests, desires, challenges and strengths of the target youth group. In this assessment, we found that the drought-prone and food insecure impact area creates an agricultural sector and market that is ever changing, largely hinging on changing consumption and market demand for agricultural commodities and products. We also found that market opportunities and associated training needs strongly depend on location. For example, urban and semi-urban areas provide a broad range of market linkages and opportunities for raw and processed products, while rural and remote areas are prime locations for commodity trading. Finally, youth interests vary and are no longer largely focused on just agricultural production, but have also grown to include non-farming and off-farming activities such as transport and auxiliary and extension services.

As such, youth should be equipped with the necessary skills that allow them to take advantage of opportunities across a broad range of opportunities along high potential value chains. These skills should revolve around core and soft skills in an effort to build on and improve their educational and developmental assets. Specifically, core skills training should include both theory and practice, in areas such as improved production practices, processing and marketing. Core skills should also be coupled with soft / life skills training in areas such as entrepreneurship, leadership, financial literacy and employability. For example, entrepreneurial skills development should include training in areas such as bookkeeping and accounting, in addition to business plan development, management and marketing. Delivery could include a theoretical curriculum, but more practical training through case studies, simulations, peer-learning and / or discussion groups with local entrepreneurs. Other life skills could also include health related issues, particularly reproductive health, family planning, HIV / AIDS, anti-gender violence and other skills such as responsibility and honesty.

Recommendation 3: Focus on gender equity

Interventions should be gender sensitive to fully address gender-specific challenges. As described in the youth profile sections, girls experience substantial differences in educational attainment, developmental assets and employment. For example, though enterprise development is likely to greatly minimize unemployment, girls are more likely to experience gender-based discrimination when accessing tools essential for starting a business - land and financing. These barriers are further exacerbated when taking into consideration the vulnerability girls experience in their day-to-day lives such as early pregnancy and marriage and sexual and physical abuse. The promotion of gender equity can be reflected in the program by requiring 50% female participation in the program and interventions aimed at increasing access to land and finance, in addition to gender sensitivity workshops and trainings.

Recommendation 4: Raise awareness on how to tap into high potential market opportunities

Youth interventions should include the implementation of awareness raising campaigns to communicate / share knowledge of high potential market opportunities and how they can be accessed. Currently, due to the lack of appropriate market data, knowledge and information transfer, many opportunities in the market are often missed resulting in financial losers for producers and

businesses supporting the value chain. Missed opportunities, and access to cross-cutting factors such as skills development, financing and land, have resulted in the misperception, and lack of confidence, among youth that there are limited opportunities in the agriculture sector. A key enabler to minimize the occurrences of missed opportunities, and to ease access to cross-cutting factors, is to promote trust amongst youth and foster youth organization into more structured groups. As such, interventions can include activities that can be incorporated into the skills training such as group work and / or active learning through the simulation of co-operatives (ex: savings) to promote the value in forming groups. Awareness-raising can also include information around integrated production schemes, how enabling factors can be accessed (i.e., skill development opportunities throughout the impact area, access to land and financing) and access to market information. In short, awareness-raising should focus less on convincing youth to engage in agriculture, but be more focused around market opportunities, and knowledge sharing about how these opportunities can be accessed.

Recommendation 5: Ensure program retention by offering financial support during training

The program should ensure the retention of youth as they gain the skills necessary to be successful. Youth expressed challenges to educational attainment. These challenges are largely due to costs such as transportation, housing and access to the appropriate supplies needed. As a result, these barriers force youth to make tradeoffs between generating an income now, to meet more short-term financial constraints, and focusing on skills development and education, allowing them to benefit in the long-term. Because youth, and parents, are often forced to choose work over education, young people suffer from impeded development and low incomes. As programs aim to help transition youth into successful and sustainable employment, there should be particular focus in alleviating financial constraints for youth while they gain the necessary skills and competencies.

Recommendation 6: Increase program capacity by engaging key partnerships

Youth in Action has a broad range of interventions that will require partnerships for effective delivery to maximize impact. Partner categories should include the government, financial institutions, development partners, and technical and vocational education and training centers. These partners can be leveraged for activities such as accessing a potential pool of qualified and high potential candidates or building additional capacity around interventions, such as access to land and finance. The following are examples of the role partners can play in delivering program interventions.

Key Partner	Description
Local training institutions	<ul style="list-style-type: none"> Partnering with training institutions can help provide the necessary infrastructure for trainings (e.g., training venues, demonstration plots), access to training professionals to deliver trainings and offer insights on curriculum development.
Private sector	<ul style="list-style-type: none"> Engagement with the private sector will be critical to the success of the program and its ability to be demand-driven. Relationships with the private sector should revolve around their ability to employ youth directly out of the program, drive skills development (in a direct or advisory capacity) during all stages of the program and its development through knowledge sharing and to provide markets for youth.
Donors and local NGOs	<ul style="list-style-type: none"> Collaboration with other development partners can help to expand program capacity and maximize impact. For example, local donors and NGOs can provide specific programming special needs population such as girls, HIV+ and the disabled. They can also facilitate trainings around life skills, health, gender

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Key Partner	Description
	sensitivity, career coaching and counseling.
Financial institution	<ul style="list-style-type: none"> • A focus of the program will be to encourage enterprise development among youth. Given the barriers to accessing credit youth experience, Youth in Action’s partnership with financial institutions will revolve mostly around awareness raising of financial products offered by MFIs in which youth will transition to after program completion.
Government	<ul style="list-style-type: none"> • Partnering with key government institutions will allow alignment on key initiatives and strategies to promote enterprise development and increase youth development. Ongoing partnership, and advocacy, will be needed to ensure that needs are met, particularly within the enabling environment (i.e., access to finance and land).

Recommendation 7: Post-program support as youth transition into viable livelihoods

Upon completion of the training, it will be critical to continue to support youth (directly or through local partners) to select their work or further education pathways and to succeed in them. As discussed in Chapter 3, many of the challenges faced by youth have impacted their development and livelihoods. Depending on the particular intervention, on-going post-program training support should be provided to ensure a smooth transition from learning to enterprise development (particularly in the early stages). For example, support can be provided through linkages with government agencies to connect youth to formalized government structures (e.g., registering cooperatives with the local cooperative office, small and micro enterprise office) where other assistance can be provided and/or through linkages to business mentors. Additionally, youth will also have to depend on the support of their parents and community members for effective transition. As such, steps should be taken very early in the program to incorporate the larger community to gain buy-in for the program, its intentions and intended results.

Appendix 1: About Save the Children and Youth in Action

Save the Children (SC) is a leading international development organization working to improve the lives of children and youth. SC's presence in Ethiopia dates back to 1984, during the great famine period in the country when SC provided food, water and health services. Over the last 30 years, SC has delivered programs throughout the country in areas such as education, specifically, early childhood care, basic primary and secondary education, youth empowerment and girls' education, health, food security and HIV/AIDS prevention.

In 2012, SC began a new chapter with its transition to Save the Children International. The objective of this transition is to optimize program quality and impact through cross-cutting strategies which will reinforce partnerships with key local and international agencies. To ensure significant impact of its programs, SC in Ethiopia works with partners to advocate for adoption of successful programming models at a wider scale.

With support from The Master Card Foundation (MCF), SC and its partner, the Professional Alliance for Development (PADET), plan to implement Youth in Action over a period of five years in four woredas in the Amhara region of Ethiopia. The Youth in Action program aims to reach 7,800 vulnerable, out of school, young people aged 14-18 living in rural areas. This age group accounts for 12% of the total population within the four target woredas: Gubalafto, Habru, Raya Kobo and Gidan. The program will support young people to complete a learning cycle which integrates literacy, numeracy, life / work skills, entrepreneurship skills, financial literacy and development of work and business plans. Once they complete the learning cycle, young people will transition along their cohesion pathway to demand-driven employment, entrepreneurship or vocational training.

Appendix 2: Woreda profiles

The following sub-sections provide a brief description of the selected districts for intervention. The description includes the geographic, demographic, socio-economic profile and an overview of their potential to support market access.

1.1. Gubalafto profile

The estimated total population of Gubalafto is 161,691 people, of which about 51% are male and 49% are female, while 12% of the population is between 14 and 19 years old.¹¹³ About 96.5% of the population lives in the rural area, depending on agriculture for their livelihoods.¹¹⁴ The literacy rate of the woreda is approximately 43%.¹¹⁵

Geographically, Gubalafto sits between two areas of the North Wollo Zone, benefiting from varying climatic conditions. The portion of Gubalafto in the North Wollo Highland Belg is prone to drought. Annual rain fall in this area is the lowest in the region and is described as erratic, short in duration and poorly distributed.¹¹⁶ As a result of the scarcity of rain fall and erroneous agricultural practices, the land area is degraded, prone to erosion and infertility. This context has led to the financial despair and food insecurity of the population, who are often forced to migrate during seasons with low agricultural productivity. Since livestock depends less on soil fertility and rainfall than farming, livestock income tends to be more important than income from crops. The other region in which Gubalafto falls is the North Wollo East plain. Unlike the North Wollo Highland Belg region, the North Wollo East Plain benefits from moderate land holdings, fertile soils, good rainfall and is generally food sufficient.

As a result of its varying climatic zones, Gubalafto benefits from a mix of animal and crop production (e.g., teff, maize, chickpeas, barley, sheep and cattle).^{117,118} The population density of Gubalafto also allows for urban agriculture activities such as fruit and vegetable gardening and select livestock activities (e.g., animal rearing and poultry).¹¹⁹ In an effort to strengthen market linkages, and expand markets access, agricultural products produced in the zone are often bought and sold within a network of co-operatives and unions. While these co-operatives and unions buy and sell goods to meet demand within the region, local demand for agricultural products is also significant. Demand is largely driven by the woreda's main town, Woldia, the administrative capital of the zone with a population of over 40,000 people and several businesses (e.g., banks, hotels, restaurants and government agencies).^{120,121}

¹¹³ Amhara Region projected population size, BOFED, 2013

¹¹⁴ CSA, 2007

¹¹⁵ Amhara Region projected population size, BOFED, 2013

¹¹⁶ Livelihoods profile Amhara Region, Ethiopia, North Wollo East plain Livelihood Zone (NBH), The Food Economic Group, July 2007

¹¹⁷ USAID, 2006

¹¹⁸ Teff is widely known as a cash crop, however food and cash crops can vary based on the food security of the household. For example, once households are food sufficient, residual production can be sold for cash to local buyers and wholesalers. For the purpose of this report, cereals and pulses will be categorized as "staple crops"

¹¹⁹ Zone Labor Association. Interview. 05 December 2012

¹²⁰ Ibid

¹²¹ CSA, 2007

1.2. Habru profile

Located in the Amhara North Wollo East Plain, Habru has a population of over 200,000 people, with about 89% living in rural areas. Habru has the largest Muslim population (77%) and the second highest literacy rate of the four target woredas.¹²²

Habru's topography consists of mostly lowlands, making it ideal for water intensive crops such as fruits and vegetables (e.g., tomato, onion, orange, mango, papaya).¹²³ Government support for supporting an emerging fruit and vegetable industry is largely driven by ground-water irrigation schemes aimed at increasing productivity.¹²⁴ The woreda has the natural capacity to support a wide array of crop and animal production. Another government initiative in Habru includes exploring opportunities to integrate youth and women into income generating opportunities by promoting household-level agricultural opportunities (e.g., weeding, plowing, poultry production) and fruits and vegetables.¹²⁵ The woreda also produces animals suitable for production for lower elevations (e.g., goat, cattle / milk production, fattening and poultry).¹²⁶ Similar to the other woredas, food insecurity is creating increasing local demand for staple foods (e.g., teff, sorghum, maize), exacerbated by increasing population densities and fruits and vegetables, mostly consumed by better-off households.¹²⁷

Economically, Habru hosts large commercial farms concentrated around Girana. These farms are mostly involved in animal production (e.g., animal rearing) and agro-dealing of the aforementioned products. Products are often sold in the local markets located in Mersa and markets in neighboring areas such as Dessie and Tigray. Market access in the woreda has been enhanced by a main road that now runs directly through Habru, linking Habru with Addis Ababa.

1.3. Raya Kobo profile

Raya Kobo is the most populated woreda within the impact area with a total population of 187,741, with 85% living in rural areas, of which about 50% are men and 50% are females.¹²⁸ The woreda also has a literacy rate of approximately 36%.¹²⁹

According to a survey sample conducted by the Journal of Sustainable Development, 71% of those surveyed in Raya Kobo relied on agriculture for their income.¹³⁰ Due to its location in the North Wollo East Plain area, Raya Kobo benefits from fertile soil and good rain fall. As a result, the woreda has the ability to support a mixed-farming production system which includes teff, maize and sorghum, while newly designed irrigation schemes have boosted fruit and vegetable production such as, onions and tomatoes.¹³¹ Livestock production also includes sheep, goat, poultry, cattle and animal rearing. These crops and processed goods are traded in several small shops and markets at the kebeles level and larger trading centers in Gobiye, Robit, and particularly Kobo. To increase market access, the local government is supporting production and market access through a variety of schemes, including the facilitation of a

¹²² Ibid

¹²³ Habru Woreda Women, Children and Youth Office. Interview. 7 December 2012

¹²⁴ Large irrigation projects are underway to provide water source to the target region, up to 70,000 Hectares

¹²⁵ Habru woreda Women, Children and Youth Office. Interview. 7 December 2012

¹²⁶ Ibid

¹²⁷ Ibid

¹²⁸ Amhara Region projected population size, Bureau of Finance and Economic Development, 2013

¹²⁹ Ibid

¹³⁰ Journal of Sustainable Development, 2012

¹³¹ Amhara Livelihood Zone Reports, 2005

more structured supply chain through establishing 28 farming co-operatives focused on apiculture, livestock breeding and agro-dealing.¹³²

1.4. Gidan profile

Located in the Amhara North Wollo Highland Belg, the topography of Gidan includes highland / mountainous areas and steep hillsides. As the most remote area in the impact area, Gidan can be characterized as having limited market access due to the inaccessibility of the kebeles, poor transportation networks and lack of electricity.^{133,134}

Gidan's population is estimated at approximately 175,000, 51% of which are women, and a literacy rate of 36%.^{135,136} While most of the population reside in more remote kebeles (i.e., 91% of the population live in rural areas), the rest of the population is concentrated around Muja and Debre Tsehay, the main towns in the woreda. According to the head of the woreda's economy office, major crops in the woreda include teff, wheat, barley, lentils, onions and garlic. Livestock, suitable for high elevations, such as, sheep and cattle are also produced in the woreda.¹³⁷ In its effort to improve Gidan's economic status, the local government is keen on promoting the agricultural sector through agricultural development schemes in urban agriculture, agribusiness and water irrigation.¹³⁸

¹³² Raya Kobo Co-operative Office. Interview. 13 December 2012

¹³³ Ibid

¹³⁴ CSA, 2010

¹³⁵ Summary and Statistical Report of the 2007 Population and Housing Census, Central Statistical Agency,

¹³⁶ Amhara Region projected population size of 2005 E.C/2013 G.C, BOFED

¹³⁷ Gidan Woreda Finance and Local Economy Office. Interview. 11 December 2012

¹³⁸ Gidan Woreda Women, Children and Youth Affairs Office. Interview. 13 December 2012

Appendix 3: Interview guides and survey instruments

2.1. Stakeholder interview guides

2.1.1. Interview guide for government institutions

A. Government plans in relation to youth employment in the agricultural sector

1. What are the Government's current and future (in the next 5 years) plans for the District's agricultural sector?
 - a. Is gender considered in these plans?
 - b. What is your definition of youth (age range) and is this category considered in these plans?
 - c. Is external support needed at the district level in implementing current / future plans?
 - d. If yes, what type of support would be required from partners?
2. What is the potential number of jobs these projects / plans can generate for the district over the next 5 years?

FOR INTERNAL USE

Date: _____

Country: _____

Region: _____

District: _____

Kebeles: _____

B. Perspective on youth employment in the agriculture and other sectors at district level

3. What do you consider to be the biggest challenges faced by youth in the district? (can be general)
4. Which sectors offer the greatest opportunity for youth in this district? Why?
5. In the agricultural sector, our team through desk research, identified cereals (e.g., sorghum, barley, maize, wheat, teff), pulses (chick pea, lentils, faba beans, field pea), fruits and vegetables (identify specific fruits and vegetables), apiculture, as the major value chains with high job creation potential for youth. What is your view on these based on your knowledge?
 - a. If you have to propose only three crops (cash and food) that you think have the highest potential, what will be your list? And why?
6. Which types of jobs can we typically find in these crops' value chains (for the country)?
7. Are there interesting employment opportunities in stock breeding (e.g., cow, sheep, cattle, chicken) and or fishing in the district? If so, please describe these opportunities (type of jobs, needed skills if any)
8. Are there other sectors in the district that generate significant employment opportunities for the youth? (*Note for the **interviewer**: this is a follow up question of question 2, not needed if the interviewee already provided much details*)
 - b. If yes, what are these sectors?
 - c. What are the available types of jobs in these sectors?
9. What are the main employability constraints faced by youth?
10. What support is the government ready to provide to support youth employment in the agriculture sector, specifically along high potential growth value chains?

- a. Can the government specifically provide extension support for youth farmers (e.g., training, financing, etc. along high potential growth value chains)?

C. Recommendation for successfully supporting youth employment in agriculture

11. What do you see as success factors for interventions aimed at supporting youth employability in the agricultural sector?
12. What critical aspects should this program consider to ensure successful implementation?

2.1.2. Interview guide for donors

A. Background

1. How long have you been in this district / kebeles?
2. What sectors does your institution support in the area?
3. Are you conducting / supporting agriculture-specific youth-oriented activities?
4. Who are your primary partners?

B. Perspective on initiatives targeting youth employment in the agriculture sector

5. What do you consider to be the biggest challenges faced by youth in the district? (can be general)
6. In your opinion, which agriculture commodities offer the most opportunity for youth?
7. In the agricultural sector, our team through desk research, identified cereals (e.g., sorghum, barley, maize, wheat, teff), pulses (chick pea, lentils, faba beans, field pea), fruits and vegetables (get specifics) and apiculture as the major value chains with high job creation potential for youth. What is your view on these based on your knowledge?
 - a. If you have to propose only three crops (cash and food) that you think have the highest potential (job creation – specifically for youth), what will be your list? And why?
8. Which types of jobs can we typically find in these crops' value chains (for the country)?
9. Are there interesting employment opportunities in stock breeding (e.g., cow, sheep, cattle, chicken) and or fishing in the district? If so, please describe these opportunities (type of jobs, needed skills if any)
10. What, in your opinion, are the biggest challenges for youth in accessing employment in the agricultural sector?
 - a. How can these challenges be mitigated?

C. Potential partnerships

11. Is your institution interested in partnering with other programs or actions to support youth employment in the agriculture sector

If yes

- i. What type of support could your institution provide to such initiatives/programs?
- ii. What impact would your institution like to see from such initiative?
- iii. What do you see as critical success factors?

<p>FOR INTERNAL USE</p> <p>Date: _____</p> <p>Country: _____</p> <p>Region: _____</p> <p>District: _____</p> <p>Donor#: _____</p> <p>—</p>

12. Are you aware of similar initiatives elsewhere in the world? If so, are there successful examples / lessons to be learned from these initiatives?
13. Do you have any relevant documentation / statistics for this market assessment that you can share with us?

2.1.3. Interview guide for TVETs

A. Background (depending on what information is available or known beforehand)

1. When was your institution established?
2. How long have you been in this District / Kebeles (or most applicable administrative level)?
3. Is your Institution a government institution or a private institution?
 - Can you describe the source of funding for your training expenses?
4. What training programs does your institution offer?
 - Do you have any programs in the agricultural sector?
 - Can you provide details / brochures on these programs (**collect a copy of the brochures**)
5. Does your institution have courses / curricula targeting entrepreneurs? Women?
6. Does your institution provide career opportunities or career preparation services (interview skills etc.)?
 - If so, who are the employers you work with?
 - What support skills do you offer?
 - Are you a bridge program (meant to increase skills then students go off for additional training) or is it strictly vocational? (Training for a specific job); or both?
7. How many students do you currently have?
8. What are the requirements to be a student (fees, education level, etc.)?
9. What is your graduation rate?
10. Where do trainees typically get jobs / employment after graduation?

FOR INTERNAL USE

Date: _____

Country: _____

Region: _____

District: _____

Kebeles: _____

B. Perspective on youth employment in the country

11. What do you consider to be the biggest challenges faced by youth in the district? (Can be general)
12. Which sectors do you think are more likely to provide jobs for youth in the region?
13. What is your view on employment perspectives in the agriculture sector in the region?
 - a. What are the skills required for agricultural jobs?
 - b. Does your institution have the capacity to train youth in these skills for jobs in the agricultural sector?

C. Perspective on providing tailored training for the agriculture sector

14. Are you interested in developing / adjusting current trainings to provide courses focused on agriculture related jobs, based on identified needs?
15. If yes, would you be interested in partnering with programs to offer these tailored trainings?

16. What would encourage your institution to provide these tailored trainings?

2.1.4. Interview guide for financial institutions

A. Background (depending on what information is available or known beforehand)

1. How long have you been in this district / kebeles (select most applicable); which region(s) does your institution cover (i.e., what is your reach)?
2. Who are your primary customers?
3. Does your company have financial instruments tailored for young entrepreneurs? Women?
 - o Can you describe your financial products that specifically serve the agricultural sector that focus particularly on the youth?
 - o (If financial products are offered, particularly loans) What is the average interest rate?

FOR INTERNAL USE
Date: _____
Country: _____
Region: _____
District: _____
Kebeles: _____

B. Perspective on providing financial services to the agriculture sector

4. What percentage of your customer base is involved in the agricultural sector? (**Note for the interviewer:** Ensure that agriculture is defined in its broad sense, from production to processing and marketing for refined products and auxiliary services such as transport, procurement etc.)
5. What percentage of your loan portfolio goes to the agricultural sector?
6. Do you have any tailored financial products available to farmers / those active in the agricultural sector?
7. Do you have products specially targeting women?
8. Do you have products specially targeting or available for youth? (**Note to the interviewer:** Precise that we are targeting an age range below 18 years of age)?
9. Are there any specific opportunities within the agriculture sector which have yet to be explored?
10. Which mechanisms should be further explored to integrate youth into the agriculture sector?
11. Do you face any particular constraints when financing the agricultural sector?
 - i. If yes, what are biggest constraints faced?

C. Perspective on partnership opportunities

12. What would encourage your company to scale up financial services to the agricultural sector?
13. Is your institution interested in exploring partnership opportunities with development partners to establish financial facilities for young entrepreneurs (in the agricultural sector)?
14. If so, what potential role would your institution play and what would be the roles of your partners

2.2. Youth interview focus group discussion guide and survey instrument

2.2.1. Focus Group discussion Guide

FOR INTERNAL USE
Date: _____
Country: _____
Region: _____
District: _____
Focus Group #: _____
—

A. Youth challenges, assets, and opportunities

1. What are some of the biggest issues and obstacles that make it difficult for young people to succeed in the district / region?
2. Which sectors offer the greatest employment opportunities for youth in your community and / or district? Why?
3. Are there interesting employment opportunities in stock breeding (e.g., cow, sheep, cattle, chicken) and or fishing in your community? If so, please describe these opportunities (type of jobs, needed skills if any)

B. Perspectives on agriculture

4. Would you be interested in job opportunities within the agricultural sector? (**Note for the interviewer:** Ensure that agriculture is defined in its broad sense, from production to processing and marketing for refined products and auxiliary services such as transport, procurement etc.)
 - a. What types of jobs in agriculture are you typically interested in?
 - b. What do you think you need to be able to secure these opportunities?
5. In the agricultural sector our team, through desk research, identified cereals (e.g., sorghum, barley, maize, wheat, teff) and pulses (chick pea, lentils, faba beans, field pea) as the major value chains with high job creation potential for youth. What is your view on these based on your knowledge?

C. Perspectives on employment in the district

6. What do you see as the main barriers for youth to get jobs identified in the agricultural and other sectors?
7. Do you know what skills are required for these jobs?

2.2.2. Youth survey instrument

Youth Survey Questionnaire

Background

Save the Children is starting a new five-year Youth Earning by Learning program (YEL) aimed at improving the lives of over 40,000 vulnerable youth in five African countries: Burkina Faso, Egypt, Ethiopia, Malawi and Uganda.

Dalberg has been recruited to perform a multicounty market assessment through employment analysis and value chain assessments in each country. The objective of the studies will be to identify needs and opportunities for youth employment and enterprise development in high potential agricultural value chains.

This document is the youth survey questionnaire. It is to be filled through face to face interviews with selected youth samples. The survey contains five sections:

- Part 1 – General profile
- Part 2 – Assets
- Part 3 – Current Livelihoods

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- Part 4 – Interest in reintegrating formal/non formal education
- Part 5 – Interest in agriculture related employment opportunities

Country:

Name of the location within the Country:

Location status:

Near a regional market Nearby the border with another country Remote/difficult to reach

Date of interview:

Interviewer:

Part 1 – General profile

17. Name of the interviewee (youth):

18. Phone number: _____ **No mobile**

19. If no number, where can we contact you (example: phone number of your group’s leader):

20. Age:

21. Gender

Male Female

22. Marital status :

Single Married Divorced/ Separated Widow

23. Number of children

0 1 2 3 4 5 or more

Part 2 – Assets (important to get responses for all questions here)

24. What is the highest level of education that you have completed?

None <input type="checkbox"/>	Primary completed <input type="checkbox"/>	not Completed <input type="checkbox"/>	Secondary completed <input type="checkbox"/>	not completed <input type="checkbox"/>
Vocational training not completed	Vocational training completed	University not completed	University completed <input type="checkbox"/>	

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
--------------------------	--------------------------	--------------------------	--	--

25. If you received vocational trainings which of the following did you receive:

Vocational Training programs	
I did not receive any vocational trainings	<input type="checkbox"/>
Accelerated Learning Program	<input type="checkbox"/>
Child Right Integrated Program (CRIP)	<input type="checkbox"/>
Other (please precise)	<input type="checkbox"/>

26. What are your competencies in the following languages? – Rating scale from 1 to 4

0- No competence

1 - Basic (example, the respondent can just read names and speak words)

2 - Average (Can express oneself but not fluently)

3 - Good (good level, can for instance write letters and express ideas clearly in the language)

4 - Excellent (very fluent, can work professionally in the language)

Languages	Speak fluently?	Read?	Write?
English			
Oromigna			
Other local languages? Please specify			
Other2			
Other3			
Other4			
Other5			

27. How much does each of the following describe you?

1 - Does not describe me at all

2 - Describes me a little

3 - Describes me

4 - Describes me a lot

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Attitudes	Rating (1 to 4)
<i>I take the initiative to develop my talents and interests (Example: I have been looking for apprenticeships / training opportunities to develop my skills)</i>	
<i>I ask adults for guidance and help on pursuing my talents and interests (Example: I discuss with my parents about my projects and look for their advices)</i>	
<i>I choose friends who support or help me develop my talents and interests (I avoid friendship with persons performing dangerous or illegal activities)</i>	

28. How much do you agree or disagree with the following statements?

- 1 - Strongly disagree
- 2 - Disagree
- 3 - Agree
- 4 - Strongly agree

Statement	Rating (1 to 4)
<i>I'm good at finding the resources I need to get better at my talents and interests (Example: I took the initiative to look for apprenticeships/training opportunities)</i>	
<i>I take responsibility for what I do (I recognize my mistakes)</i>	
<i>I find good ways to deal with things that are hard in my life (I already solved difficult situations/problems)</i>	
<i>I feel in control of my life and future</i>	
<i>I feel good about myself</i>	
<i>I feel good about my future</i>	

Part 3 – Current Livelihoods (important to get responses for all questions here)

29. Are you engaged in any activities (income generation and or volunteering)?

- Yes No **if no, please skip to question 18**

30. If yes, which activities? Please describe briefly using the table below

		Number of months worked/volunteered per year
Work in a formal enterprise (with regular salaries)	<input type="checkbox"/>	
Work in informal sector (trading; crafts)?	<input type="checkbox"/>	
Seasonal or irregular activities (example. agriculture, construction, etc.)?	<input type="checkbox"/>	

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		Number of months worked/volunteered per year
Volunteer	<input type="checkbox"/>	
Other? Please specify	<input type="checkbox"/>	

31. How are you remunerated?

In kind

Monetary

No remuneration

32. If remuneration is monetary; what is your average monthly income in Ugandan shilling? NOTE TO INTERVIEWER: Do not read out the options just select the corresponding range depending on the response provided by the interviewee. Probe the response to get accurate estimates. For instance if the respondent has intermittent incomes, ask how much he or she spends per month and how much he or she earns on average per day. Then try and reconcile these income and expenditure figures to accurately estimate monthly incomes.

	Range (Monthly Birr)	
1	0 – 350	<input type="checkbox"/>
2	350 – 700	<input type="checkbox"/>
3	700 – 1,050	<input type="checkbox"/>
4	1,050 – 1,400	<input type="checkbox"/>
5	1400– 1,750	<input type="checkbox"/>
6	1,750 – 2,100	<input type="checkbox"/>
7	Above 2,100 (please specify)	

33. If the remuneration is in kind, what do you receive?

34. What statement best describe your current status?

<i>I have dependents or contribute to</i>	<i>I rely on my parents and close family</i>	<i>I take care of myself</i>
---	--	------------------------------

<i>the household livelihood</i> <input type="checkbox"/>	<i>members to take care of my needs</i> <input type="checkbox"/>	<input type="checkbox"/>
---	---	--------------------------

Part 4 – Interest in reintegrating formal/non formal education

This section’s questions should be asked ONLY to youth below the age of 15. If the youth is 15 years old and above, please skip to part 5

35. Are you interested in going to school (if never attended) or going back (if dropped out)?

Yes

No *if no, please skip to question 22*

36. If yes, what type of training would you like to attend?

<i>General education</i> <input type="checkbox"/>	<i>Vocational training</i> <input type="checkbox"/>	<i>No preference</i> <input type="checkbox"/>
--	--	--

37. If yes, are there potential constraints that may prevent you from attending?

<i>Yes</i> <input type="checkbox"/> <i>(please describe below)</i>	<i>No</i> <input type="checkbox"/>
--	---------------------------------------

Constraint description:

38. If no, why?

<i>I am not interested in schools</i>	<i>I need to work and contribute to family expenses</i>	<i>There are no schools in my community</i>	<i>Other reasons</i>	<i>If other, please explain</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Part 5 – Interest in agriculture and other sectors employment opportunities (*important to get responses for all questions here*)

This section’s questions should be asked ONLY to youth above 15 years of age

39. Please rank the following types of employments based on your interest. Please rate from 1 to 4

1 - Not interested

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2 - Slightly interested

3 - Interested

4 - Very interested

Employment types	Rating	Reason (please describe why?)
<i>Farming (producing agricultural commodities)</i>		
<i>Stock breeding</i>		
<i>Beekeeping</i>		
<i>Fishing</i>		
<i>Agro dealing (buying and selling agricultural commodities)</i>		
<i>General Trading</i>		
<i>Craftsmanship (tailor, hairdressing, art, carpentry, brick laying, mechanics, welding, mechanics)</i>		
<i>Formal work as employee in an enterprise (example, a clerk)</i>		
<i>Other, please explain</i>		

40. Would you consider employment opportunities in the agricultural sector?

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Yes

No if no, please skip to question 33

41. If yes, what type of agricultural jobs will fit your interests?

Employment types	Rating
<i>Farming (producing agricultural commodities)</i>	<input type="checkbox"/>
<i>Stock breeding</i>	<input type="checkbox"/>
<i>Beekeeping</i>	<input type="checkbox"/>
<i>Fishing</i>	<input type="checkbox"/>
<i>Agro dealing (buying and selling agricultural commodities)</i>	<input type="checkbox"/>
<i>Be employed in a commercial farm</i>	<input type="checkbox"/>
<i>Work in a processing unit for agricultural products</i>	<input type="checkbox"/>
<i>Serve as an extension agent</i>	<input type="checkbox"/>
<i>Other agricultural jobs (please precise)</i>	<input type="checkbox"/>

42. If you are interested in farming, what type of crops would you like to produce (Note: Question 26 is for youth indicating interest in farming, if there is no interest in farming, please skip to question 33)

<i>Maize</i> <input type="checkbox"/>	<i>Sorghum</i> <input type="checkbox"/>	<i>Barley</i> <input type="checkbox"/>	<i>Wheat</i> <input type="checkbox"/>	<i>Other food crops, please specify</i> <input type="checkbox"/>
<i>Teff</i> <input type="checkbox"/>	<i>Chick pea</i> <input type="checkbox"/>	<i>Lentils</i> <input type="checkbox"/>	<i>Faba beans</i> <input type="checkbox"/>	<i>Other cash crops, please specify</i> <input type="checkbox"/>

Other food crops (please list):

Other cash crops (please list):

43. Do you receive any market information on these crops?

Yes

No

44. If yes, what type of market information do you receive?

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Employment types	Rating
<i>Prices</i>	<input type="checkbox"/>
<i>Sales opportunities</i>	<input type="checkbox"/>
<i>Other/Please precise</i>	<input type="checkbox"/>

45. Where do you get your market information from?

46. If you are interested in farming, do you currently have access to land?

Yes

No

47. If yes, what is the land size in acre? (Note to the surveyor: Tell the youth that one acre is the size of a football field)

48. If no, do you know how you can access land?

49. Will you be interested in attending trainings/apprenticeships to improve your skills and employability?

Yes

No

50. If no, why?

51. If yes, in what area would you like to receive these trainings (check all applicable options)

Employment types	Rating
<i>Farming (producing agricultural commodities)</i>	<input type="checkbox"/>
<i>Stock breeding</i>	<input type="checkbox"/>
<i>Beekeeping</i>	<input type="checkbox"/>
<i>Fishing</i>	<input type="checkbox"/>
<i>Agro dealing (buying and selling agricultural commodities)</i>	<input type="checkbox"/>
<i>General Trading</i>	<input type="checkbox"/>
<i>Craftsmanship (tailor, hairdressing, art, carpentry, brick laying, mechanics, welding, mechanics)</i>	<input type="checkbox"/>
<i>Formal work as employee in an enterprise (example, a clerk)</i>	<input type="checkbox"/>
<i>Other, please specify</i>	<input type="checkbox"/>

52. In case you are interested in attending training programs, do you see any challenges that may prevent you from attending courses?

2.3. Parent focus group discussion guide

1. As a parent, what are your biggest issues that make it difficult to raise your children in the region?
2. Do you think that the new generations are interested in working in agricultural sector?
3. What are your own perspectives about your son and/or daughter working in the agricultural sector: is it something you would encourage or discourage?
4. Are there access to land issues?
5. What type of support will you provide to your children attracted by the agricultural sector: Land, advice, financial, etc.?
6. What do you see as the main barriers for youth to get jobs identified in the agricultural sectors? Other sectors?

Date: _____

Country: _____

Region: _____

District: _____

Focus Group #: _____

Team: _____

2.4. Employer survey

Employers' Survey Questionnaire

Background

Save the Children is starting a new five-year Youth Earning by Learning program (YEL) aimed at improving the lives of over 40,000 vulnerable youth in five African countries: Burkina Faso, Egypt, Ethiopia, Malawi and Uganda.

Dalberg has been recruited to perform a multi country market assessment through employment analysis and value chain assessments in each country. The objective of the studies will be to identify needs and opportunities for youth employment and enterprise development in high potential agricultural value chains.

This document is the employers' survey questionnaire. It is to be filled through face to face interviews. The survey contains three sections:

- Part 1 – General profile
- Part 2 – Employment perspectives and required skillsets
- Part 3 – Other assets and soft skills sought by employers
- Part 4 – Interest in partnering with YEL

Date of interview:

Interviewer:

Country:

Where is your headquarter based?

Do you have other locations within the Country? If so where?

Part 1 – General profile

1. Name of the interviewee:
2. Phone number: _____
3. Position within the enterprise:
4. Number of employees:
5. Profile of the workforce
- 6.

Category	2011	2012
Number of full-time salaried employees		
Number of part-time salaried employees		
Number of apprentices and interns		
Number of employees aged between 14 - 18		
Number of male employees		
Number of female employees		
Number of your workforce coming from Gidan/Gubalafto/Habru/Raya Kobo (estimates)	Gidan:	Gidan:
	Gubalafto:	Gubalaftoo:
	Habru:	Habru:
	Roya Kobo:	Roya Kobo:

7. Main business activities: Please check all applicable options

<i>Agro dealing (commodities and inputs)</i>	<i>Commercial farms</i>	<i>Agricultural service providers</i>	<i>Processing</i>	<i>Other (please describe)</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Description of others:

8. Are you aware of any national provisions on child labor?

Yes No

9. If yes, how do you ensure compliance?

10. Do you have internal safety procedures for employees?

Yes

No

Part 2 – Employment perspectives and required skill sets

11. Does your company have entry level jobs (jobs not requiring prior professional experience, or less than six months of experience)?

Yes

No

12. If yes, please describe the types of available jobs for men

<i>Job names/titles</i>	<i>Description</i>
Job1: _____	
Job2: _____	
Job3: _____	
Job4: _____	
Job5: _____	
Job6: _____	

13. If yes, please describe the types of available jobs for women

<i>Job names/titles</i>	<i>Description</i>
Job1: _____	

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<i>Job names/titles</i>	<i>Description</i>
<i>Job2:</i> _____	
<i>Job3:</i> _____	
<i>Job4:</i> _____	
<i>Job5:</i> _____	
<i>Job6:</i> _____	

14. What is the minimum age for entry level jobs

<i>Job names/titles</i>	<i>Minimum age</i>
<i>Job1:</i> _____	
<i>Job2:</i> _____	
<i>Job3:</i> _____	
<i>Job4:</i> _____	
<i>Job5:</i> _____	
<i>Job6:</i> _____	

15. How many jobs do you typically fill per year?

Job names/titles	Number of jobs filled per year
Job1: _____	
Job2: _____	
Job3: _____	
Job4: _____	
Job5: _____	
Job6: _____	

16. How do you typically fill vacancies for these jobs?

- 1 - Recruiting through public advertisement
- 2 - Recruitment through recommendations
- 3 - Promotion from internships
- 4 - Other

Jobs	Methods (1 to 4)
Job1: _____	
Job2: _____	
Job3: _____	
Job4: _____	
Job5: _____	
Job 6: _____	

17. What is the minimum level of training/education required for these entry level jobs?

- 0 - None
- 1 - Primary not completed
- 2 - Primary Completed
- 3 - Secondary not completed
- 4 - Secondary completed

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- 5 - Vocational training not completed
- 6 - Vocational training completed
- 7 - University not completed
- 8 - University completed

Jobs	Minimum level (1 to 8)
Job1: _____	
Job2: _____	
Job3: _____	
Job4: _____	
Job5: _____	
Job 6: _____	

18. What qualifications do you require for each identified jobs?

Jobs	Required qualifications (degrees/higher degrees, certificates)
Job1: _____	
Job2: _____	
Job3: _____	
Job4: _____	
Job5: _____	
Job 6: _____	

19. What are language requirements for the different jobs? – Rating scale from 1 to 4

- 0 - No competence
- 1 - Basic (example, the respondent can just read names and speak words)
- 2 - Average (Can express oneself but not fluently)
- 3 - Good (good level, can for instance write letters and express ideas clearly in the language)
- 4 - Excellent (very fluent, can work professionally in the language)

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<i>Indicate here jobs names requiring competence in a language</i>	<i>Languages</i>	<i>Speak fluently?</i>	<i>Read?</i>	<i>Write?</i>
Job1: _____	English			
Job2: _____				
Job3: _____				
Job4: _____				
Job5: _____				
Job 6: _____				
Job1: _____	Amharic			
Job2: _____				
Job3: _____				
Job4: _____				
Job5: _____				
Job 6: _____				
Job1: _____	Other local languages? Please specify			
Job2: _____				
Job3: _____				
Job4: _____				
Job5: _____				
Job 6: _____				
Job1: _____	Other2			
Job2: _____				
Job3: _____				
Job4: _____				
Job5: _____				
Job 6: _____				

20. What is your hiring perspective for the next five years?

- 1 - No hiring plans
- 2 – Few jobs will be filled
- 3 – Good hiring perspectives
- 4 – Strong perspectives (ex. High growth situation)

Rating (1 to 4)

21. How many entry level jobs/recruitment do you anticipate in the next five years?

Jobs/Job titles	Projected number in the next five years	Locations
Job1: _____		

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Job2: _____		
Job3: _____		
Job4: _____		
Job5: _____		
Job 6: _____		

22. Do you have any gender quota of preference for projected jobs?

Yes

No

23. If yes please explain the reasons

24. What is your average monthly salary for entry level jobs in Birr?

1 - 0 – 350

2 - 350 – 700

3 - 700 – 1,050

4 – 1,050 – 1,400

5 – 1,400 – 1,750

6 – 1,750 – 2,100

7 - Above 2,100 (please specify)

Jobs	Monthly salary range (put the number corresponding to the range, from 1 to 7)
Job1: _____	
Job2: _____	
Job3: _____	
Job4: _____	
Job5: _____	
Job 6: _____	

Part 3 – Other assets and soft skills sought by employers

25. When you are considering hiring a young person for a job, how important is each of the following skills or abilities they may have in your hiring decision?

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- 1 - Not Important
- 2 - Somewhat Important
- 3 - Very Important
- 4 – Critical

Abilities	Rating
<i>Honesty</i>	
<i>Responsibility</i>	
<i>Being able to work independently without much supervision</i>	
<i>Oral communication skills</i>	
<i>Planning and decision-making</i>	
<i>Getting along respectfully with people of differing cultural backgrounds</i>	
<i>Resolving conflicts in a peaceful way</i>	
<i>Being able to work as a member of a team</i>	
<i>Having a caring and helpful attitude</i>	
<i>Written communication skills</i>	
<i>Wanting to do excellent work and achieve success</i>	
<i>Working hard and being engaged in the work</i>	
<i>Math skills</i>	

26. Now, considering the job applicants between ages 14-18 you've had over the past year, how do you rate their level of each of the following skills or abilities?

- 1 - Poor
- 2 - Average
- 3 - Good
- 4 - Excellent

Abilities	Rating
<i>Honesty</i>	
<i>Responsibility</i>	
<i>Being able to work independently without much supervision</i>	
<i>Oral communication skills</i>	
<i>Planning and decision-making</i>	
<i>Getting along respectfully with people of differing cultural backgrounds</i>	
<i>Resolving conflicts in a peaceful way</i>	
<i>Being able to work as a member of a team</i>	

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Abilities	Rating
<i>Having a caring and helpful attitude</i>	
<i>Written communication skills</i>	
<i>Wanting to do excellent work and achieve success</i>	
<i>Working hard and being engaged in the work</i>	
<i>Math skills</i>	

27. What do you consider as the greatest contributions young employees bring to the company?

Please list and describe :

28. What do you consider to be the greatest constraints in working with young employees?

Please list and describe :

Part 4 – Interest in partnering with YEL

29. Would your enterprise be interested in working with Save the Children on youth employment initiatives?

Yes

No

30. If yes, what potential support/contributions can your enterprise offer? (check all possible contributions)

Internships/apprenticeships	<input type="checkbox"/>
Job opportunities	<input type="checkbox"/>
Learning visits (open your facilities for ad hoc visits by young students)	<input type="checkbox"/>
Scholarships	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>

31. Which support would you expect from a development partner/parent of guardian?

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Identification and selection of beneficiaries	<input type="checkbox"/>
Financial support (example, the program pays for apprentices' stipends)	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>

Appendix 4: Job categorization

Job type categorization

JOB CATEGORIES	DETAIL OF THE JOB CATEGORIES
Management	Manager
	Supervisor
Finance	Finance staff
	Accountant
	Casher
Sales & marketing	Sales Manager
	Sale staff
Offices support	Secretary
	Purchaser
	Record officer
	Human resources staff
	Time keeper
	Photocopy officer
	Driver
	Guard
	Waiter
	Handling staff
	Store staff
Stock breeding	Shepherd
	Stock Feeder
	Animal science expert
	Cow milker
	Ox fattening staff
Chicken breeding	Egg collector
	Chicken feeder
	Poultry medical staff
Apiculture/Beekeeping	Apiculture staff
Retail	Baker
	Injera Baker
	Bread Baker
	Bread distributor
	Flour receiver
Cereal & grain processing	Grinder person
	Cereal balancer
Agriculture / farm staff	Daily laborer
	Farm manager
	Tractor driver
	Agricultural expert
	Irrigation Expert
	Irrigation staff
	Anti-insect expert
Harvester	

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JOB CATEGORIES	DETAIL OF THE JOB CATEGORIES
	Horticulturalist
Technician	Electrician
	Mechanic staff
Cleaning	Janitor
	Quality staff
Animal processing	Tannery staff
	Meat cutter
Pig breeding	Pig breeder
	Pig feeder
	Pig keeper
	Animal science expert

Detailed characteristics of the entry level job (Minimum age and minimum diploma required)

	Minimum Diploma	Minimum Age
Management		
Manager	Vocational training completed	23
Supervisor	University degree completed	19
Finance		
Finance staff	Vocational training completed	20
Accountant	None	18
Casher	None	18
Sales and Marketing		
Sales Manager	Vocational training completed	25
Sales	None	17
Office Support		
Secretary	Vocational training completed	18
Purchaser	Vocational training completed	23
Record officer	Vocational training completed	18
Human resources staff	University degree completed	40
Time keeper	Primary completed	19
Photocopy officer	Data unavailable	18
Driver	None	18
Guard	None	18
Waiter	None	18
Handling staff	None	18
Store staff	Data unavailable	Data unavailable
Stock breeding		
Shepherd	None	12
Stock feeder	None	18
Animal Science expert	University degree completed	18
Cow milker	Vocational training completed	22
Ox fattening staff	Data unavailable	Data unavailable
Technician		
Electrician	Vocational training completed	18
Mechanic staff	Data unavailable	Data unavailable

	Minimum Diploma	Minimum Age
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Chicken Breeding		
Egg collector	Data unavailable	Data unavailable
Chicken feeder	None	14
Supervisor	Data unavailable	Data unavailable
Pig breeding		
Pig breeder	University degree completed	15
Pig feeder	Data unavailable	Data unavailable
Animal science expert	University degree completed	18
Apiculture		
Apiculture staff	Data unavailable	Data unavailable
Animal processing		
Tannery staff	Primary completed	18
Meat cutter	None	25
Retail		
Baker	None	18
Injera baker	Data unavailable	Data unavailable
Bread distributor	None	18
Flour/powder receiver	None	18
Cereal and grain processing		
Grinder person	None	18
Cereal Balancer	Primary School Completed	18
Agriculture production (Farming)		
Daily Laborer	None	18
Farm Manager	Data unavailable	Data unavailable
Tractor Driver	Vocational Training completed	25
Agriculture expert	Vocational training completed	18
Irrigation expert	None	20
Irrigation staff	None	18
Anti-insect expert	Data unavailable	Data unavailable
Harvester	None	14
Horticulturalist	Data unavailable	Data unavailable
Sanitation		
Janitor	None	14
Quality staff	University degree completed	45

Appendix 5: Stakeholder list

GOVERNMENT / TVETs			
Organization	Location	Contact Name (First, Last)	Contact title
Zone Labor Association	North Wollo Zone	ZamuSaid Asfaw	Labor Expert
Guba Lafto Agricultural & Rural Development Office	Gubalafto	Wubetu Aragaw	Agricultural extension expert
Guba Lafto Woreda Cooperative Promotion Office	Gubalafto	Tafere Haileselasie Getaas Asmare Yaregal Abeje	Marketing Analyst Audit and Loan Coordinator Cooperative and Loan Coordinator.
Gubalafto Woreda Small and Micro Enterprise (SME)	Gubalafto	Ambachew Abebe	SME Coordinator

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GOVERNMENT / TVETs			
Organization	Location	Contact Name (First, Last)	Contact title
Amhara Saving and Credit institution (ACSI) North Wollo branch	North Wollo Zone	Ato Eshetu	Office Head
Woldia Polytechnic College	North Wollo Zone	Derebe Ayalew Sulaymane Yefa	Vice Dean of Academics & Research Vice Dean for Technology Transfer and Industry Extension Services
Habru Woreda Women, Children & Youth Office	Habru	Amelework Abate	Deputy Head
Habru Woreda Education office	Habru	Sisay Abate	Office Head
Sirinka agricultural Research college	Habru	Asmare	Acting director of the center
North Wollo Zone Women, Children and Youth Affairs Dept.	North Wollo Zone	Kassa Karabe Brhanu Ayalew Genzeb Melose	Planning Expert Gender Expert Child Expert
North Wollo Zone Finance and Economic Development Department	North Wollo Zone	Betru Seyoum Berihun Demewez	External Resource M&E Officer Population Affairs

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GOVERNMENT / TVETs			
Organization	Location	Contact Name (First, Last)	Contact title
North Wollo Zone Trade & Transport Department - Market Linkages Section	North Wollo Zone	Mengesha Takele Zebiba Seid Rahmet Ali	Linkage Expert Market Linkage Expert Promotion Officer
North Wollo Zone Small & Micro Enterprise Office	North Wollo Zone	Berhun Yimer	Head of Dept.
Raya Kobo Agriculture Office	Raya Kobo	Tilahun Adare	Vice Woreda Administrator Head of Office
Raya Kobo Agriculture Office - Food Security Department	Raya Kobo	Iyasu Hailu	Safety Net Program Coordinator
Raya Kobo Woreda Small & micro Enterprise Development Office	Raya Kobo	Birhan Dessale	Head of Office
Raya Kobo Woreda Women, Children and Youth Affairs	Raya Kobo	Atala Ayalew	Head of Office

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GOVERNMENT / TVETs			
Organization	Location	Contact Name (First, Last)	Contact title
North Wollo Zone Agricultural Development Department	Raya Kobo	Kelemwork Asres Rguale Woldestsadik	Acting Head of Extension Communications Expert and Household Asset Building Focal Person
North Wollo Zone Agricultural Development Department - Natural Resource Section	North Wollo Zone	Charnet Demake	Natural Resource Mgt Process Coordinator
North Wollo Zone Environmental Protection, Land administration and Use Department	North Wollo Zone	Melaku Erikihun	Environmental Protection Core Process Head
Geshobar Kebeles Farmer Training Center	North Wollo Zone	Henrik Belay Nigatu Semew Giday Birihun Bililign Teshale	Irrigation Expert Natural Resource Expert Plant Expert Animal Science
Ministry of Education - Federal TVET Agency	Addis Ababa	Hailermizhael Kassa	Former Director

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GOVERNMENT / TVETs			
Organization	Location	Contact Name (First, Last)	Contact title
Ministry of Capacity Building - Engineering Capacity Building Program	Addis Ababa	Ato Nigussie	Agro processing Team Lead
Ministry of Agriculture - Agriculture Extension Directorate	Addis Ababa	Berhanu Gezahagn	Extension Expert
Federal Micro and Small Development Agency	Addis Ababa	Assefa Ferede Demeke Fechane	Director Public Relations Information Expert
Raya Kobo Cooperative Office	Raya Kobo	Fisha Mekonnen	Office Head
Gidan Woreda Finance and Local Economy Office	Gidan	Mulugeta Tesfaye	Office Head
Gidan Woreda Women, Children and Youth Office	Gidan	Etaferahu Zegeye	Office head
Small and Micro Enterprise Development Office	Gidan	Genet Mulugata	Office Head
Gidan Cooperative Office	Gidan	Sisye Aligaze	Office Head

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GOVERNMENT / TVETs			
Organization	Location	Contact Name (First, Last)	Contact title
Gidan Agricultural Development Office	Gidan	Getahun Aderaw	Office Head
Gidan Education Office	Gidan	Kibrom Glselasie	Planning and Monitoring Expert
Mersa Agricultural Technical and Vocational College	Habru	Mulugeta Guangul	Dean of the College
Amhara Regional Agricultural Research Institute	Habru	Asmare Wubet Wondmagn Bekele Solomon Tirunek Taimarat Ts fay	Research Coordinator and Acting Center Director; Livestock Research Directorate Coordinator; Agricultural Economics Research Directorate - Agricultural Economic Research; Crop Research Directorate - Pulse Researcher

DEVELOPMENT PARTNERS / DONORS			
Organization	Location	Contact Name (First, Last)	Contact title
Sirinka Youth and Sport Association	Habru	Kedir Murye	President
Africa Network for Prevention and Protection of Child Maltreatment and Neglect (ANPPCAN)	Gubalafto	Solomon Dadi	Asst. Coordinator
UNFAO Project Office Woldia	Gubalafto	Shambel Teshome Getachew Aragie	Marketing Officer National Project Coordinator

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DEVELOPMENT PARTNERS / DONORS			
Organization	Location	Contact Name (First, Last)	Contact title
DVV International (German Adult Education)	Addis Ababa	Eshetu Abat	Abat Education Expert
World Vision ADP	Habru	N/A	N/A

Financial institutions			
Organization	Location	Contact Name (First, Last)	Contact title
Amhara Saving and Credit institution (ACSI) North Wollo branch	North Wollo Zone	Ato Eshetu	Office Head
Commercial Bank of Ethiopia Woldia Branch	Gubalafto	Dagim Woldie	Assistant Manager
Dashen Bank - Woldia Area	Gubalafto	Destaw Tesfaye	Assistant Manager
Construction and Business Bank	Gubalafto	Sisay Tesfa	Branch Manager

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Financial institutions			
Organization	Location	Contact Name (First, Last)	Contact title
Amhara Credit and Savings Association (ACSI) Gidan Branch	Gidan	Yohanse Abegaze	Manager

Appendix 6: Pictures from the field

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