

**Save the Children International, Ethiopia**

**Study on the State of Unsafe Migration in Ethiopia and the Contribution of  
Youth Development Projects to Mitigate the Problem**

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## **Executive Summary**

One can confidently say that the two most pressing issues Ethiopia must (was to) address are employment of the youth and democracy. In supporting the first of this critical agenda, Save the Children, funded by USAID, has been implementing a five year (2015-2019) USAID's Building the Potential of Youth Activity (POTENTIAL), together with four local NGO partners, that aims to reach 34,537 youth aged 15-29 from 30 rural woredas in six regions. The goal of the project is to build the economic potential of unemployed and underemployed urban and rural youth by helping them attain relevant skills, knowledge, and social capital that lead to increased income and economic self-sufficiency. This study/research, therefore, tries to contribute to a better understanding of the relation between transferable soft skill trainings, youth employment and their relations with unsafe migration.

### ***Objectives***

The study is primarily intended to provide basic data and recommendations the following objectives.

- ❖ To learn and understand the type and magnitude of primary and secondary migration incidence on the studies area.
- ❖ To identify different strategic intervention approaches and methods applied by POTENTIAL Activity to improve youth livelihood.
- ❖ To find out how much of the potentially migrant youth are addressed by different designed development programs including POTENTIAL project.
- ❖ To find out the impact of POTENTIAL's intervention to bring change on attitudes, behaviors, skills and sustainable income and stability of the youth community group.
- ❖ To assess the challenges faced by different development programs including POTENTIAL due to youth migration/trafficking in the course of program implementation

### **Method**

A mix of quantitative and qualitative research methods was used. The quantitative approach focused on collecting data from hundreds of respondents using standardized and non-standardized questionnaire, and the qualitative approach was used to explore the issue in

detail from the perspective of respondents having unique and meaningful experience using in-depth interview.

Close to 500 participants were taken from four regions (Amhara, Oromia, SNNP, & Somali) for the quantitative data, considering the region's size, and demographic characteristics of the respondents (e.g., sex, age, education, employment status). The number of participants for the qualitative study is 16 from four sectors of the society, youth POTENTIAL beneficiaries, government officials, community representatives, & business owners.

Four data collection tools were used in the study: Standardized Amharic Employment Assessment tool (AEAT), standardized attitude scale to migration, and questionnaire consisting of both close and open-ended items, and in-depth interview. The quality of the data was ensured using different methods including designing appropriate data collection procedures and psychometric analysis. .

### **Key findings**

- ❖ Data from interviewees and the responses of 370 (75%) respondents show that migration around the study areas is showing a decreasing tendency within the last four years and more so with the beneficiaries of Save the Children.
- ❖ Seventy percent of the respondents (342 out of 492) reported that they have not got training other than that of Save the Children's.
- ❖ Participants of the study reported that the trained they got from Save the Children helped them for social network and institutional (public or private business institutions) linkage.
- ❖ More than three-fourth of the respondents reported that youth trained through POTENTIAL are more likely to be employed, and their lives are improving.
- ❖ Nearly 85% of the respondents agreed that employment reduces the probability of unsafe migration. Related to this, respondents reported to have high level of employability skills (positive self-esteem, self-control, social skill, communication skill, problem solving skill and job searching skill) to which the contribution of Save the Children is given credit, though the skills are not uniform across regions.
- ❖ More than half of the respondents (55%) reported that they have family members or relatives that made migration, for mainly economic reasons, within Ethiopia.
- ❖ Less than fifty percent of the respondents (49%) reported that they have family members or relatives that migrated, for economic reason, outside of Ethiopia.

- ❖ Around forty percent of the respondents reported that their family members or relatives made a cross-border migration which is irregular or unsafe.
- ❖ When they were asked for their own experience of migration, it is only less than one-fourth of the respondents that have considered making unsafe migration. They have also developed high level of unfavorable attitude towards unsafe migration though the level of attitude varies from region to region with Amhara being the least and SNNP the highest.
- ❖ Key informants from Amhara, Oromia and SNNP believe that that the rate of unsafe migration in their locality is low while others perceive that it is moderate (i.e. informants from Somalia). It is the local or internal migration that is believed to be high, not the unsafe and the international one. The youth internal migration in SNNP has almost become a norm that many youth are practicing it to particularly Hawassa and Addis Ababa.
- ❖ Other development programs (than Save the Children) working on the employability of the youth in the regions are local government and UNICEF. The government's activities are believed to be strengthened and need to get lesson from what Save the Children has been doing.
- ❖ In spite of the significant impact of the development programs/activities, particularly that of Save the Children, its coverage is believed to be inadequate. There is a strong need of its continuation and expansion to areas that have never been addressed by Save the Children.
- ❖ Positive attitude towards any engaging work and negative attitude towards unsafe migration, useful job-related skills and behaviors are believed to have been developed in the youth, in those areas Save the Children targets.
- ❖ Reported challenges related to the program are mainly lack of peaceful and conducive working environment, and inadequate link between the project and the government at the local administration. It is believed that lack of good governance is blocking the youth from applying the training they got from Save the Children by creating and developing their jobs.

## Conclusion

- Migration was found to exist in all regions with different forms (e.g. internal & cross-border) and different channels (e.g. safe & unsafe) though unsafe migration of both forms (internal migration due to conflict and cross-border) are in decreasing trend.
- The interventions implemented by POTENTIAL project were found to have impact on the attitude, behavior, skill, sustainable income and stability. However, the impact varies from one sex group to another, and from one region to another.
- The major intervention strategies used or applied by potential project were training on soft and hard job skills, linking to private/public institutions, promoting saving and improving livelihood mechanisms.
- Even if Save the Children has reached its target effectively, it was not able to reach the youth (who are near and far from the target areas of the project) in need of support to improve their employability and livelihood means.
- Instability/displacement, scarcity of resources and absence of good governance were the major challenges for the youth to develop at least their decent work in the area.
- Collaboration among the stakeholders, enhancing Good Governance, employing participatory approach, and promotion of saving were some of the strategies suggested by the stakeholders to improve livelihood and reduce unsafe migration among the youth.

## Recommendations

Under this section recommendations for awareness/education, intervention/practice, policy and research are presented based on the qualitative and quantitative findings of the study.

### Educational Recommendations

- Although there are achievements through development projects including POTENTIAL mainly internal migration is high among families and relatives of respondents. Even if unsafe or irregular migration is in decreasing trend, the problem is still there which calls for the need to still work on raising awareness of the public.
- Mismatch is observed in the perception of youth and local government officers related to the trend and pattern of migration where officers perceive highly reduced unsafe migration but youth thinking that the problem is still high. Again, local officers blame

poor attitude of youth as major cause of migration but youth strongly argue lack of employment as major reason. This requires perspective taking meetings between the two groups through collaborative discussion and awareness raising workshops.

- As a unique soft skill-based-intervention (attitude change, employability skill, use of time, respect for job, reduction of substance abuse, reduction of reliance on government created jobs) SAVE's POTENTIAL project is found to have immense impact that has to be shared with several stakeholders as best experience.

### **Intervention/Practice Recommendations**

- As POTENTIAL is found to be effective in bringing desired changes in attitude towards migration, employability skill, enhancing work attitude and consequently reducing unsafe migration specific mechanisms of scaling it up and working for ownership of it by the community and local administration is vital. This is justified when participants expressed that POTENTIAL'S reach is limited compared to the huge youth population we have.
- Gender difference is noticed in terms of employability skill particularly in job searching in favor of males. So, focus has to be given to female youth to enhance their job creation and searching skills.
- Age difference is noticed in both employability skills and attitude towards migration in favor of older youth. So, projects have to focus in supporting younger youth. This is justifiable as younger youth are more ambitious to take unnecessary risk.
- As education level increases there is better employability skills which entails the need to give more support to those with lower level of education. This is a matter of justice to reach the less empowered group compared to the relatively better of (educated group). Somali region is doing better in this regard.

### **Policy Recommendation**

- The qualitative findings revealed that males use irregular channel more than females do, and more males migrate internally and more females migrate abroad compared to males. This is largely because the regular channel is less open for males. Our perception of regular migration is meant for domestic workers. This has to change and government has to work in promoting regular migration for both sexes and migrant work in different types of skills.

**Research Recommendation**

- Negative attitude to jobs in Ethiopia and positive attitude to outmigration is raised by local government key informants. This requires research as youth may not be negative to jobs in Ethiopia; rather it may be to the level of the income and quality of the job.

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## 1. Introduction

### 1.1. Context

Ethiopia is described as the country of the youth. It is estimated that close to three million youth reach the age of employment every year but the actual market in Ethiopia is currently absorbing only one million per year. This huge gap accompanied by several factors including conflict, urbanization, globalization, change in family dynamics and expectations, peer pressure, expansion of education without the required quality and other challenges have made youth uncertain. With this uncertainty youth engage in various ant-social behaviors. Unless this is addressed on time it will be catastrophic both for the youth themselves in particular and for the nation itself in general. The recent engagement of youth in different regions in informal ethnic groupings is attributed partly to their dissatisfaction related to unemployment and thus youth's reactions to the Status-quo. In view of this the Ethiopian government has engaged in various efforts including allocation of revolving fund for youth, targeting youth employment in both GTP I and GTP II.

In supporting Ethiopia's ambitious socioeconomic agenda (e.g., GTP I and GTP II), Save the Children, funded by USAID, is implementing a five year (2015-2019) USAID's Building the Potential of Youth Activity (POTENTIAL) project together with four local NGO partners. The project aims to reach 34,570 youth aged between 15-29 from 30 rural woredas in six regions. The goal of the project is to build the economic potential of unemployed and underemployed urban and rural youth by helping them attain relevant skills, knowledge, and social capital that lead to increased income and economic self-sufficiency. POTENTIAL builds the capacity of youth through five distinct training methodologies that emphasize employability and life skills, financial literacy, and micro-entrepreneurship. Youth and communities also support 'Youth Economic Strengthening services, which are a cost-effective and participatory approach that link youth to private sector opportunities and other services including additional education. Through the combination of YES services and youth capacity building, POTENTIAL effectively networks youth, communities, the private sector, and public institutions to promote improved economic opportunity

Targeted to reach 34,537 unemployed or underemployed rural youth in the 15–29 age group, POTENTIAL's Activities focus on the most vulnerable sections of the society, particularly women, and those transitioning out of pastoralism. Currently, POTENTIAL operates in 30 woredas of Afar, Amhara, Oromia, SNNP, Somali and Tigray region. It is achieving its objectives by:

- Ensuring that training and service providers consider the market relevance and target curricula and programs for meeting the skills needs of youth participants
- Offering tailored technical and life skills training to youth to create more viable livelihood prospects
- Expanding approaches and offerings in work-based learning (WBL), including employer visits, organized job shadowing, short-term employment, and internships/WBL opportunities, that will lead to workforce-ready and employable youth with practical experience
- Building Youth Service Provider Networks and providing a cost-effective approach to enhance support service access for remote communities and disadvantaged groups

## **1.2. Rationale of the Study**

Increasingly, donors and development partners place the assumed relation between youth empowerment and employment, and mitigating unsafe migration central in all youth development programs. The question remains if such a direct link be claimed or to what extent it can be attributed to programs working on youth workforce development. Data and evidence specifically related to migration of rural youth in Ethiopia and its determinants is scarce. Literature is mainly concentrated on international migration and formal employment in urban areas. And even though some studies give insight into the relation between formal higher education and migration, the relation between other forms of soft skill building and its effects on migration is limited. Furthermore, the contribution of the existing youth workforce development programs to mitigate problems associated to unsafe migration is not sufficiently studied. This study therefore tries to contribute to a better understanding of the relation between, transferable soft skill trainings, youth employment and their correlation with unsafe migration.

## **1.3. Objective of the Study**

### ***1.3.1. General Objective***

The general objective of the study was to assess the prevalence and magnitude of youth irregular/unsafe migration and the factors associated with it with a special emphasis to the contribution of development programs including USAID's Building the Potential of youth project to minimize the problem. This case study will be carried out in selected intervention woredas of POTENTIAL involving the beneficiary youths and other stakeholders. The study

used both qualitative and quantitative approach to collect information following a concurrent mixed method where both type of data are collected simultaneously.

### *1.3.2. Specific Objectives*

The study is primarily intended to provide basic data and recommendations related to the following specific objectives

1. To learn and understand the type and magnitude of primary and secondary migration incidence on the studies area.
2. To identify different strategic intervention approaches and methods applied by POTENTIAL Activity to improve youth livelihood.
3. To find out how much of the potentially migrant youth are addressed by different designed development programs including POTENTIAL project.
4. To find out the impact of POTENTIAL's intervention to bring change on attitudes, behaviors, skills and sustainable income and stability of the youth community groups.
5. To assess the challenges faced by different development programs including POTENTIAL due to youth migration/trafficking in the course of program implementation

## 2. Conceptualization of Migration

Migration is the movement of people from one place to another within a country, or from one country to another which could be prompted by the need for work, a better life, fear of persecution, the horrors of war or disaster, or just because they want to live somewhere else. While some are permanent migrants, others are temporary; some are regular migrants, while others are irregular or undocumented where their status is not recognized by the host country.

There are different forms of migration. The first is primary versus secondary, where the primary relates to moving from a source to a destination and the secondary migration refers to a movement from the first destination country to another destination country. The second is voluntary versus involuntary migration. Voluntary migration is marked by a movement one does in search of better opportunities like education, employment, recreation, sports...etc, whereas the involuntary one is related to being forced to leave one's place of residence owing to drought, conflict, political persecution, family violence...etc. The third is internal versus external. The former is movement within the boundary of one's country and the latter is movement out of one's country of origin. Other forms or variants are IDPS and Refugees. IDPs refers to the situation where people are forced to leave their area of origin but move to another place in the same country where as refugees is a condition whereby people seek for temporary shelter or asylum in a different country until their origin country or place gets calm or better off to resettle back.

Migration is so dynamic. In-fact it is considered as one of the game changers in the political demographic, economic and social status of nations. The Global Commission on International Migration (2005:1) described migration as a complex human mobility and a world interconnecting force. Birchall (2016:3) wrote that migration is replacing fertility and mortality as the leading cause of demographic change. Migration has now become a global game changer from economy to politics, from social to demographic situations.

IOM (2014) reported that there are close to one billion migrants globally (740 million internal and 244 million international ones). When we come to Ethiopia, the trend of migration from 2008/09 to 2012/13 increased five times (from 21,268 to 109,947) (MOLSA, 2013 in Abebaw & Thomas, 2013). In another study by Sosina & Holden (2014) made at the southern part of Ethiopia, out of 653 migrants almost 96% of them made local migration with Addis taking 10% of it.

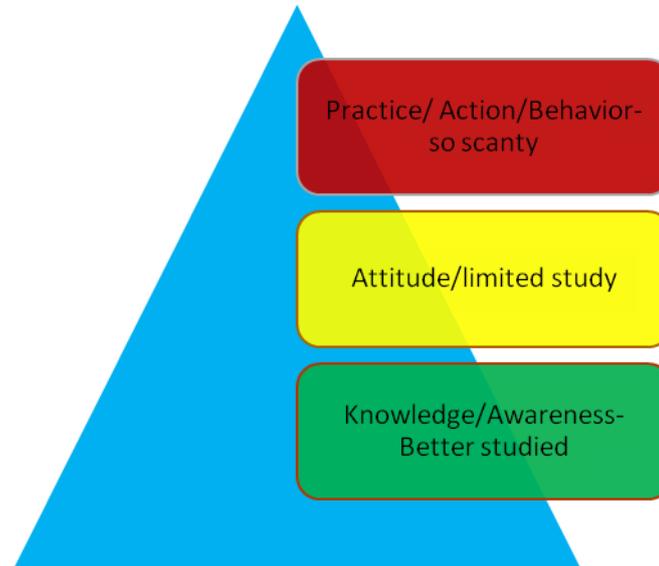
Related to this, we may have so many questions like is this estimate close to reality? How is this estimate done? Who is doing this estimate? These questions are important because they have implications on our actions. But one point seems clear that is there is huge mobility. Cross border migration rose from 78 million in 1990 to 244 million in 2015 (GMDAC, 2015:1). UNDP (2009 cited in Endalew, 2014:111) noted that every year more than five million people cross international borders to live in developed countries.

Ethiopia is not an exception. Ethiopia is a source country for migration, smuggling and trafficking (US State Department Trafficking in Persons Report, 2018). Many nations have policies, legislations and proclamations related to immigration, emigration, smuggling, trafficking and other issues related to migration. This dynamism of migration has led to the development of various theories like the classical theory of push and pull forces, the economic theory of demand versus supply, and the sociological conception which is systems theory (Bariagaber, 2014). Another captivating theory which emerged in the early 1990s is the New Economics of Labour Migration which articulates that family considers migration as one means of income diversification where each family member engages in diverse means like farming, trade, civil servant and migrant worker. So, family a unit or whole decides who has to migrate, why, how where and how that migration has to be facilitated and financed (Stark 1991 as cited Bariagaber, 2014).

Migrants may make all the arrangements of their migration themselves or with the assistance of others, including personal contacts, employment agencies, recruitment firms, state representatives such as embassies and consulates, and migrant organizations such as the International Organization for Migration (Abebaw, 2012; Sinha, 2005). Migration is not bad or good by itself. The UN migration agency IOM considers migration as one development agenda contributing to sending and host countries, communities, families and individual migrants. Migration is a source of huge remittance, skill transfer, cultural exchange, job creation, means of satisfying labour demand, and enhancing fair distribution of wealth and resources. But when it is not well managed it leads to trafficking and smuggling which have significant economic, health, social and psychological toll on migrants, their families, and the general public in the source, transit and destination countries (Abebaw & Thomas, 2013). Even though migrants may be conscious about the potential risk of unsafe migration, they may be forced to choose taking the risk of unsafe migration compared to living with poverty, unemployment, and lack of hope in their home place (Abebaw, 2013).

So, to lessen the intention of unsafe migration among youth practical interventions like POTENTIAL are vital. ILO's (2016) study revealed that behavior change among youth is

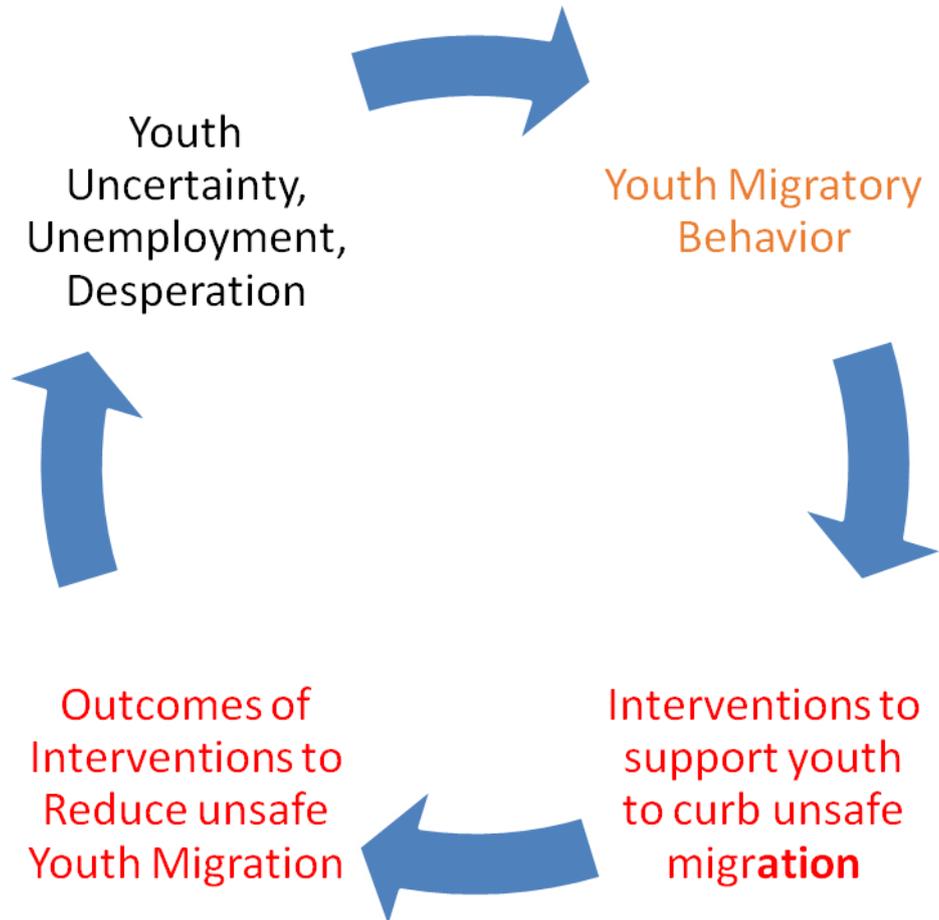
possible if they secured a decent job. This study revealed that several years of anti-smuggling and ant-trafficking interventions brought significant change in knowledge about the risks of migration, some change in attitude but very limited change in practice as demonstrated by the following figure.



*Figure 1: Pyramid of Change in Knowledge, Attitude and Practice Related to Migration*

Youth ask the most practical question of “where are the jobs”. So, intervention like POTENTIAL that offers various skills like employability skills, communication skills, life skills, problem solving skills that aimed to change the attitude, skill and migratory behavior (practice) of youth has to be evaluated in terms of the outcome it produced. Accordingly, the current study can be conceptualized as a nexus among youth un(employment), migration and interventions as indicated figure below.

Figure 2: Nexus between Youth Employment, Migration and Interventions ( Drawn by the Consultants)



### **3. Methodology**

#### **3.1 Design and Methods of the Study**

It is recalled that this study aims at investigating the state of unsafe migration in Ethiopia with a focus on the contribution of youth development projects (particularly POTENTIAL) to Mitigate the Problem. This requires soliciting both quantitative and qualitative data collection mechanisms to address the objectives. For example, objective one which focus on understanding the magnitude and incidence of migration will be better addressed using a quantitative approach. Objective three, which aims to find out how much potential youth are addressed by development projects including POTENTIAL is more amenable for a quantitative investigation. Similarly, part of objective three which aims in capturing attitude changes as a result of interventions is better addressed using attitude measures which are quantitative. On the other hand, objectives two and five on strategies and challenges of the interventions can be better answered using a qualitative approach. As the study has to be done in a relatively shorter frame of time a cross sectional study is used. For ease of time the mixed method is concurrent than sequential. The latter requires conducting the study using one of the approaches first and then complementing or supplementing or expanding or confirming it with the other approach.

Through the quantitative approach we focused on collecting data from 495 youth respondents using standardized and non-standardized questionnaire. The qualitative method explored the issue in detail from the perspective of respondents having unique and meaningful experience using in-depth interview. The respondents for the qualitative study are four groups: youth, community representatives, successful private business, and public officials working on youth and labour related bureaus. To achieve the objectives of the current study the following resources and methods/procedures are applied.

#### **3.2 Areas and Participants of the Study**

The study considered a representative and random (to the extent possible) youth participants and it was limited to the total population of 30 woredas of Afar, Amhara, Oromia, SNNP, Somali and Tigray regions where the POTENTIAL project operates. The population of the POTENTIAL target areas this study covered is presented below.

Table 1: POTENTIAL Target Areas (source: SC)

<b>Region</b>	<b>Pastoral/Agro-Pastoral Woreda</b>	<b>Productive/Agricultural Woreda</b>
Afar	Assaita, Dubti, Chifra	
Amhara		Bahir Dar Zuria; Dera; Debub Achefer; Semen Achefer; Jawi; Dangila
Oromia	Yabello; Dire	Sinana; Agarfa; Limu Bilbilo; Kofele; Liben Chiquala; Ada'a; Welmera
SNNP		Endegagn; Mierab Azernet Berbere; Yem; Loma; Hawassa Zuria
Somali	Jigijiga; Babile; Gode; Kelafo	
Tigray		Endamohoni; Raya Alamata; Ofla
<b>Total number of Woredas</b>	9	21

Taking the above six regions, 30 woredas and its ecological condition (pastoral, agro-pastoral & agricultural), the following sample was taken.

Table 2. Population, sample and justification

	<b>Population</b>	<b>Sample</b>	<b>Remark</b>
Region	Afar; Amhara; Oromia; SNNP; Somali; Tigray	Amhara; Oromia; SNNP & Somalia	Population size and proximity to migration-destination areas are taken as basis for sampling of regions.
Woreda	<p><b>Amhara</b> (Bahir Dar Zuria; Dera; Debub Achefer; Semen Achefer; Jawi &amp; Dangila)</p> <p><b>Oromia</b> (Sinana; Agarfa; Limu Bilbilo; Kofele; Liben Chiquala; Ada'a; Welmera; Yabello; &amp; Dire)</p> <p><b>SNNP</b> (Endegagn; Mierab Azernet Berbere; Yem; Loma; Hawassa Zuria)</p> <p><b>Somali</b> (Jigjiga; Babile; Gode; Kelafo)</p>	<p><b>Amhara</b> (Dera &amp; Dangila)</p> <p><b>Oromia</b> (Liben Chiquala &amp; Welmera;)</p> <p><b>SNNP</b> (Endegagn; Mierab Azernet Berbere)</p> <p><b>Somali</b> (Jigjiga)</p>	Basis for Woreda selection is cost, time, & and role to primary and secondary migration
Kebele	200 Kebeles of all the 30 Woredas	21 Kebeles (three from each of the seven Woredas)	
Respondents	About 30, 000	$490 = 2 \text{ (sex)} \times 7 \text{ (Woredas)} \times 35 \text{ participants}$	Cost and minimum* sample size for quantitative data analysis

\*Even if sample size of 30 is taken as minimum (e.g., Hays, 1994) for samples of relatively same demographic characteristic, the reason taking a sample size of 35 in each category is that as much as 15% of the data may not be usable data (due to missing, illogical responses, etc).

Table 3: Participants of Quantitative Study in Terms of Demographic Characteristics

Dimension	Categories	Frequency	Percent
Region	Somali	74	14.9
	Oromia	140	28.3
	SNNP	141	28.5
	Amhara	140	28.3
	Total	495	100.0
Sex	Female	226	45.8
	Male	267	54.2
	Total	493	100.0
Age	15-19	89	18.1
	20-24	262	53.3
	25-29	129	26.2
	Above 29	12	2.4
	Total	492	100.0
Marital Status	Married	196	40.9
	Unmarried	271	56.6
	Other	12	2.5
	Total	479	100.0
Educational Status	Illiterate	40	8.1
	Primary education	195	39.7
	Secondary education	152	31.0
	TVET/College education	71	14.5
	Degree	33	6.7
	Total	491	100.0
Employment Status	Employed	162	32.8
	Underemployed	184	37.2
	Not employed	148	30.0
	Total	494	100.0
Employer	Government	19	5.7
	Private	41	12.3
	Self-employed	272	81.9
	Total	332	100.0

A sample size of maximum of 495 (which is more than the planned sample size by five due to consideration of extra sample size in order to compensate unusable data) participants were used for the study.

**Participants in the qualitative study:** The above sampling addresses mainly the youth POTENTIAL participants for quantitative part of the study. For the qualitative part of the

study, which is an in-depth interview, the participants of the study were grouped into four: youth, community leaders or representatives such as church/mosque leaders, successful private business owners in the Woreda, and government officials working with the youth. Sixteen in-depth interviews (four from each region consisting of one participant from each group) were carried out in this study. See the major points of interview in Tools of Data Collection section below.

These participants were identified on the basis of their reach and unique experiences in one or more of the areas: communication and other life skills, creating and developing business, knowledge and experience of migration. POTENTIAL's representative in the Woreda, youth facilitators/trainers and other stake holders were involved in identifying the right interviewees.

### **3.3 Tools of Data Collection**

Four data collection tools were used in the study. These are Standardized Amharic Employment Assessment tool (AEAT), standardized attitude scale on migration, questionnaire consisting of both close and open-ended items, and in-depth interview. These tools were first developed in English and translated to Amharic and Oromiffa.

**i. Standardized Amharic Employment Assessment Tool (AEAT)** (see it in Appendix I, Section III). This tool was adapted by Save the Children (from English to Amharic by one of the consultants in this study) in 2018. This tool is used to assess the level of the respondents on six employment soft skills (positive self-concept, self-control, social skill, communication skill, problem solving skill and job searching skill) that would help the youth to start job and be effective in their jobs. Participants rated their level of agreement in terms of five options ranging from Strongly Disagree to Strongly Agree. Examples of questions/statements to each of these skills are as follows:

- I feel valued and appreciated by others
- I'm able to complete assignments in time.
- I can understand and work with people of different backgrounds.
- I know how to express myself in proper ways.
- I collect, analyze, and organize information to find the best solution to a problem.
- I have the knowledge and skills needed to interview for jobs

The tool's reliability index was calculated before comparing across groups (including sexes, ages and regions) and assessment of the level of the characteristics. The reliability indices are presented as follows.

Table 4: Reliability coefficients (Cronbach  $\alpha$ ) of Employment Assessment Tool (N = 445 to 489)

Scale	Number of items	Cronbach $\alpha$
<b>Employment Assessment Tool</b>	<b>24</b>	<b>.90</b>
Positive Self-esteem	4	.56
Self-control	4	.67
Social skill	4	.67
Communication	4	.76
Problem solving	4	.72
Job searching skill	4	.81

The reliability of the data for the employability value in a sample of at least 445 respondents is .90 with reliabilities of the subscales varying from around .56 to .81 which are acceptable reliability coefficients.

**ii. Attitude scale:** In addition to the above employability tool, youth attitude towards migration was developed. Abebaw & Waganesh's (2015) scale was used as a basis for developing this attitude scale. More items and reversed items were included in this scale. From among ten items, six items were negatively stated (positive attitude towards migration) four were positively stated (negative attitude towards unsafe migration). Abebaw & Waganesh's (2015) scale was modified to fit the current sample and purpose of the study. For instance, the item "Life is predetermined, not affected whether you migrate or not" was modified by adding "risk" and was stated as "Life risk is predetermined, not affected whether you migrate or not". Another item modified was "I believe ETV's report on the problems of illegal migration is exaggerated" and changed to "I believe that media report on the problems of illegal migration is exaggerated".

Participants rated their level of agreement in terms of five options ranging from Strongly Disagree to Strongly Agree. Four of the items (the first two having positive direction and the next two negative direction) of this scale are presented below. See the full scale in Appendix I, Section IV.

- Life risk is predetermined, not affected whether you migrated or not.

- I think migrating out of Ethiopia is taken as source of pride in our community
- Ethiopian youth should work hard and change their life here than opting to make unsafe migration
- I object the decision Ethiopian youth make to migrate using irregular/unsafe channels

Once the scale was developed (using both the pilot and final sample of respondents), respondents' level and type of attitude towards migration were analyzed (compared and correlated) in relation to job creation, and personal and interpersonal skills with the aim of validating the instruments.

Table 5: Reliability coefficients (Cronbach  $\alpha$ ) of Attitude towards Unsafe Migration (N = 491 to 492)

Scale	Number of items	Cronbach $\alpha$
<b>Attitude towards migration</b>	<b>10</b>	<b>.70</b>
Attitude towards migration (Negative direction)	6	.79
Attitude towards migration (Positive direction)	4	.64

The reliability of attitude of respondents towards migration is .70 which is also good coefficient. Had all the items been in one direction like Employment Assessment Tool, the reliability coefficient could have been even higher. This could be justified by the fact that the reliability of the six items (.79) is more than that of the ten items. We wanted the mix of positive and negative statements to make participants fill the scale being curious and thus to reduce carelessness in completing the scale.

**Validity of standardized instruments:** Besides the above reliability of the tools, convergent validity (average intercorrelation of Employment Assessment subscales is 0.45,  $p < .01$ ) and discriminant validity (average of correlations of the Employment Assessment subscales with Attitude towards Migration scale is 0.12,  $p < .05$ ) of the data have shown that the data is valid and acceptable. See the detail in Appendix VI.

**iii. Questionnaire:** A questionnaire consisting of demographic (sex, age, educational status, marital status, employment status & employer) and migration-related items were developed to collect facts and experiences about thoughts and practices of migration in and around their lives. Sample of migration-related questions included in the questionnaire are describe below.

- Have you ever considered making migration irregularly to another country in search of employment?
- Do you think the youth trained through POTENTIAL are more likely to be employed than those who have not got the training?
- Do you have a person from your household/family that migrated to another country in search of employment?
- In the last four years (after POTENTIAL started the training) do you think migration in your area in general is increasing?

(See the details of the questionnaire in Appendix I, Section I & II).

**iv. In-depth interview:** As indicated above four groups of people (youth, community leaders, private business owners, & public officials) were in-depth interviewed by the research team members. All groups of interviewees were asked the root causes of migration (e.g., economic, social/cultural, personal), and methods of coping with challenges related to migration. Specifically they were asked on type and magnitude of primary and secondary migration incidence on the area, how much of the potentially migrant youth are addressed by different designed development programs including POTENTIAL project, challenges faced by different development programs including POTENTIAL due to youth migration/trafficking in the course of program implementation, and strategic intervention approaches and methods applied by POTENTIAL Activity to improve youth livelihood. See the questions common to all the groups of interviewees in Appendix II.

Issues specific to each interviewee are indicated as follows.

**Youth:** The basic approach here is to let the interviewee report her/his experience before, during and after migration, and reflect on what should be done by different stakeholders to address the issue.

**Community leaders:** Community leaders such as church, mosque, clan or social leaders were expected to understand and affect the values of the community and the youth. These people were interviewed on issues such as youth's and parent's belief of life and death, family conflict and unsafe migration.

**Private business owners:** Successful private business owners in the woreda were interviewed on the processes s/he has taken to reach that level. His or her entrepreneurship, communication, financial management skills and experiences are expected to be reflected.

**Government officials:** These people were expected to know the policies, strategies and programs of the government in job creation and mitigating unsafe migration. Knowledge of the officials on the government directions and the practices on the ground were dealt in the in-depth interview. Matters on primary and secondary migration incidence, challenges faced by different development programs in the woreda, and strategic intervention approaches and methods which are related to government policies were part of the interview questions. The in-depth interviews were mobile or audio recorded following the consent of the interviewees.

### **3.4 Data Collection Procedures**

**Data collectors:** Individuals with first degree and above who are familiar with the area and the issue (POTENTIAL target groups) were considered in consultation with SC staff. Attending and active participation in the training process (including the study purpose, data collection tool, and procedures of data collection) were another criterion for selection of data collectors.

#### **Pretest and Training of Data Collectors**

**Pretest:** Before the final data is collected the tools were tried on five respondents for quantitative data and one key informant for the qualitative data a week before the final data collection. It was aimed at checking the language clarity, the consistency of item responses of the same concept/variable, and the relevance of the issues to be studied.

The lead consultant and an assistant who is familiar with the values/cultures of the area went to one of the target areas in Oromia (Liben Chiqula woreda) and made a preliminary study on the issues of the study and the instrument to be used. Reading of the questions and reflections about them were made in Oromiffa.

In this part of the study, respondents were made to reflect on the magnitude, causes, consequences, and solutions of migration. Following this general assessment of the situation, the standardized questionnaire was given and read at the same time to them to complete. Respondents' reflection on the questions (including issues they think that need to be omitted which are irrelevant points and issues that need to be added were indicated and the time and procedures taken were noted to use them for the final study.

The study team made a discussion on the observation of the situation and responses of respondents on the standardized tools. Following the discussion, an improved version of the

tools (questionnaire and interview questions) were developed and precaution were made on how to collect data for the final study.

**Training of data collectors:** Following the revision of the instruments, training of data collectors (recruited by SC) on the final instrument and the procedures of collecting data were made in half day in SC head quarter office. The training made clear the study's objectives, the target regions and woredas, the study participants, and the procedures of data collection. Emphasis was given on how to collect data concerning values/attitudes of the youth towards migration which are difficult to observe directly.

In this face-to-face training, data collectors were given the tools and made to read and reflect on it. Once they were clear of the tools, they were given explanation on how to collect data including developing trust on how to secure genuine responses from respondents. They were trained on securing data quality before data collection (e.g., at the instrument level) and during/after data collection (e.g., reliability coefficient analysis). The data collectors were enabled to keep the reliability and validity of data to its standard.

Emphasis were made on taking due consideration in first getting the consent of the respondents, and then the respondents understanding of the questionnaire, and not to miss any of the questions. The underlying assumption in this study is that youth should be more comfortable and confident in giving specific and clear information about issues that matter in their lives.

Data collectors were made to consider that the administration of the questionnaire may take about one to two hours of the respondents' time.

**Supervisor:** All study team members served as supervisors in data collection and data management. These supervisors had intensive discussion before, during and after the data collection to ensure quality of the entire study including data collection. The quantitative data was collected by data collectors with the help of the Woreda SC coordinators and facilitators. The Woreda coordinators and facilitators were informed and made clear at the time of pilot study about the purpose of the study, participants of the study, and the procedures of the study.

Respondents were grouped in about 5 to 10 numbers and they were informed about the study. After the questionnaires were distributed to each respondent, the data collectors read each point for respondents and checked for correct responding. When one data collector was reading another was supervising and assisting each respondent in filling the questionnaire. Respondents who were unable to read and write were given assistance by the

data collectors individually. As scale type questions were not easily understood by respondents, due attention was given by data collectors in helping the respondents understand and respond according to their experience.

### 3.5 Data Analysis Method

The quantitative data collected using the above instruments were first correctly entered into SPSS software (version 20) by data entry experts, and then appropriate statistical analysis was made as described below.

Table 6: Variables, issues and analysis methods

Example of Variables	Variables to be correlated or Groups to be compared	Statistical test
Employability and life skills such as communication skill, problem solving skill	Regions; Sex; Age; Marital Status; Educational level; Employment status; Employer	One-way Independent measures ANOVA
Magnitude of migration	Status of the problems is assessed here without any correlation or comparison	Single sample t-test
Attitude towards Unsafe Migration	Regions; Sex; Age; Marital Status; Educational level; Employment status; Employer	One-way Independent measures ANOVA

**Analysis of qualitative data and its integration with quantitative data:** The researchers carefully listened the recorded in-depth interviewees again and again in order to extract major themes and concepts related to migration. Following the objectives and major questions in the in-depth interview salient themes and concepts were identified and described in detail by incorporating direct quotes which illuminate issues raised. Then based on the quantitative and qualitative findings relevant conclusion and recommendation were drawn.

## 4. FINDINGS OF THE STUDY

### 4.1 Findings from the Quantitative Data

It is to be recalled that the specific objectives of the study were to assess the prevalence and magnitude of youth irregular/unsafe migration and the factors associated with it, to identify strategic intervention activities carried out by POTENTIAL to improve livelihood of youth, to find out how much of the potentially migrant youth are addressed intervention projects, to examine the changes in attitude and skills of youth as a result of the development interventions including POTENTIAL and the challenges faced in implementing these developing activities. Accordingly, the relevant quantitative data related to these objectives are presented and analyzed as follows.

#### 4.1.1 The Status of Migration in the Study Areas

As intervention is naturally made based on the nature and level of migration in the area, the first issue addressed here is the getting information from respondents on their experience of migration. As presented in the table below, almost three-fourth of them reported that they have not considered making irregular or unsafe migration to another country. From those who have considered to make unsafe migration (23% of them) almost 70% of them made that thought “sometimes” or “frequently”.

Table 7: Respondents Personal Experience of Migration

Questions	Category	Frequency	Percent
Have you ever considered making migration irregularly to another country in search of employment?	Yes	115	23.4
	No	376	76.6
	Total	491	100.0
If yes, how frequent was it?	Frequently	37	32.2
	Sometimes	46	40.0
	Rarely	32	27.8
	Total	115	100.0

Apart from their own experience, respondents were asked for the condition or rate of migration in their area/environment. As presented in the table below, close to sixty percent of the respondents reported that unsafe migration in the area is decreasing. It's only less than a quarter that said it is increasing. When it comes to the beneficiaries of Save the Children

(trainings obtained from POTENTIAL), almost three-fourth of the respondents reported that migration is decreasing. It's only less than fifteen percent that reported for the increase of migration among the beneficiaries.

Table 8: The Extent of Migration in the Area

Questions	Category	Frequency	Percent
In the last four years do you think migration in your area in general is increasing?	Yes, it's increasing	118	23.9
	No, it's decreasing	288	58.4
	Neither decreasing nor increasing	87	17.6
	Total	493	100.0
In the last four years do you think migration in your area is increasing or decreasing among beneficiaries of Save the Children?	Yes, it's increasing	66	13.4
	No, it's decreasing	370	75.2
	Neither decreasing nor increasing	56	11.4
	Total	492	100.0

The status of migration in the area of the study was another issue addressed in the study. Local or international migration and migration of families and relatives were presented to respondents.

Table 9: Local Migration of Family Members and Relatives

Question	Category	Frequency	Percent
Presence of family member who migrated in Ethiopia	Yes	229	46.7
	No	261	53.3
	Total	490	100.0
If yes, when was the migration?	Before 3/4 years	113	50.9
	Within the past three years	109	49.1
	Total	222	100.0
Presence of a relative who migrated in Ethiopia	Yes	306	63.2
	No	178	36.8
	Total	484	100.0
If yes, when was the migration?	Before 3/4 years	162	52.8
	Within the past three years	145	47.2
	Total	307	100.0

As presented in the table above, a little less than half (46.7%) of the respondents reported that they have family members that migrated to another place in Ethiopia. Almost half of these respondents reported that the migration took place before three or four years. In addition to family members, the participants of the study reported on relatives who migrated to another place in Ethiopia. Over sixty percent of them reported for the occurrence of the migration. It was over 50% of them who migrated within the past three or four years.

In addition to migration made within the country, the extent of migration made outside the country was researched.

Table 10: Overseas Migration of Family Members and Relatives

Questions	Category	Frequency	Percent
Presence of family member who migrated outside of Ethiopia	Yes	183	38.8
	No	289	61.2
	Total	472	100.0
If yes, when was the migration?	Before 3/4 years	96	51.9
	Within the past three years	89	48.1
	Total	185	100.0
Presence of a relative who migrated outside of Ethiopia	Yes	288	58.8
	No	202	41.2
	Total	490	100.0
If yes, when was the migration?	Before 3/4 years	137	48.1
	Within the past three years	148	51.9
	Total	285	100.0

As presented in the table above a little less than forty percent of the respondents reported that they have family members that migrated to another country. A little more than half of these respondents reported that the migration took place before three or four years. In addition to family members, the participants of the study reported on relatives who migrated to another place in Ethiopia. Nearly sixty percent of them reported for the occurrence of the migration. It was over 50% of them who migrated within the past three or four years.

As migration can be made safely or unsafely, this research explored the extent of unsafe migration. As described in the table below, close to 70% of the respondents reported that

their family members made regular or safe migration. Almost half of the study participants reported that their relatives or neighbors made irregular or unsafe migration.

Table 11: Family and Relatives' Migration and the Channels They Used

Questions	Category	Frequency	Percent
If you have a family member that migrated to another country, which channel has he/she followed?	Regular/Safe	143	69.4
	Irregular/Unsafe	63	30.6
	Total	206	100.0
If you have a relative or neighbor that migrated to another country, which channel has he/she followed?	Regular/Safe	154	50.3
	Irregular/Unsafe	152	49.7
	Total	306	100.0

#### 4.1.2 POTENTIAL's Training and Its Effectiveness

As training and education is generally meant for the improvement of individual and social lives, the training given by POTENTIAL is expected to improve the lives of people and help the youth not to make risky decisions like unsafe migration. Before asking about the effectiveness of POTENTIAL's training participants who have taken the training were asked about the probability that getting employment reduces unsafe migration. Nearly 85% of them agreed (as presented in the following table) that employment reduces the probability of unsafe migration.

Table 12: Participants' perception of the relationship between employment and migration

Question	Category	Frequency	Percent
Do you think getting employment opportunity significantly reduces the tendency to migrate?	Yes	415	85.2
	No	72	14.8
	Total	487	100.0

Participants of the study were asked if they have taken training other than POTENTIAL and reported that a large majority (about 70%) of them have not taken other training. Further exploration was made to those small section of the respondents (30%) who said to have taken other training. From those who took other training, it's about 83 respondents (see the Table below) that perceived that training was more effective than the POTENTIAL training.

A significant number from Somali (28 of the 43 respondents to this item) perceived that they got a better training. As also presented in the qualitative part of the study, the POTENTIAL's impact in Somali may not be as high as that in other regions. This might be further explored in another study on what have been done by other organizations so far and what should be done by to make Save the Children equal or better than those organizations.

The following table should be taken cautiously that “less effective” does not mean “not effective”. Ample evidence from both the quantitative and qualitative have shown that POTENTIAL have been highly effective project to the extent that some respondents informally reported that their 13 days of training in this project was more effective than their 13 years of formal education.

Table 13: Training and Its effectiveness

	Category	Frequency	Percent
Training other than POTENTIAL	Yes	149	30.3
	No	343	69.7
	Total	492	100.0
If yes, effectiveness of the other training compared to POTENTIAL	More effective	83	56.1
	Almost equal	58	39.2
	Less or not effective	7	4.7
	Total	148	100.0

Related to the effectiveness of the training, participants of the study were asked for development of relevant skills for life (e.g., social networks). As presented in the table below nearly 80% of the respondents viewed that they have the necessary social networks that enhanced their possibility of employment to some or high extent. The respondents were also asked to comment their degree of evaluation of their link to private and public institutions that enhanced their possibility of employment. Even if over three-fourth of them reported that they are linked, the extent of the link calls for improvement which might be interpreted that the organization that they are linked or expected to be linked to should be made aware of the role of youth employment for that particular organization and overall health of the society.

Table 14: Social networks and Institutional Linkage due to the Training

	Category	Frequency	Percent
To what extent do you think you have the necessary social networks that enhance your possibility of employment?	To high extent	164	33.3
	To some extent	253	51.4
	To less extent	75	15.2
	Total	492	100.0
To what extent do you think you are linked to private and public institutions that enhance your possibility for employment?	To high extent	119	24.2
	To some extent	254	51.6
	To less extent	119	24.2
	Total	492	100.0

Another issue addressed was employment or job opportunity and improvement of life following the training. As indicated in the table below nearly three-fourth of the respondents reported that youth trained through POTENTIAL are more likely to be employed than those who have not got the training. Life improvement was assessed in the questionnaire and nearly 90% of the respondents endorsed that life is improved after the training. In short, employment opportunities and the improvement of life were asked and respondents response to these points are favourable.

Table 15: Employment Opportunities and Improvement of Life after the Training

Questions	Category	Frequency	Percent
Do you think the youth trained through POTENTIAL are more likely to be employed than those who have not got the training?	Yes, I think they are more employed	384	77.7
	No, I don't think so	110	22.3
	Total	494	100.0
Improvement of life after POTENTIAL's training	Yes	438	88.7
	No	56	11.3
	Total	494	100.0

As a conclusion, the above data implies that training given by POTENTIAL have been helpful in improving the life of the youth. Giving job opportunity and developing social

network of youth are some means they have developed in their training. Regarding the role of training on migration, even if migration in general has not decreased over the past three or four years in the regions since POTENTIAL started the project, the migration that has been made unsafely by the beneficiaries of the project has decreased significantly.

#### 4.1.3 The Level of Employment Related Skills among POTENTIAL Trained Youth

It seems obvious that migration and employment of the youth are related. This means that working on employment and employability of the youth is reduces the probability of unsafe migration the youth might consider. Employability of the youth is based not only on the technical skills in the jobs but also on the soft skills or attitudes and values of the youth related to job. This study tried to explore these soft skills in terms of their level and demographic characteristics.

Table 16: The Level of Soft Skill Relevant for Employment (N = 495)

	Minimum	Maximum	Mean	Std. Deviation
Total EAT	28.00	120.00	101.86	11.37
Positive Self-esteem	5.00	20.00	17.20	2.21
Self-Control	7.00	20.00	17.68	2.37
Social Skill	4.00	20.00	17.82	2.15
Communication	4.00	20.00	17.76	2.37
Problem Solving	4.00	20.00	16.97	2.53
Job Searching	4.00	20.00	14.42	3.74

The above table is developed from a total of 24 items (divided into six subscales of equal number of items) rated from 1 (Strongly disagree) through 3 (Neutral) to 5 (Strongly agree). As described above, participants' rating of the overall skill is 101 in a range of 24 to 120. When it comes to each subscale, in a range of 4 to 20, the least is job searching skill (14.4 out of 20) and the highest is social skill (17.82). Therefore, it is possible to say that respondents have high level of these skills to which the contribution of Save the Children is given credit. These skills are described in terms of demographic characteristics and regions as presented in the subsequent tables.

Table 17: The Difference among Sex Groups on the Level of Employment Skills

Scales		N	Mean	Std. Deviation	ANOVA (F-value)
Total EAT	Female	226	100.68	10.34	4.40, $p < .05$
	Male	267	102.83	12.13	
	Total	493	101.84	11.38	
Positive Self esteem	Female	226	17.16	2.14	0.15, $p > .05$
	Male	267	17.24	2.28	
	Total	493	17.20	2.22	
Self-Control	Female	226	17.72	2.13	0.13, $p > .05$
	Male	267	17.64	2.57	
	Total	493	17.68	2.38	
Social Skill	Female	226	17.70	2.09	1.31, $p > .05$
	Male	267	17.92	2.21	
	Total	493	17.82	2.15	
Communication	Female	226	17.55	2.32	3.23, $p > .05$
	Male	267	17.94	2.40	
	Total	493	17.76	2.37	
Problem Solving	Female	226	16.77	2.45	2.61, $p > .05$
	Male	267	17.14	2.60	
	Total	493	16.97	2.54	
Job searching	Female	226	13.78	3.66	12.30, $p < .01$
	Male	267	14.95	3.73	
	Total	493	14.41	3.74	

The difference among sex groups, as presented in the above table, in employability is not that high (a difference of only two points in a scale of 120 points), even if it is statistically significant ( $F = 4.4$ ,  $p < .05$  in favor of males). The difference is maintained in only one of the six subscales (Job searching, with means of 13.78 and 14.95 for females and males respectively ( $F=12.30$ ,  $p < .01$ )).

Table 18: The Difference among Regions on the Level of Employment Skills

Scales		N	Mean	Std. Deviation	ANOVA (F-value)
TotalEAT	Somali	74	102.54	9.83	6.36, p<.01
	Oromia	140	102.64	13.22	
	SNNP	141	104.06	10.51	
	Amhara	140	98.49	10.27	
	Total	495	101.86	11.37	
PositiveSE	Somali	74	17.81	1.63	11.89, p<.01
	Oromia	140	17.82	2.29	
	SNNP	141	17.01	2.17	
	Amhara	140	16.46	2.20	
	Total	495	17.20	2.21	
Self-Control	Somali	74	17.64	1.69	4.88, p<.01
	Oromia	140	17.44	2.54	
	SNNP	141	18.29	2.55	
	Amhara	140	17.31	2.22	
	Total	495	17.68	2.37	
SocialSkill	Somali	74	17.87	1.67	2.66, p<.05
	Oromia	140	17.88	2.36	
	SNNP	141	18.13	2.21	
	Amhara	140	17.42	2.06	
	Total	495	17.82	2.15	
Communication	Somali	74	17.52	1.96	3.16, p<.05
	Oromia	140	17.76	2.64	
	SNNP	141	18.23	2.55	
	Amhara	140	17.41	2.02	
	Total	495	17.76	2.37	
ProblemSolving	Somali	74	17.01	2.70	5.31, p<.01
	Oromia	140	17.30	2.57	
	SNNP	141	17.32	2.38	
	Amhara	140	16.28	2.43	
	Total	495	16.97	2.53	
JobSearching	Somali	74	14.67	3.42	3.76, p<.05
	Oromia	140	14.43	4.38	
	SNNP	141	15.06	3.34	
	Amhara	140	13.61	3.45	
	Total	495	14.42	3.74	

As presented above, the difference among the skills is statistically significant with Amhara (98 in a scale of 120) taking the least and SNNP (104) showing the highest. This pattern is almost the same in each of the six specific skills. This idea is displayed in the figure below.

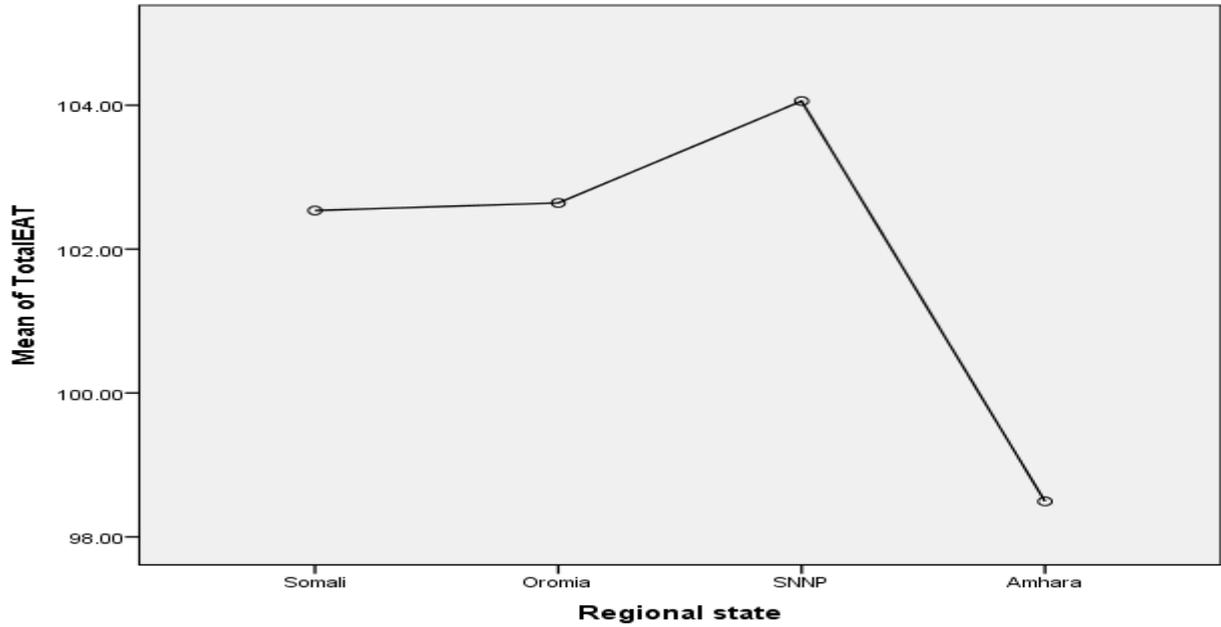


Figure 3: The Difference among regions in the overall employment skill

Table 19: The Difference among Age Groups on the Level of Employment Skills

Scales		N	Mean	Std. Deviation	ANOVA (F-value)
TotalEAT	15-19	89	98.82	12.95	2.77, p<.05
	20-24	262	102.46	10.78	
	25-29	129	102.23	11.37	
	Above 29	12	105.22	9.33	
	Total	492	101.81	11.39	
PositiveSE	15-19	89	16.66	2.42	3.52, p<.05
	20-24	262	17.33	2.16	
	25-29	129	17.19	2.18	
	Above 29	12	18.50	1.45	
	Total	492	17.20	2.22	
Self-Control	15-19	89	17.32	2.32	0.82, p>.05
	20-24	262	17.78	2.39	
	25-29	129	17.67	2.45	
	Above 29	12	17.75	1.82	
	Total	492	17.67	2.38	
SocialSkill	15-19	89	17.43	2.30	1.22, p>.05
	20-24	262	17.87	2.08	
	25-29	129	17.96	2.25	
	Above 29	12	17.92	1.68	
	Total	492	17.81	2.16	
Communication	15-19	89	17.44	2.39	0.73, p>.05
	20-24	262	17.87	2.34	
	25-29	129	17.72	2.47	
	Above 29	12	17.88	1.95	
	Total	492	17.75	2.37	
ProblemSolving	15-19	89	16.39	3.11	2.13, p>.05
	20-24	262	17.02	2.39	
	25-29	129	17.18	2.39	
	Above 29	12	17.58	1.93	
	Total	492	16.97	2.54	
JobSearching	15-19	89	13.58	3.44	2.09, p>.05
	20-24	262	14.58	3.75	
	25-29	129	14.50	3.86	
	Above 29	12	15.58	3.92	
	Total	492	14.40	3.74	

As the above table and the figure below shows, age is related to employability skill with older youth having higher level of the skill. This goes with the expectation that age and skills of the youth are positively correlated.

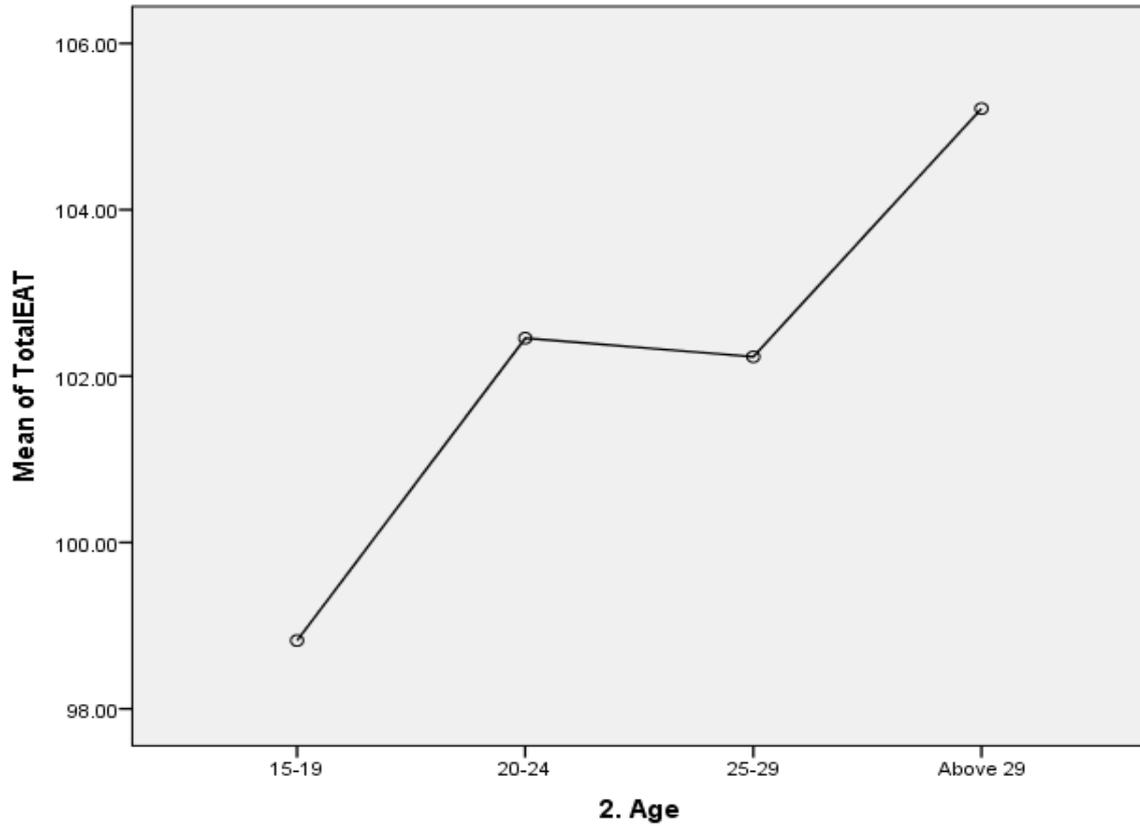


Figure 4: The relationship between age and overall employability

Table 20: Difference among Groups of Marital Status on the Level of Employability Skills

Scales		N	Mean	Std. Deviation	ANOVA (F-value)
TotalEAT	Married	196	102.07	11.09	0.19, p>.05
	Unmarried	271	101.70	11.60	
	Other	12	103.54	10.20	
	Total	479	101.89	11.34	
PositiveSE	Married	196	17.48	1.94	2.94, p>.05
	Unmarried	271	17.03	2.28	
	Other	12	16.58	3.09	
	Total	479	17.21	2.18	
Self-Control	Married	196	17.70	2.31	0.16, p>.05
	Unmarried	271	17.72	2.40	
	Other	12	17.33	2.67	
	Total	479	17.70	2.36	
SocialSkill	Married	196	17.87	2.14	0.96, p>.05
	Unmarried	271	17.75	2.20	
	Other	12	18.58	1.62	
	Total	479	17.82	2.16	
Communication	Married	196	17.73	2.48	0.09, p>.05
	Unmarried	271	17.80	2.33	
	Other	12	17.96	2.00	
	Total	479	17.77	2.38	
ProblemSolving	Married	196	17.17	2.27	1.23, p>.05
	Unmarried	271	16.80	2.71	
	Other	12	17.25	2.60	
	Total	479	16.96	2.54	
JobSearching	Married	96	14.12	3.84	1.78, p>.05
	Unmarried	271	14.59	3.64	
	Other	12	15.83	2.98	
	Total	479	14.43	3.71	

As the table above shows, employability skill is not related to marital status. This means that whether one is married or not does not have impact on the level of employability skill.

Table 21: Difference Across Employment Status on Level of Employment Skills

Scales		N	Mean	Std. Deviation	ANOVA (F-value)
Total EAT	Employed	162	102.2	11.2	1.24, p>.05
	Underemployed	184	100.9	10.4	
	Not employed	148	102.8	12.5	
	Total	494	101.9	11.4	
PositiveSE	Employed	162	17.35	2.17	0.54, p>.05
	Underemployed	184	17.11	2.01	
	Not employed	148	17.17	2.48	
	Total	494	17.21	2.21	
Self-Control	Employed	162	17.58	2.49	1.14, p>.05
	Underemployed	184	17.57	2.35	
	Not employed	148	17.93	2.27	
	Total	494	17.68	2.38	
SocialSkill	Employed	162	17.89	2.22	1.50, p>.05
	Underemployed	184	17.62	2.07	
	Not employed	148	18.02	2.16	
	Total	494	17.83	2.15	
Communication	Employed	162	17.74	2.23	0.84, p>.05
	Underemployed	184	17.63	2.41	
	Not employed	148	17.97	2.47	
	Total	494	17.77	2.37	
ProblemSolving	Employed	162	17.01	2.52	1.74, p>.05
	Underemployed	184	16.73	2.4	
	Not employed	148	17.25	2.69	
	Total	494	16.98	2.53	
JobSearching	Employed	162	14.66	3.83	0.56, p>.05
	Underemployed	184	14.22	3.64	
	Not employed	148	14.45	3.76	
	Total	494	14.43	3.73	

As the table above shows, employability skill is not related to the status of employment of participants. This means that whether one is employed or not does not show a difference in employability skill. This may be against the theory that employability skill helps the employability chance. One justification that could be given here is that this study is not experimental and those youth members taking the training seriously are those who have not been employed.

Table 22: The Difference among Educational Levels on the Level of Employment Skills

Scales		N	Mean	Std. Deviation	ANOVA (F-value)
Total EAT	Illiterate	40	94.88	15.5	6.16, p<.01
	Primary education	195	103.1	10.3	
	Secondary education	152	100.8	11.4	
	TVET/College education	71	102.7	9.78	
	Degree	33	106.2	11.4	
	Total	491	101.9	11.4	
Positive SE	Illiterate	40	16.82	2.71	2.58, p<.05
	Primary education	195	17.57	1.99	
	Secondary education	152	16.88	2.26	
	TVET/College education	71	17.03	2.29	
	Degree	33	17.15	2.25	
	Total	491	17.19	2.21	
Self-Control	Illiterate	40	16.55	2.43	4.27, p<.01
	Primary education	195	18.08	2.21	
	Secondary education	152	17.43	2.47	
	TVET/College education	71	17.81	2.12	
	Degree	33	17.75	2.71	
	Total	491	17.69	2.36	
Social Skill	Illiterate	40	17.2	2.65	2.55, p<.05
	Primary education	195	18.06	2.02	
	Secondary education	152	17.5	2.28	
	TVET/College education	71	18.03	1.59	
	Degree	33	18.09	2.54	
	Total	491	17.81	2.16	
Communication	Illiterate	40	16.25	3.42	5.82, p<.01
	Primary education	195	17.95	2.28	
	Secondary education	152	17.83	2.27	
	TVET/College education	71	17.63	1.91	
	Degree	33	18.61	1.64	
	Total	491	17.77	2.35	
Problem Solving	Illiterate	40	15.61	3.23	4.39, p<.01
	Primary education	195	17.31	2.44	
	Secondary education	152	16.79	2.48	
	TVET/College education	71	17.07	2.23	
	Degree	33	17.45	2.43	
	Total	491	16.98	2.53	
Job Searching	Illiterate	40	12.44	4.38	8.39, p<.01
	Primary education	195	14.12	3.62	
	Secondary education	152	14.38	3.7	
	TVET/College education	71	15.11	3.33	
	Degree	33	17.09	3.08	
	Total	491	14.41	3.75	

As the above table and the figure below shows, educational level is related to employability skill with the more educated youth having higher level of the skill than the less educated ones in all skill types. This goes with the expectation that education level and skills of the youth are positively correlated.

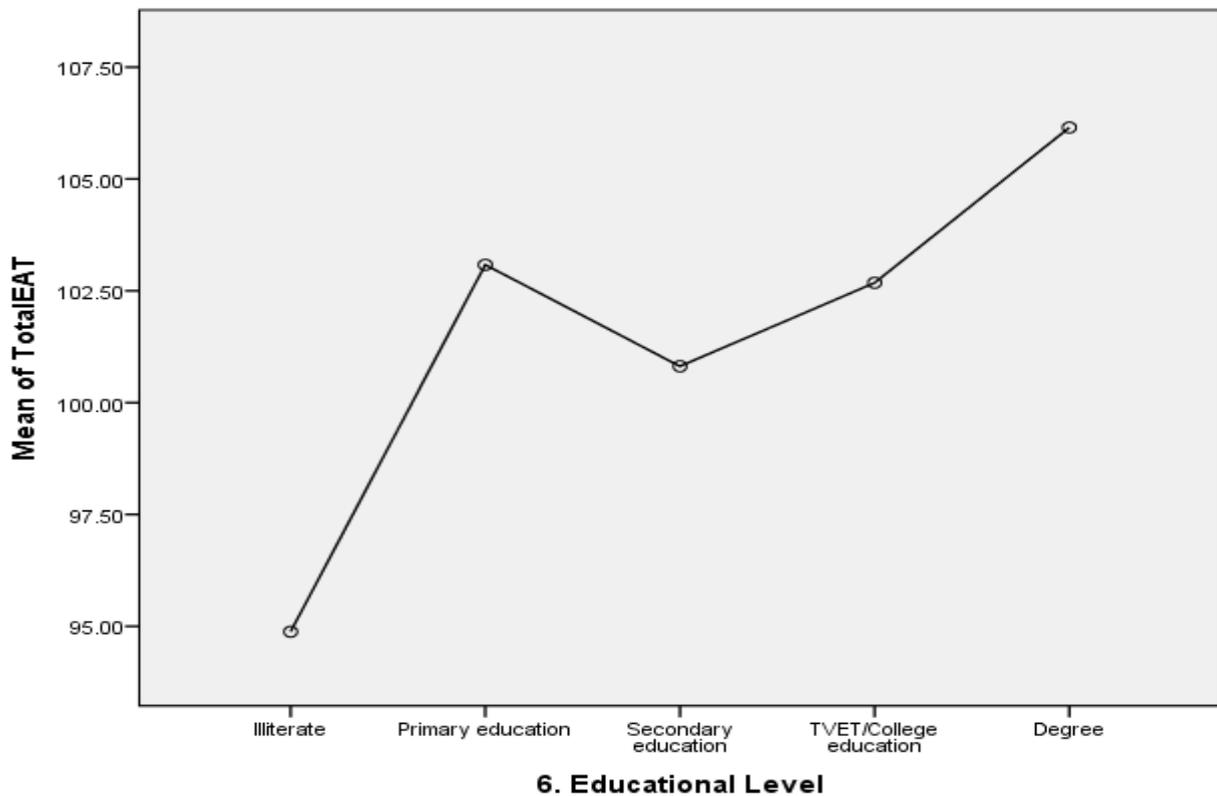


Figure 5: The relationship between educational level and overall employability skill

#### 4.1.4 The Level of Attitude towards Unsafe Migration and Its Relationship to Demographic Variables

Another concept to which that migration is assumed to be related to is the attitude of people towards it. This means that whether one is has a positive or negative attitude towards migration affects the tendency towards unsafe migration of youth. This study tried to explore the attitudes of the youth towards migration in terms of their level and demographic characteristics.

Table 23: The Level of Youth Attitude towards Migration

Variable	N	Minimum	Maximum	Mean	Std. Deviation
Attitude	495	19.00	50.00	39.45	6.58
= 31.93, <.05					

The above table value is developed from a total of ten items rated from 1 (Strongly agree) through 3 (Neutral) to 5 (Strongly disagree). As described above, participants' rating of their attitude is 39.45 in a range of 10 to 50. It is possible to say that respondents have high level of unfavorable attitude towards migration to which the contribution of POTENTIAL is given credit. This attitude is described in terms of regions and different demographic characteristics as follows.

Table 24: Attitude towards Migration and Its Difference among Regions

Region	N	Mean	Std. Deviation	ANOVA (F-value)
Somali	74	39.34	5.22	4.41, p<.01
Oromia	140	38.96	7.15	
SNNP	141	41.06	6.36	
Amhara	140	38.37	6.62	
Total	495	39.45	6.58	

As presented in the table above and the figure below, the difference between the regions on youth attitude is statistically significant ( $F = 4.41, p < .01$ ) with Amhara (38 in a scale of 50) taking the least and SNNP (41) showing the highest. This result is almost the same with that of employability of the regions presented earlier.

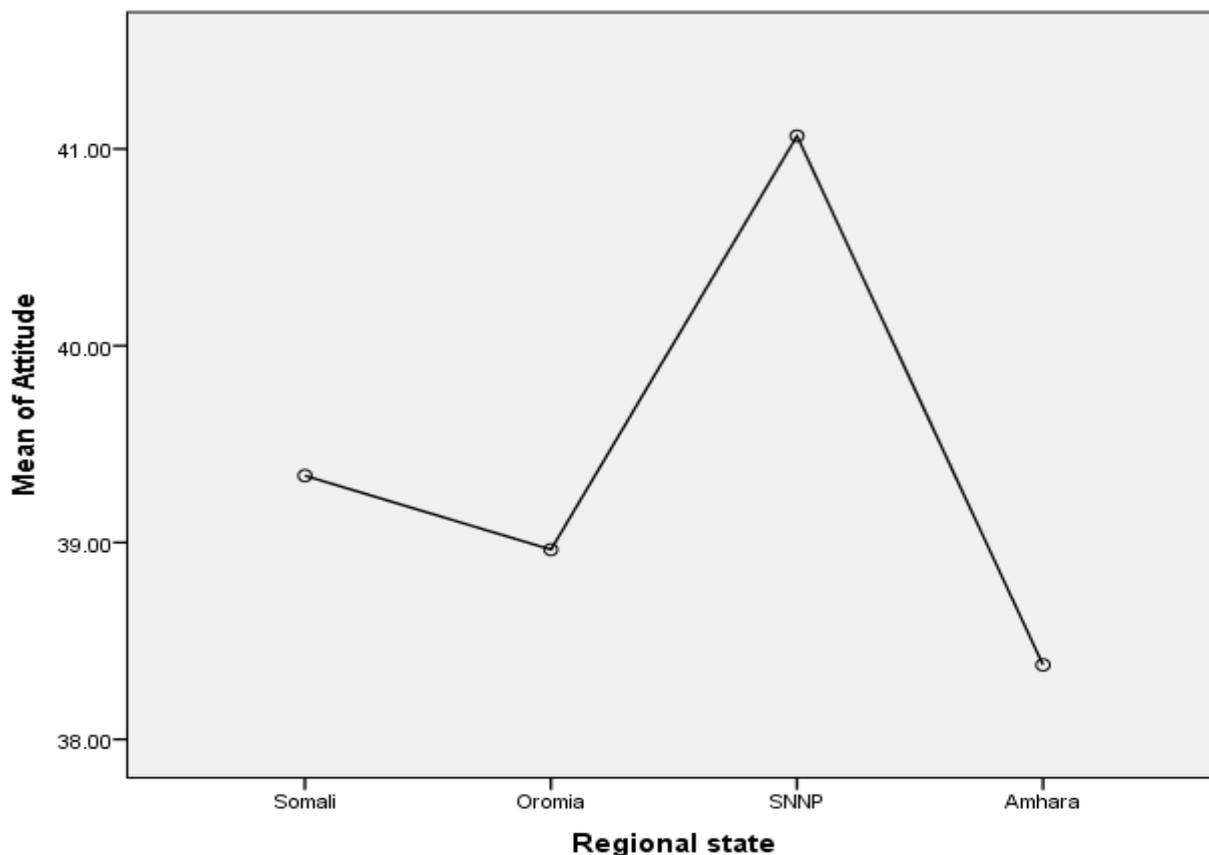


Figure 6: The difference among regions on youth attitude towards migration

Table 25: Attitude towards Migration and Its Difference among Sex Groups

Sex Groups	N	Mean	Std. Deviation	ANOVA (F-value)
Female	226	39.39	6.21	0.01, p>.05
Male	267	39.45	6.89	
Total	493	39.43	6.58	

This table shows that the difference among sex groups is not statistically significant, which means that both sex groups have almost the same level of attitude.

Table 26: Attitude towards Migration and Its Difference among Age Groups

Age Groups	N	Mean	Std. Deviation	ANOVA (F-value)
15-19	89	37.52	6.79	4.53, p<.01
20-24	262	39.36	6.57	
25-29	129	40.81	6.12	
Above 29	12	40.17	7.19	
Total	492	39.43	6.58	

According to the table above and the figure below age is related to attitude towards migration with older youth having more helpful attitude towards migration (about 40 in a scale of 50) than younger ones (about 38 in a scale of 50). This goes with the expectation that age and wise decision making are going together.

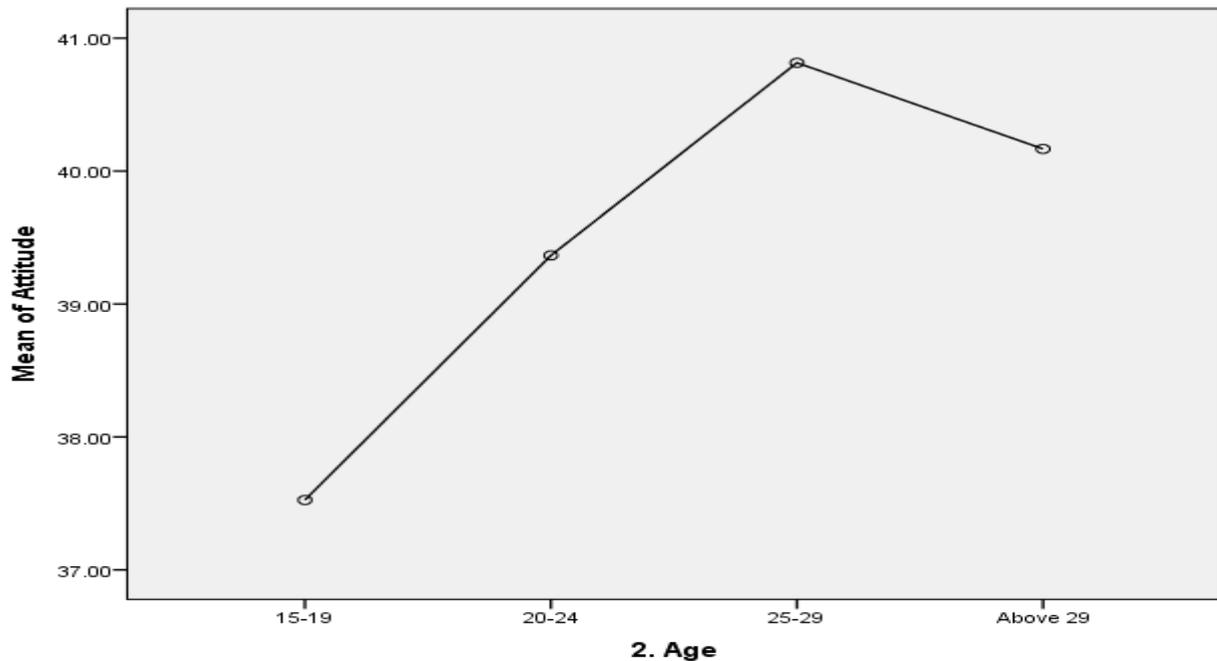


Figure 7: The relationship between age and attitude towards migration

Table 27: Attitude towards Migration and Its Difference among Groups of Marital Status

	N	Mean	Std. Deviation	ANOVA (F-value)
Married	96	40.36	6.00	2.65, p>.05
Unmarried	271	38.95	6.88	
Other	12	39.92	6.36	
Total	479	39.55	6.54	

The difference among groups of marital status, as presented in the above table, in terms of attitude is not significant (F = 2.65, p>.05).

Table 27: Attitude towards Migration and Its Difference In terms of Employment Status

Employment Status	N	Mean	Std. Deviation	ANOVA (F-value)
Employed	62	39.62	6.34	0.061, $p > .05$
Underemployed	184	39.69	6.70	
Not employed	148	38.95	6.73	
Total	494	39.43	6.59	

As presented in the above table the difference among groups of employment in attitude is not significant ( $F = 0.061$ ,  $p > .05$ ). We can see that all the groups have scores around 39 in a scale of 50 points.

Table 28: Attitude towards Migration and Its Difference among Groups of Educational Level

	N	Mean	Std. Deviation	ANOVA (F-value)
Illiterate	40	40.22	3.56	2.00, $p > .05$
Primary education	195	39.26	6.82	
Secondary education	152	38.61	6.67	
TVET/College education	71	41.12	5.96	
Degree	33	40.00	8.41	
Total	491	39.46	6.60	

According to the above table, even if attitude varies from around 38.6 to about 40, the difference among the groups is not statistically significant.

## **4.2 Findings from the Qualitative Data**

As indicated in the method section qualitative data were collected from 16 key informants who were selected from four categories (i.e. youth, community leaders, government officials & private business owners) to explore the prevailing themes in detail. Being familiarized with the data, summary of the recorded data and field notes were first produced. Thematic analysis was followed to analyze the data using the summary. The qualitative findings were presented under six themes which were determined based the objectives of the study. The themes were perceptions of the informants about migration, youth development programs implemented to improve livelihood, coverage of youth development programs, impact of POTENTIAL project on attitude, skill and behavior of the youth, challenges faced by youth development programs including POTENTIAL and strategies to improve youth development programs and reduce youth unsafe migration.

### **4.2.1. Perception of the informants about migration**

The key informants were asked to describe the magnitude of migration in their locality. The informants reported that migration exists in their locality though there is disparity in their perception about the prevalence. Some believed that the rate of unsafe migration in their locality is low (i.e. informants from Amhara, Oromia regions and SNNP) while others Somalia claim that it high. The internal migration in SNNP is reported to be high, as it has been a norm. Even, there is disagreement among the groups who claim that the rate of migration is low. The youth informants claim that significant number of the youth migrate to other localities while informants from government offices believed that migration is reducing and hence it is subsiding to be a major problem.

This trend may have implication of social desirability to government officials versus an insider perspective on the problem of migration on the part of the youth. Traditionally, migration is seen as a negative phenomenon which makes the government responsible. The government is expected to solve the problem of citizens in relation to poverty, unemployment, injustice, instability and insecurity which may exacerbate the trend of unsafe migration. Consequently, people from government side have a tendency to report no or low migration rate in their localities. Informants from government offices in the localities included in the study also reported that migration is decreasing in the past few years, particularly following the Reform. On the other hand, the youth are expected to be more vulnerable to migration than any other part of a population. They are believed to be affected

by poverty, unemployment and instability which in turn lead to migration. Thus, youth informants may understand the problem of migration better than any other part of a population for they are members of “a migration prone” group. Adequate understanding of the problem of migration requires us to “put ourselves in the shoe of others”.

The informants were found to have different perception about migration in terms of gender, education and unemployment. In their descriptions about gender dimension of migration, for instance, some informants reported that females migrate more than males (e.g. informants from Oromia region) while others disclosed the reverse is true (e.g. informants from SNNP). This may be seen in terms of types and channels of migration. For example, the informants reported that internal migration is common for males while external migration is common to females. On the other hand, females migrate to Saudi Arabia while males migrate to South Africa (A 60 year old Community Leader from SNNP). In terms of the channel, males follow the irregular channel which requires migrants pass through hardship. One of the informants stated the situation indirectly as “people come from other regions pass through our area and our youth follow the” (Community Leader from Somalia).

When reflecting on their perception of migration in terms of education, the informants stated that less educated and unemployed youth migrate to other places. However, there were informants who argued that the youth migrate regardless of their education and employment status. One of the informants described the situation as “both educated and uneducated migrate to other countries. What matters was the level of the income they have. As most of the youth are low in their income, they tried to migrate” (Youth informant from SNNP). Another youth informant from Somalia also reported that “educated groups migrate more than the uneducated ones”. This may happen because of lack of employment opportunities. Another informant from the same region provided plausible explanation for the difference between educated and uneducated youth. The informant stated that “educated people migrate to urban areas like Jigjiga and the uneducated ones move to the area where there are a lot of cattle” (Business Owner from Somalia).

The informants agreed that unemployed youth migrate to other localities looking for job opportunities. However, some argued that those who have lower income also migrate to other places looking for better job. This may have implications for decent job. That means employed youth may not remain in their locality unless their job is sufficient for their livelihood. Some of the descriptions of cause of migration provided by key informants from Oromia region can make the argument clear. The informant stated that the youth migrate to other places “searching for better job” or “unfair wage paid by investors for the job”

(community leader). This can also be reflected by the experience of an informant from Somalia. The informant has disclosed his own experience and belief as follows.

**I believe having hope in life is very important. I have experience of teaching and working in industry office but I was not successful and happy with government work. I got training from save the children on entrepreneurship and now I am business owner** (A male business owner from Jigjiga, Somalia region).

The informants were also asked to reflect on types of migration in their localities. They reflected mixed perceptions about the type of migration. Informants from Amhara, Oromia and SNNP reported that internal migration is more prevalent than external or cross-border migration while other informants from Somalia region stated that international migration is common in their localities. For those who believed that cross-border migration characterizes the youth, people move first to Hargeisa and Mogadishu and then they proceed to migrate to Saudi Arabia through Yemen and Europe (Italia) through Sudan, Libya and Egypt.

For those informants who believed internal migration is prevalent, most of the time, the youth tend to move to the nearby localities or regions searching for job. For example, informants from SNNP reported that the youth move to Hawassa, Moyale and Addis Ababa where they think there is better job opportunity. Informants from Oromia stated that youth move to Bishoftu, Adama and Addis Ababa. Informants from Amhara believed that youth move from rural areas which are characterized by low job opportunity to urban centers which are characterized by better job opportunities. Then, they may proceed to move to larger cities and towns such as Bahir Dar, Gondar and Metema. These informants, of course, didn't deny the fact that there are also youth who migrate to other countries crossing borders. From what has been said so far we may think that some places like Addis Ababa, Moyale, Metma and Jigjiga may serve as destination for primary migration and source for secondary migration.

The informants were also asked to reflect on the causes of migration in their localities. A number of factors were identified by the informants to be the causes of migration. The factors can be categorized into push factors such as lack of employment in the place of origin and pull factors such as better job opportunity in the place of destination. According to the descriptions of the informants in Ethiopia migration is largely caused by economic factors (e.g. unemployment), psychological factors (e.g. attitude) and social factors (e.g. social/family pressure). Unemployment is mentioned by all the informants as primary cause of migration.

According to the informants, unemployment usually pushes the youth to opt to migration even if it has a risk of dying in the journey. A key informant from SNNP region has pronounced the problem in his own words as “death may come anytime anywhere but those who are seeking jobs are forced to go. I myself was aware of death when I started to migrate”. A key informant from Amhara region also made the problem clear by comparing the number of youth who are looking for job and the number of job opportunities created in the locality. The informant articulated the problem as follows.

**In our wereda around 30% of the population (i.e. 84, 000) is youth who need job. But, the plan was to create 7,000 jobs only. That means jobs being created for not more than 10% of the youth. Consequently, the youth migrate to other localities looking for better job opportunity. Thus, unemployment is the major reason for migration** (government official from Amhara region).

In line with the psychological factors, attitude of the youth was capitalized as a cause of migration by almost all key informants. According to the informants, jobs are created for the youth in their localities but they are not using such opportunities. This may have implications for positive attitude towards migration or life in other countries in the one hand and negative attitude towards the job created within the country. Regarding attitude of the youth towards migration, a key informant from Oromia region stated that “today there are opportunities in our wereda for the youth have a lot of things to do here, but, they migrate to abroad because of their attitude related problem”.

Another key informant from SNNP disclosed that the youth developed positive attitude towards migration when they see people who come from abroad or they heard that people who live in other countries sent money for their families (Youth informant from SNNP). Another informant from Somali region has also said that the youth who are told that their relatives or colleagues lead better life in Europe are motivated to join them (Community Leader from Somalia). Regarding the negative attitude of the youth towards jobs, the informants from Amhara region (Business Owner), Oromia (Business Owner) and Somali region (Government Officer) agreed that the youth don’t want to engage in what they called “low status job” in their localities.

An informant from Oromia region stated the problem as “many youth feel ashamed of doing lower status jobs in front of their community” (Business Owner from Oromia region).

The situation entails to critically examine work related culture or tradition of the youth in the country. Another informant from Somali region described the situation as follows.

**There are youth who come from different regions like Oromiya and SNNP in Ethiopia, and work here in Somali region. These youth are engaged in low status job like shoe shining but Somali youth do not like working low status job so that they prefer to migrate to other countries like Libiya and then to European countries** (Government Officer from Somalia Region).

Among social factors, social influence, family network and work-related pressure were given attention by the key informants. Regarding social influence, an informant from Oromia region disclosed that women may migrate to have money to attract men for marriage. In his own words, the informant has described the situation as:

**Current young men do not marry a woman who does not have enough property. That is why women migrate to Arab countries to accumulate money so as to get the man she wants to be her husband and invest on their wedding when she comes back to Ethiopia** (Community Leader from Oromia Region).

This may introduce new norms which subscribe girls to have money for their marriage in the future. The youth may use family network or migration chain established by their family members who are living abroad to migrate to other countries. An informant from Somali region described such family networks as “the youth migrate to Europe through their relatives or colleagues who already migrated to Europe” (Community Leader from Somali Region). Regarding work related pressure or labor abuse, an informant from Amhara region stated that “both men and women migrate to other localities to escape from the labor abuse or pressure from their families” (Government Official from Amhara Region).

#### **4.2.2. Youth development programs or activities implemented to improve livelihood**

Development programs/projects/activities implemented to improve livelihood of the youth in the localities were another important focal issue/theme of this study. The informants were asked to describe youth related development programs in their localities. Almost all informants from Oromia and Somali regions stated that there are no projects other than those projects implemented by Save the Children. The informants from Amhara and SNNP regions reported that there are development programs/projects implemented by either governmental

or non-governmental organizations. For instance, one of the informants from Amhara region disclosed that “there are projects which target the youth in our locality though they are not linked to our office” (Government Official from Amhara region). The informant has brought the program known as Agricultural Growth Program (AGP) to his attention.

According to this informant, the program is implemented by the government. The program is known in supporting the youth who graduated from universities, college and TVET institutions. AGP requires the youth to establish groups by identifying common interest. The groups were also known as common interest groups (CIG). These groups were engaged in Bridge Construction, Animal Husbandry, Poultry, Irrigation, and Honey Production. But it was only ten out of the 17 CIGs of the wereda which become successful. In the wereda, there are also youth related activities implemented by UNFP. These may include providing materials, training and technical support to the youth. Even government offices such as Children, Youth and Women also provide training. All these activities can be said to be successful in providing financial and material support for the youth. But there is limitation in terms of equipping the youth with the necessary skills. They also didn't pay attention to bring changes in attitude and behavior.

All of the informants from SNNP stated that it is the government that support the youth in addition to Save the Children. One of the informants from Somali region stated that UNICEF is working with the government in relation to migration (Government Official from Somali). Of these youth development programs, the informants singled out the project implemented by Save the Children. The key informant from Amhara region described the extent to which youth development projects were successful as follows.

**In addition to PADET or Save the Children, there are projects supporting the youth in our woreda. Of these projects, it is PADET that is working better for the youth than AGP, UNFP and other projects which support the youth. They may provide more financial or material resource. But there should be knowledge, attitude and skill necessary to use the resource to bring the intended outcome. PADET works better for the youth for it works to build capacity, bring attitude change and create awareness in the youth in 6 kebeles of the woreda** (Government Official from Amhara Region).

### 4.2.3. Coverage of youth development programs

Key informants were asked to describe the extent to which the youth development programs including POTENTIAL reached the youth who are prone to migration. From the descriptions of almost all informants, we can understand that the projects could not reach the youth who are in need of jobs because of scarcity of resources. This is clearly indicated by the key informants from Amhara and SNNP regions (Both were Government Officials). In one of the woredas (Dera Woreda) of Amhara region where youth development programs are implemented with the support of Save the Children, it was possible to reach the youth only in six of among the 39 kebeles. It was also possible to cover 11 of 17 kebeles in one of the weredas in SNNP region. Here, it is important to note that all the youth living in the kebeles which were covered by the project cannot be reached. The youth key informant also has described the limitation of the activities in terms of coverage as “there are many areas which were not reached by Save the Children. In these localities, migration may not be as safe as here”. An informant from Somali region also stated that POTENTIAL project has reached the youth only in six kebeles (Government Official from Somali Region). The descriptions of the informants implicated that the coverage is limited in terms of geography and number of the youth involved.

The key informants reported that youth development programs had good quality, besides their limitation in terms of coverage. The informants identified a number of indicators for the quality of the programs/projects/activities. For example, an informant from Oromia region stated that “several of our youth who were effectively trained by Hunde project [Save the Children] have brought attitudinal and behavioral change. They don’t want to migrate to other places” (Government Official from Oromia Region). In the words of a key informant from SNNP region, the quality of the training which is one of the activities in youth development programs/projects implemented by Save the Children it was described as follows.

**The training focuses on both attitude and skills/practice of the youth. The income they got after the training helped them to change and sustain their lives. For instance, I know some young people who were given the training when they came back to their family for holidays and have started their own job here. Their plan was to go back to Addis Ababa to work there but they did not return for work to Addis for the training helped them to change their mind. These people have created jobs for themselves and others. They were engaged in business activities**

**like poultry. I also know a person who is given a prize by the government for his success in his business in agriculture (crop production). This person has got a plot of land and loan from the government and training from Save the Children. I think it is the training that helped him much more than other supports. He returned the money earlier than the due date** (A 23 years old male youth informant from SNNP).

Another very important witness was given by a business owner who benefited from potential project about the quality of the training. In his own words, the business person has described the quality as:

**Save the children gave quality training for many people including myself. The training convinced our mind in three ways. Respecting ourselves as human being in the first place, second, having plan or purpose in life and the third one is respecting the work we are engaged in currently. We also learned how to save money** (Business Owner from SNNP).

Another key informant from Somalia region has also provided his witness on how the potential project helped him to change his life. Recalling his bad experience with substance abuse, the informant has described the change in his life as:

**I have taken the training and benefitted more from Save the Children. I learned how to save money from the training. I was vagabond before taking the training. I used to chew chat, smoke benzene and abuse substances. Many youth benefitted from the training. It was very quality training** (Youth Informant from Somali Region).

From the descriptions, narrations and reflections of the key informants, we can understand that the coverage of youth development programs in the localities included in the study were limited as compared to the number of youth who are prone to migration. That means it was not possible to reach all young people who are in need of such training all over the country. However, the quality of the activities implemented by potential project with the support of Save the Children was kept in all localities included in the study. The quality was reflected in terms of the change in attitude, skill and behavior, the success of the beneficiaries and the reduction of migration in the localities. Therefore, the projects may help to reduce unsafe migration if expanded to other localities not covered so far.

#### **4.2.4. Impact of POTENTIAL project on attitude, skill and behavior of the youth**

The impact of activities carried out by POTENTIAL project on attitude, skill and behavior of the youth was one of the important themes identified based on the objectives of the study. The key informants have reflected on the impacts which they think are observed as a result of the implementation of the activities of POTENTIAL projects. According to the reflections, descriptions and explanations of the key informants, the activities implemented by potential project have brought several changes in the lives of the youth. One of the strategies/activities of POTENTIAL project designed to bring the intended outcome is training on some issues that are important to change the lives of the youth. An informant from Somali region has also described the contents of the training as:

**Youth are trained on entrepreneurship skill, creating jobs and small-scale trade here in the community. Their attitude towards migration is totally changed for those youth trained on the impact of unsafe migration in their life. They learned to work with their people within their community. The condition through which they can get loan from financial institution is also communicated to them. Life skill training was given in addition to entrepreneurship skill so that youth are benefited highly** (Government Official from Somali Region).

The changes were related to attitude of the youth towards migration, thinking to migrate, skill development, attending school, stopping substance abuse and self-employment. Of course, the changes are not limited to these issues. Among the changes, attitude was emphasized very well by the key informants. All of the informants agreed that those youth who took the training provided by potential project change their attitude towards migration or thinking to migrate. In line with this, a youth informant from Somali region has said that “attitude towards migration is changed because currently our youth are not aiming to migrate to Libya and Saud Arabia. Now, youth’s attitude is changed for we all learned that migration is not safe”. Similarly, an informant from Oromia region stated that “the youth who took the training developed the thinking of saying no need of migrating to other country because one can create or find jobs here in our wereda” (Government Official from Oromia).

The training has helped the youth to change their attitude not only towards migration but also towards job, saving and many other things. A community leader from SNNP region also stated that “the training has changed attitude of the youth towards work, saving, use of time,

etc. (Community Leader from SNNP Region”. With the same token, a key informant from Oromia has said that:

**The training was effective in achieving its main objective of changing the attitude of youth in our wereda. It was also enough in bringing about desired change. There is development in knowledge and skill. The attitude of expecting jobs from government is now totally changed and we are creating our jobs** (Youth Informant from Oromia).

The change was not limited to attitude of the youth but extended to include job creation. The youth who participated in the training were able to create their own jobs, instead of waiting the government to create employment opportunities. As to the informants, the youth in all localities reported that the training was strong enough to have impact on the youth to create their own job. One of the informants from Oromia has described the impact as follows.

**After taking the training, many youth are engaged in different businesses. They created their own job. Due to the training, some youth even stopped substance abuse like chewing chat and started job in group. Some of the dropouts from school are returned and by now they are attending their school. In general, the training has very positive impact on the life of our youth and we need the project to keep on their activities in future. For example, about twenty youth have saved money and started business in group. Others are employed in private company** (Community Leader from Oromia Region).

An informant from government office in Amhara region also disclosed that “there are youth who created jobs for themselves and others, there are also youth who established their groups for saving in rural communities”. The savings of the youth in this rural settings reached 50,000 birr within very short period of time. This may indicate how the potential project is helping the rural youth community to change their livelihood.

The key informants reported that the youth were given training not only on attitude but also on skill development. It was with the skills they developed from the training that some youth were able to create jobs for themselves and others. In line with this an informant from Somali region stated that “training was provided to develop skills related to driving vehicle, computer operation, animal rearing, house construction and other technical activities by Save the Children” (Youth Informant from Somalia Region).

Witness was also given from a business person from SNNP region on how the program has helped him to change his attitude and start his own job. The following case story was developed from his narration.

### Case Story -1

*I was living outside of my country as migrant with my colleagues for we had no confidence that we can change ourselves in Ethiopia. When we came back here, we have got an opportunity to participate in the training on how to create our own job, save money we received through donation from charitable organizations or loan from Omo Micro-finance/bank system and develop positive thinking to ourselves. The training has helped us and other youth to change our attitude and thinking towards migration. Consequently, we engaged in activities like poultry, honey production, animal reproduction and other businesses with the loan we received from Omo Microfinance. We were able to return the money we borrowed within a short period of time for our businesses were successful. We have bought our own house. Our capital is growing from time to time. Now, we have become successful business owners who created jobs for other youth. Therefore, I believe that the training has helped us to change our attitude and life.*

*(Case Story Developed from the Narration of Business Owner from SNNP)*

The potential project was effective in changing the livelihood of the youth for the training was relevant, attractive and participatory. Regarding the relevance of the activities of the project to the youth, a key informant from Amhara region said that “the skill he received through 15 days training helped him to change his life than the education he received through 15 years schooling” (Business Owner from Amhara Region). Similar reflection was forwarded from an informant from Oromia region. The informant said that:

**I am a best example for youth in our woreda. Before three years I was one among unemployed youth who wanted to migrate to another country. But, through the training I obtained from Hunde project, I managed to create my own job. By now, I am leading better life and even I have offered job opportunities for others** (Business Owner from Oromia Region).

According to the informants, the POTENTIAL project was successful in achieving its objectives, creating employment opportunities, bringing observable changes in the livelihood of the youth and sustainability of the changes brought. The achievement of objectives can be

seen in terms of the number of the youth planned and trained. In this regard, the informant from government office in Amhara region has said that PADET (POTENTIAL Project) has achieved its objectives as the number of youth involved in the training exceeded the planned one. The informants in all localities included in the study have also agreed that the project was successful in creating employment opportunities. For instance, the youth informant from Somali region has described the effectiveness of potential project as follows.

**When I compare those who took the training and those who did not take it, the trained youth got employed more because they got skill and knowledge from the training. There are several activities such as poultry, benzene and opening shop in which youth are engaged after training. There are also youth who engaged in agriculture, driving activities and many more. The sustainability of the change is maintained for we are saving money in the form of IQUB (Youth Informant from Somali Region).**

There are a number of cases/beneficiaries which can witness how POTENTIAL project is changing the livelihood of the youth. The business owners who participated in this study as key informant reported that they were able to change their livelihood with the training provided by potential project.

Here is an exemplary case story developed from the narration of a business owner from Amhara region.

### *Case Story - 2*

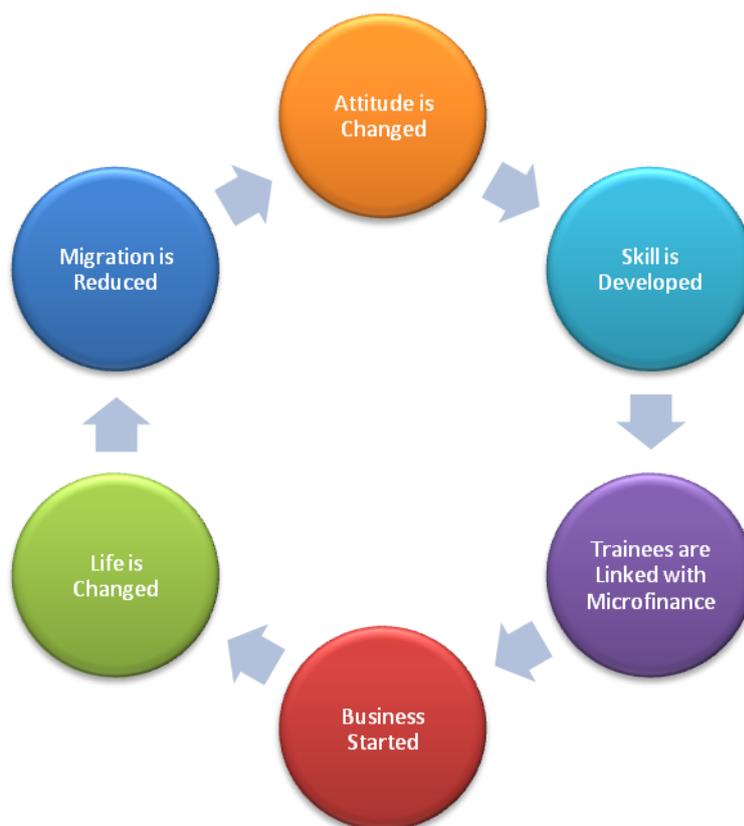
*Begosew is a young business person who benefited from the POTENTIAL project in Amhara region. He spent significant time looking for a job after he graduated from higher institution. He had a dream to support his family by getting job in his profession. However, he was not able to get the job as he wished. He became stressed in his everyday life for he was not able to pay back for his family. Consequently, he migrated to Sudan looking for job that enables to help his family. He was able to earn money working there for some time, but he was not able to send to his family or bring the money he collected there when he returned back to Ethiopia. Begosew has got the opportunity to participate in the training provided by PADET (POTENTIAL project). He reported that the training was enabling to develop competence, acquire skills and change attitude. Besides helping to change my attitude and acquire the necessary skills, POTENTIAL project has connected him with microfinance institute so that he can get loan. With the training and the loan he obtained, he became able to create jobs for himself and others engaging in woodwork. He believed that the training has helped him to know himself, be confident, respect job, save money, overcome challenges and change his life. So, he considered himself as lucky. Now, he is business owner (Case Story Developed from Key Informant Interview With Business Owner from Amhara Region).*

The POTENTIAL project is initiated with the intention of reducing unsafe migration among the youth by changing their attitude and livelihood. Thus, the key informants were asked to reflect on whether the project was successful to reduce unsafe migration or not. They agreed that unsafe migration is reduced in their respective localities as a result of POTENTIAL project. A key informant from Oromia region described the effect of the training provided by the project as follows.

**Yes, it decreases. Through the training, the youth learned how to create their own job and love the job opportunities in their woreda. Currently, youth are not feeling ashamed of working on low status jobs. I think that those who engaged in unsafe migration are not aware of the very difficult circumstance they may encounter during migration**(Business Owner from Oromia Region).

Similar reflections were forwarded from other informants from the same region. For example, a government official who participated in this study as key informant stated that “yes, it decreased unsafe migration for the training created awareness, showed successful way of life, developed skills to create own job and enhanced feeling of proud in working low status job in own community among the youth”. This may be seen in terms of the difference between the youth who took the training and those who did not. As to the key informants, there is observable difference between those who have been trained and those who have not in relation to their decision and attitude towards migration. An informant from SNNP assertively said that “of course, there is difference between the two. I don’t know anyone who made unsafe migration after the training given by Save the Children” (Government Official from SNNP Region). This view is shared among all informants in all regions.

In general, we can agree that the POTENTIAL project was successful in changing attitude, creating employment opportunities, enhancing skills and reducing unsafe migration among the target youth. The project started with changing the attitude of the youth who may have intention to migrate and ends with its impact to reduce unsafe migration. From the discussion with the key informants from the weredas included in this study, the process through which the potential project has changed or impacted the life of the youth can be conceptualized as circular path. The path that shows how the livelihood of the youth is changed with POTENTIAL project may be represented with the following figure.



*Figure 8: Cyclic Path of Changing Livelihood of the Youth in POTENTIAL Project*

#### **4.2.5. Challenges faced by youth development programs including POTENTIAL**

As stated above, the key informants agreed that POTENTIAL project is successful in changing livelihood of the youth and reducing migration in their localities. However, they did not deny that the project was challenged by a number of factors encountered. For example, a key informant who cited political instability as a major challenge to the project in Oromia region, has mentioned corruption [perhaps absence of good governance] to be a factor that trigger migration. The informant described the situation as follows.

**The main challenges we used to face in our area were political instability. There is high rate of corruption in government body and employment opportunities are given in terms of whether there is blood relationship, following same religion and coming from same village and family background with employer or not. Such problems irritate our youth and provoke them to leave their home region or country (Community Leader from Oromia).**

This may have implication for the sustainability of the changes brought by the project. Even though the attitude and behavior of the youth is changed with the help of the training provided by the project, they cannot remain in their locality unless they are supported by

good governance while trying to create their own job. Therefore, it is important to facilitate things for the youth so that they cannot be disappointed by the bureaucracy of the government and their society at large. In general, the government has to show its commitment to support the project with its bureaucracy so that the youth will not be disappointed and irritated.

Lack of resources such as land, material and finance were also considered to be challenges to the implementation of POTENTIAL project. The key informants have more or less similar view on how the shortage of resources affected the implementation of the project. An informant from Amhara region who were beneficiary of the project disclosed that the facilitators were challenged by lack of office, training place and furniture (Business Owner from Amhara Region). He stated that the facilitators were forced to carry chairs from one place to another place for the training. The trainers were asked to take the training under a tree for there is no permanent hall/room for the training.

Similarly, a youth informant from Oromia region has also disclosed that it was not possible to reach the youth community in remote areas of the region where migration is prevalent. There were some informants from SNNP region and one informant Somali region who believed that there is no challenge to the project. These informants may give more attention to the positive changes observed as a result of POTENTIAL project than the challenges it faced.

#### **4.2.6. Strategies to improve youth development programs and reduce youth migration**

The key informants were asked to suggest some strategies that can improve youth development programs and reduce unsafe migration in their localities. These strategies are linked with what shall be done. Therefore, the participants forwarded what the stakeholders such as the government officials, private business owners, charitable organizations and the youth themselves should do. The strategies suggested by the key informants from the four categories (i.e. youth, government, community leader and Business Owner) are be presented as follows.

*Collaboration among the Stakeholders:* one of the strategies that made POTENTIAL project successful was working in collaboration with its stakeholders. According to the informants, the project was working with a number of government offices such as Youth and Sport, Women and Children, Labor and Social Affair, and Health. The stakeholders participate in all activities of the project including the selection of the trainees, provision of the training and

creating job opportunities. This helped the POTENTIAL project to make its work clear, simple, and reliable. Therefore, the informants suggested that Save the Children should continue to work in collaboration with its stakeholder in the future.

*Employing Participatory Approach:* As to the informants, government, youth and community were participating in the project in one or another way. This approach helped the POTENTIAL project to find out partners that own the activities it implemented. This may ensure sustainability of the changes brought by the project. Therefore, Save the Children/POTENTIAL project shall employ participatory approach to make sure that the change it brought will be sustainable.

*Sharing Best Experiences:* there are a number of successful business owners who benefited from POTENTIAL project. These business persons have lived experiences that may give lesson to the youth. Thus, the informants suggested that the project has to facilitate things so that business persons can share their best experience.

*Promotion of Saving:* there are beneficiaries who make their businesses successful through saving in all regions. The savings in Amhara region reached 50,000 Birr while it exceeded 200,000 Birr in SNNP. Some informants reported that the youth including themselves changed their life through saving. Thus, the key informants advised the youth who engage in business works shall save the money they received.

*Enhancing Good Governance:* the key informants disclosed that absence of good governance in their localities was a challenge to the project. Therefore, they suggested that the government shall devise good governance in its system. This may help the youth to remain in their localities.

*Resource Mobilization/Budget Allocation:* the key informants reported that lack of resources or budget has blocked the POTENTIAL project from reaching the youth in remote areas. Therefore, mobilizing resources from the larger communities may help the project to allocate budget to reach the youth who were not reached so far.

## 5 Conclusions and Recommendations

### 5.1 Conclusions

The major objective of this study was to assess youth unsafe migration and the contribution of youth development programs to eradicate the problem. Based on this objective, some research questions were formulated to be answered by this study. The questions were concentrated on prevalence, types and causes of unsafe migration, intervention strategies to improve livelihood of the youth, coverage of youth development programs, impact of POTENTIAL project, the challenges faced by the projects and measures recommended/suggested to improve livelihood and reduce unsafe youth migration. Thus, both quantitative and qualitative data were collected from the stakeholders including beneficiaries. The quantitative data collected from the beneficiaries were analyzed quantitatively with the help of SPSS version 24 while the qualitative data collected from the key informants (i.e. youth representatives, government officers, Community leaders and business owners) qualitatively using thematic analysis. Based on the major findings presented in the previous section, the following conclusions were made.

*1. Migration was found to exist in all regions with different forms (e.g. internal & cross-border) and channel (e.g. safe & unsafe).*

- The youth who participated in the study by filling the questionnaire reported that they have family members (N=229, 46.7%) and relatives (N=306, 63.2%) who migrated within the country. They also reported that they have family members (N=183, 38.8%) and relatives (N=288, 58.8%).
- Of those youth who have migrant family members outside Ethiopia, 143 (69.4%) reported that their family members migrated through safe channel while 63 (30.6%) reported that their family members followed unsafe route. Of those who have relatives abroad, almost half (49.9%) reported that their relatives followed unsafe ways.
- The majority of the participants who have families and relatives migrated outside of the country reported that their families and relative migrated before three or four years (i.e. before the potential project was started). This shows that migration is reduced within the last three years. The participants clearly indicated that migration is decreasing in the localities in general (N=288, 58.4%) and among the beneficiaries (N=370, 75.2%).
- The stakeholders who participated in the key informant interview have indicated that migration still occur in their respective localities, even if it is not significant. However,

respondants in Somalia region reported that there is still unsafe cross-border migration while the reverse is true in Amhara region.

2. *The interventions implemented by POTENTIAL project were found to have impact on the attitude, behavior, skill, sustainable income and stability. However, the impact was different on different variables in different groups.*

- Statistically significant difference was found in attitude of the youth towards migration based on regions ( $F=4.41$ ,  $p<.01$ ) where the participants from SNNP region have higher score in attitude scale and the participants from Amhara region have lower score and their age ( $F=4.35$ ,  $p<.01$ ) where those youth whose age range is 25-29 have higher score ( $M=40.81$ ) while those youth whose age range is 15-19 have the lower ( $M=37.52$ ).
- Significant difference was not found in attitude of the youth towards migration based on their gender, marital status, employment status, and education level.
- There is statistically significant difference in total employability scale among the youth based on their region ( $F=6.36$ ,  $p<.01$ ) where it is higher in SNNP (104.06) and lower in Amhara region (98.49), level of education ( $F=6.16$ ,  $p<.01$ ) where those with higher education such as degree have the higher score (106.2) and those who are illiterate have lower (94.88) and age ( $F=2.77$ ,  $p<.05$ ) where the youth whose age is above 29 have the highest score (105.22) and those whose age is 15-19 have the lower score (98.82). The difference based on regions and education was also found to be significant in all the six subscales of employability. The difference among the youth based on their age was found to be significant in only positive self esteem subscale ( $F=3.52$ ,  $p<.05$ ) where those whose age is above 29 have higher score ( $M=18.58$ ) and those whose age range is 15-19 have lower score ( $M=16.66$ ).
- Significant difference in total employability scale was not found among the youth based on their gender, marital and employment status. However, gender difference was found to be significant in one of the six employability subscales ( $F=12.30$ ,  $P<.01$ ) where males have higher scores ( $M=14.95$ ) in job searching subscale and females have lower score ( $M=13.78$ ).
- The participants reported that the training provided by POTENTIAL project helped them to have better employment opportunity ( $N=384$ , 77.7%) and improved livelihood ( $N=438$ , 88.7%). They also believed that the employment opportunity obtained as a result of the training has reduced unsafe migration in their respective localities ( $N=415$ , 85.2%). The participants reported that the POTENTIAL project has linked them to

private and public institutions to some extent (N=254, 51.6%) and higher extent (N=119, 24.2%). They also reported that they have rated their social network to be good to some extent (N=253, 51.4%) and to higher extent (N=164, 33.3%).

3. *The major intervention strategies used or applied by potential project were training on soft and hard skills, linking to private/public institutions, promoting saving and improving livelihood.*
  - Other youth development programs/projects focused on hard skill but not on soft skills. The POTENTIAL project emphasized on the soft skills such as enhancing self esteem.
  - The project linked the trainees to private and public institutions so that they can get better job opportunities or create their own job.
  - The project has also improved livelihood of the youth through the training.
4. *The potential project was not able to reach all the youth who are in need of support to improve their employability and livelihood because of scarcity of resource.*
  - The project was implemented in some selected regions and woredas. I was not able to include all kebeles in the selected weredas.
  - Even, the youth who are living the the selected weredas. However, those who participated in the project were able to change their attitude, enhance their skill and improve their livelihood.
5. *Instability/displacement, scarcity of resources and absence of good governance were the major challenges.*
6. *Collaboration among the Stakeholders, Employing Participatory Approach, Promotion of Saving, and Enhancing Good Governance were some of the strategies suggested by the stakeholders to improve livelihood and reduce migration among the youth.*

## **5.2 Recommendations**

Under this section key recommendations for awareness/education, intervention/practice, policy and research are presented based on the qualitative and quantitative findings of the study.

### **5.2.1. Educational Recommendations**

- Although there are achievements through development projects including POTENTIAL both internal and external migration are high among families and relatives of respondents. From those who migrated 30% of families and 50% of relatives and neighbors used irregular channel or unsafe route implying the need to still work on raising awareness of the public. As the perception shows migration is reducing among beneficiaries' focus has to be to reach those who have not benefited from the project.
- One wrong perception captured through the qualitative data is that some female youth perceive that income is vital for their marriageability including wedding expense. So, to get this income they see going abroad as one alternative.
- Mismatch is observed in the perception of youth and local government officers related to the trend and pattern of migration where officers perceive highly reduced unsafe migration but youth thinking that the problem is still high. Again, local officers blame poor attitude of youth as major cause of migration but youth strongly argue lack of employment as major reason. This requires perspective taking meetings between the two groups through collaborative discussion and awareness raising workshops.
- As a unique soft skill (attitude change, employability skill, use of time, respect for job, reduction of substance abuse, reduction of reliance on government created jobs) based intervention SAVE's POTENTIAL project is found to have immense impact this has to be shared with several stakeholders as best experience.

### **5.2.2. Intervention/Practice Recommendations**

- As POTENTIAL is found to be effective in bringing desired changes in attitude towards migration, employability skill, enhancing work attitude and consequently reducing unsafe migration specific mechanisms of scaling it up and working for ownership of it by the community and local administration is vital. This is justified

when participants expressed that POTENTIAL'S reach is limited compared to the huge youth population we have.

- Gender difference is noticed in terms of employability skill particularly in job searching in favor of males. So, focus has to be given to female youth to enhance their job searching skills.
- Age difference is noticed in both employability skills and attitude towards migration in favor of older youth. So, projects have to focus in supporting younger youth. This is justifiable as younger youth are more ambitious to take unnecessary risk.
- In the same token as education level increases there is better employability skills this entails the need to give more support to those with lower level of education. This is a matter of justice to reach the less empowered group compared to the relatively better of (educated group). Somali region is doing better in this regard.

### **5.2.3. Policy Recommendations**

- No difference is observed in terms of employment this implies that being employed is not contributing in having better employability skill and attitude towards migration. This might be because the job they have is not as such decent (in terms of income and quality of life) and thus we need to think beyond the mere essence of being employed or not and thus work towards regularizing jobs so that they are decent enough.
- The qualitative findings revealed that males use irregular channel more than females do and more males migrate internally and more females migrate abroad compared to males. This is largely because the regular channel is less open for males. Our perception of regular migration is meant for domestic workers. This has to change and government has to work in promoting regular migration for both sexes and migrant work in different types of skills.
- Respondents almost unaniomously endorsed that the training given by Save the Children was very practical (changing the values and attitudes and then the skills of the youth with so short period of time) and thus the government and other stakeholders should take this as a best practice to emulate it to other youths of the country.

### **5.2.4. Research Recommendations**

- Negative attitude to job in Ethiopia and positive attitude to outmigration is raised by local government key informants. This requires research as youth may not be negative to jobs in Ethiopia rather to the income and quality of the job.

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**Section II: Youth Development Projects and Migration Related Questions**

1. Have you got training other than POTENTIAL (the training given by Save the Children)?  
1) Yes                    2) No
2. If yes, how effective was it in helping you for your current or future job, compared to POTENTIAL's?  
1) More effective   2) Almost equal   3) Less or not effective
3. To what extent do you think you have the necessary social networks that enhance your possibility of employment?  
1) To high extent   2) To some extent   3) To less extent
4. To what extent do you think you are linked to private and public institutions that enhance your possibility for employment?  
1) To high extent   2) To some extent   3) To less extent
5. Do you think youth members who had been involved in POTENTIAL training program improved their livelihood/income after completing their training?  
1) Yes            2) No
6. Do you think the youth trained through POTENTIAL are more likely to be employed than those who have not got the training?  
1) Yes, I think they are more employed   2) No, I do not think so
7. Do you think getting employment opportunity significantly reduces the tendency to migrate?  
1) Yes                    2) No
8. Do you have a person from your household/family that migrated to another place in Ethiopia in search of employment?  
1) Yes                    2) No
9. If your answer is "Yes", when was it?  
1) Before 4 years   2) Within the past three years
10. Do you have a relative (not a member of your household/family) in this Woreda that migrated to another place in Ethiopia in search of employment?  
1) Yes                    2) No
11. If your answer is "Yes", when was it?  
1) Before 4 years                    2) In the past three years



**Section III: Employability Assessment Tool**

Items	1	2	3	4	5
1. I feel valued and appreciated by others 2. I feel good about my future 3. I anticipate my own needs ahead of time. 4. I can adapt to changes by learning new skills					
5. I'm able to complete assignments in time. 6. I feel proud when I produce high quality work. 7. I go to work even when I feel like staying at home 8. I follow workplace or school dress codes					
9. I can understand and work with people of different backgrounds. 10. I accept people who are different than me. 11. I value the input and contributions of others. 12. I take responsibility for what I do					
13. I know how to express myself in proper ways. 14. I know how to articulate my own ideas clearly. 15. I read so I can comprehend and use new information. 16. I listen actively to understand and learn					
17. I collect, analyze, and organize information to find the best solution to a problem. 18. I seek many sources of information to solve a problem in school or at work. 19. I learn from my past successes and mistakes to make future decisions. 20. I can adapt to changing circumstances.					
21. I have the knowledge and skills needed to interview for jobs 22. I know how to prepare a resume. 23. I know how to complete a job application 24. I have the skills and experience valued by employers					

NB. "1" refers to strongly agree, "2" stands for agree, "3" stands for Neutral, and "4" stands for disagree, and "5" stands for strongly disagree

**Section IV: Attitude towards Migration Scale**

<b>Items</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1. Life risk is predetermined, not affected whether you migrate or not.					
2. I prefer working low status jobs overseas than in Ethiopia					
3. I think migrating out of Ethiopia is taken as source of pride in our community					
4. I believe that media report on the problems of illegal migration is exaggerated					
5. I prefer to work overseas with no dignity than living under poverty in Ethiopia					
6. I believe that Ethiopian youth can change their own & family life only working overseas					
7. I hope there will be job opportunities in Ethiopia so that its citizens will not make unsafe migration in the future					
8. Ethiopian youth should work hard and change their life here, than to opt to make unsafe migration					
9. I believe that unsafe migration is exposing many Ethiopians to abuse and exploitation					
10. I object the decision Ethiopian youth make to migrate using irregular/unsafe channel					

NB. "1" refers to strongly disagree, "2" stands for disagree, "3" stands for Neutral, and "4" stands for agree, and "5" stands for strongly agree

## Appendix II

### Interview Guide for Key Informants

#### Introduction

The purpose of this interview is to collect data for a study designed to assess the state of unsafe migration in Ethiopia and the contribution of youth development projects to mitigate the problem. You are invited to participate in this study as key informant for we believe that you are aware of the youth development projects implemented by SAVE THE CHILDREN and the state of unsafe migration in your locality. A maximum of an hour may be needed to complete this interview. The validity of this study depends upon the genuine and detail information that you will give in this interview. Therefore, you are kindly requested to give genuine information based on your experience in relation to youth migration and development projects.

We hereby would like to ensure you that the information that you give here will be used for research purpose and kept confidential.

#### Questions to guide the interview

1. How do you describe the prevalence of unsafe migration in your locality?
  - In terms of sex?
  - In terms of employment status?
  - In terms of education?
  
2. How do you describe unsafe migration in your locality in terms of?
  - Internal migration & cross border migration
  - Primary & Secondary migration
  
3. What are the causes of unsafe migration in your locality?
  
4. In your locality, are there youth development programs/projects implemented by organizations other than SAVE THE CHILDREN?
  - Can you describe them?
  - Which project(s) do you think are more effective/successful? How?
  
5. Can you describe how much of the potential migrant youth in your area are addressed by different development programs including POTENTIAL? Tell us the magnitude and the quality of the programs?
  
6. How do you evaluate the activities (e.g. trainings) conducted by POTENTIAL in changing the lives of the youth?

- The extent of the relevance of the activity/training to the youth
  - The extent of the meeting the objectives by the activity/training
  - Employment opportunities of the youth
  - Changes observed at the end of the accomplishment of each activity
  - Sustainability of the changes you observed
  - **Exemplary work you remember**
7. Do you think activities conducted by POTENTIAL has changed the attitude, skills and behaviors of beneficiary youth related to unsafe migration
  8. Do you think the training helps the youth not to migrate using unsafe channel?  
How?
  9. What kinds of vocational, social and behavioral skills are helping youth in your locality to have fewer tendencies to opt for unsafe migration?
  10. Do you think that unsafe migration is (would be) reduced in your locality as a result of youth development projects/activities/trainings?
    - How and why?
    - Is there difference between those who took the training and those who did not take in their decision to make unsafe migration?
  11. What are the challenges faced by different development programs including POTENTIAL in their implementation of programs due to youth migration and trafficking?
  12. What strengths and limitations do you identify to the activities implemented by the POTENTIAL in relation to unsafe migration?
  13. What do you recommend to the stakeholders including your organization to do in the future in relation to mitigating unsafe migration?
    - POTENTIAL (Save the Children)
    - The government
    - The youth
    - The Community/Society
    - Private business



4. የመቀጠር ዕድለዎን ለማሳደግ ከግል እና ከመንግሥት ተቋማት ጋር ምን ያህል ትስስር አለኝ ብለው ያስባሉ?

- 1) በጣም ከፍተኛ
- 2) በመጠኑ
- 3) በጣም ትንሽ

5. በፖቴንሻል የሥልጠና ፕሮግራም የተሳተፉ ወጣቶች ሥልጠናቸውን ካጠናቀቁ በኋላ

ኑሯቸውን/ገቢያቸውን አሻሽለዋል ብለው ያስባሉ? 1) አዎ 2) የለም

6. በፖቴንሻል የሠለጠኑ ወጣቶች ሥልጠናውን ካላገኙት ሌሎች ወጣቶች ይልቅ ሥራ የመቀጠር ዕድላቸው ከፍ ያለ ነው ብለው ያስባሉ?

- 1) አዎ የመቀጠር ዕድላቸው ከፍ ያለ ነው
- 2) አይ ከፍ ያለ አይደለም

7. የሥራ ዕድል ማግኘት ወደሌላ አካባቢ የመሰደድ ሀሳብን በሚገባ ይቀንሳል ብለው ያስባሉ?

- 1) አዎ ይቀንሳል ብዬ አስባለሁ
- 2) አይ ይቀንሳል ብዬ አላስብም

8. ከቤተሰብዎ ለሥራ ፍለጋ በኢትዮጵያ ውስጥ ወደሚገኝ ሌላ ቦታ የተሰደደ ሰው አለ?

- 1) አዎ
- 2) የለም

9. መልስዎ አዎ ከሆነ ጊዜው መቼ ነበር?

- 1) ከአራት ዓመት በፊት
- 2) በአለፉት አራት ዓመታት ውስጥ

10. ለሥራ ፍለጋ በኢትዮጵያ ውስጥ ወደሚገኝ ሌላ ቦታ የተሰደደ ቤተዘመድ ወይም ጎረቤት አለ?

- 1. አዎ
- 2) የለም

11. መልስዎ አዎ ከሆነ ጊዜው መቼ ነበር?

- 1) ከአራት ዓመት በፊት
- 2) በአለፉት አራት ዓመታት ውስጥ

12. ለሥራ ፍለጋ ወደ ሌላ ሀገር የተሰደደ የቤተሰብዎ አባል አለ? 1) አዎ 2) የለም

13. መልስዎ አዎ ከሆነ ጊዜው መቼ ነበር?

- 1) ከአራት ዓመት በፊት
- 2) በአለፉት አራት ዓመታት ውስጥ

14. ወደሌላ ሀገር የተሰደደ የቤተሰብ አባል ካለ የተከተለው የትኛውን የስደት መንገድ ነው?

- 1) መደበኛ/ደጎንነቱ የተጠበቀ
- 2) መደበኛ ያልሆነ/ደጎንነቱ ያልተጠበቀ

15. ለሥራ ፍለጋ ወደ ሌላ ሀገር የተሰደደ ቤተዘመድ ወይም ጎረቤት አለ?

- 1. አዎ
- 2) የለም

16. መልስዎ አዎ ከሆነ ጊዜው መቼ ነበር?

- 1) ከአራት ዓመት በፊት
- 2) በአለፉት አራት ዓመታት ውስጥ

17. ወደሌላ ሀገር የተሰደደ ቤተዘመድ ወይም ጎረቤት ካለ የተከተለው የትኛውን መንገድ ነው?

- 1) መደበኛ/ደጎንነቱ የተጠበቀ
- 2) መደበኛ ያልሆነ/ደጎንነቱ ያልተጠበቀ

18. ለሥራ ፍለጋ መደበኛ ባልሆነ መንገድ ወደሌላ ሀገር መሰደድን አስበው ያውቃሉ?

- 1) አዎ
- 2) የለም

19. መልስዎ አዎ ከሆነ ደህንነቱ ባልተጠበቀ መንገድ ለመሰደድ ለምን ያህል ጊዜ አሰቡ?

- 1) በተደጋጋሚ
- 2) አንድ አንድ ጊዜ
- 3) በጣም አልፎ አልፎ

20. በአለፉት አራት ዓመታት በርሱዎ አካባቢ በአጠቃላይ ስደት እየጨመረ ነው ብለው ያስባሉ?

- 1) አዎ እጨመረ ነው
- 2) አይ እየጨመረ አይደለም
- 3) ለውጥ የለውም

21. በአለፉት አራት ዓመታት በርሰዎ አካባቢ በሴብ ዘችልድረን ተጠቃሚዎች መካከል ስደት እየጨመረ ነው ብለው ያስባሉ? 1) አዎ እጨመረ ነው 2) አይ እየጨመረ አይደለም 3) ለውጥ የለውም

**ክፍል ሦስት: የመቀጠር ሁኔታ**

ጥያቄዎች	1	2	3	4	5
1. በሌሎች ዋጋ የሚሰጠኝና የምድነቅ መስሎ ይሰማኛል። 2. ስለወደፊት ህይወቴ መልካም ነገር ይሰማኛል። 3. ፍላጎቴን አስቀድሜ መገመት እችላለሁ። 4. አዳዲስ ክህሎቶችን በመማር ራሴን ከጊዜ /ክለውጦች ጋር ማላመድ እችላለሁ።					
5. የሚሰጠኝን ስራዎች በጊዜ ማጠናቀቅ እችላለሁ። 6. እቤት የመዋል ስሜት ቢሰማኝም ከሥራ አልቀርም። 7. ጥራት ያለው ሥራ አጠናቅቄ ሳስረክ ብርባር ይሰማኛል። 8. የስራ ስታዊት ወይም የት/ቤት አለባብስ ደንብ እከተላለሁ።					
9. ሰዎች ከእኔ የተለዩ ቢሆኑ እንኳ አክብራቸዋለሁ። 10. የተለያዩ ልምድና ባሕርይ ያላቸውን ሰዎች መረዳትና አብሮ መሥራት እችላለሁ። 11. የሌሎችን ድጋፍና አስተዋፅዖ ዋጋ አሰጣለሁ። 12. ለምሰራው ሥራ ሃላፊነት እወስዳለሁ።					
13. ራሴን በተገቢው መንገድ እንዴት እንደምገልጽ አውቃለሁ። 14. ሃሳቤን በግልፅ ማስቀመጥ እችላለሁ። 15. አንብቤ አዳዲስ መረጃዎችን መጠቀም እችላለሁ። 16. ለመረዳትና ለመማር በንቃት አዳምጣለሁ።					
17. መረጃዎችን በመሰብሰብ በማደራጀትና በመተንተን ለችግሮች የተሻለ መፍትሄ አገኛለሁ። 18. በትምህርትም ሆነ በስራ የሚያጋጥመኝን ችግር ለመፍታት የተለያዩ የመረጃ ምንጮችን እጠቀማለሁ። 19. ስለወደፊቱ ውሳኔ ለመስጠት ካለፉት ስኬቶቼና ድክመቶቼ እማራለሁ። 20. ከተለዋዋጭ ሁኔታዎች ጋር ራሴን አላምዳለሁ።					
21. ለሥራ ቅጥር ቃለ-መጠይቅ ለማድረግ እውቀቴና ክህሎቴ አለኝ። 22. አጭር የትምህርትና የስራ ልምድ ጽሁፍ ማዘጋጀት እችላለሁ። 23. የሥራ ማመልከቻ እንዴት እንደሚዘጋጅ አውቃለሁ። 24. ቀጣሪዎች የሚፈልጉት ክህሎትና ልምድ አለኝ።					

ማስታወሻ፡-- “1” የሚያመለክተው በጣም እስማማለሁ ፣ “2” እስማማለሁ ፣ “3” አለወሰንኩም፣ “4” አልስማማም እና “5” በጣም አልስማማም የሚለውን ነው።

**ክፍል አራት: ለስደት የአለንን አመለካከት መለኪያ**

<b>ጥያቄዎች</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
11. ሕይወትን ስጋት ላይ የሚጥሉ ነገሮች አስቀድመው የተወሰኑ በመሆናቸው መሰደድህ ወይም አለመሰደድህ ምንም አያመጣም፡፡					
12. ዝቅተኛ ሥራን በኢትዮጵያ ከመሥራት ይልቅ በውጭ ሀገር መሥራትን እመርጣለሁ፡፡					
13. ከኢትዮጵያ ውጭ መሰደድ በማህበረሰባችን ውስጥ የኩራት ምንጭ ተደርጎ የሚወሰድ/የሚቆጠር እንደሆነ አስባለሁ፡፡					
14. ህገ ወጥ ስደትን በተመለከተ ሚዲያዎች የሚያቀርቡት ሪፖርት የተጋነነ ነው ብዬ አምናለሁ፡፡					
15. በኢትዮጵያ ውስጥ በድኅነት ከመኖር በውጭ ሀገር ክብር የሌለውን ሥራ መሥራትን እመርጣለሁ፡፡					
16. ኢትዮጵያውያን ወጣቶች የራሳቸውን እና የቤተሰቦቻቸውን ሕይወት መለወጥ የሚችሉት በውጭ ሀገር በመሥራት ብቻ ነው ብዬ አምናለሁ፡፡					
17. ወደፊት በኢትዮጵያ ውስጥ ጥሩ የስራ ዕድል ስለሚኖር ዜጎች ደኅንነቱ ባልተጠበቀ መንገድ አይሰደዱም ብዬ ተስፋ አደርጋለሁ፡፡					
18. ኢትዮጵያውያን ወጣቶች ደኅንነቱ ባልተጠበቀ መንገድ ወደሌላ ሀገር ለመሰደድ ከመምረጥ ይልቅ እዚሁ በጣም ሠርተው የራሳቸውን ሕይወት መለወጥ አለባቸው፡፡					
19. ደኅንነቱ ያልተጠበቀ ስደት በርካታ ኢትዮጵያውያን ወጣቶችን ለጥቃት እና ብዝበዛ እያጋለጣቸው ነው ብዬ አምናለሁ፡፡					
20. ኢትዮጵያውያን ወጣቶች ደኅንነቱ ባልተጠበቀ መንገድ ለመሰደድ የሚወስኑትን ውሳኔ እቃወማለሁ፡፡					

ማስታወሻ፡-- “1” የሚያመለክተው በጣም እስማማለሁ፣ “2” እስማማለሁ፣ “3” አለመስጠት፣ “4” አልስማማም እና “5” በጣም አልስማማም የሚለውን ነው፡፡



8. Miseensa maatii kee keessaa kan dalagaa barbaacha Itiyoopiyaa keessaatti naannoo kanaa gara iddoo biraatti godaane jiraa? 1. eeyyee 2. lakkii
9. Yoo ‘eeyyee’ jette yeroonsaa yoom ture?
  1. waggaa afuriin dura
  2. waggaa sadan kana keessatti
10. Fira ( miseensa maatii kee ala) kan dalagaa barbaacha Itiyoophiyaa keessaatti naannoo kanaa gara iddoo biraatti kan godaane jiraa? 1. eeyyee 2. lakkii
11. Yoo ‘eeyyee’ jette yeroonsaa yoom ture?
  1. waggaa afuriin dura
  2. waggaa sadan kana keessatti
12. Miseensa maatii kee keessaa hojii barbaacha kan biyya alaatti godaane jiraa?
  1. eeyyee 2. lakkii
13. Yoo ‘eeyyee’ jette yeroonsaa yoom ture? 1. waggaa afuriin dura 2. waggaa sadan kana keessatti
14. Yoo maatii kee keessaa nama biyya biraatti godaane qabaatte haala akkamiin deeme?’
  1. seera qabeessaan
  2. seeraa alaan
15. Fira kan biraa (Miseensa maatii kee ala) hojii barbaacha kan biyya alaatti godaane jiraa?
  1. eeyyee
  2. lakkii
16. Yoo ‘eeyyee’ jette yeroonsaa yoom ture? 1. waggaa afuriin dura 2. waggaa sadan kana keessatti
17. Yoo fira ykn olla kee keessaa nama biyya biraatti godaane qabaatte haala akkamiin deeme?’
  1. seera qabeessaan
  2. seeraa alaan
18. Hojii barbaachuuf jecha godaansaa seeraa alaa biyya alaatti gochuuf yaada qabdaa?
  1. eeyyee
  2. lakkii
19. Yoo ‘eeyyee’ jette, hagam tokko yaaddaa godaansa seeraan alaa?
  1. yeroo hedduu
  2. darbeedarbee
  3. yeroo tokko tokko
20. Akka waliigalaatti waggaa arfan darban godaansii seeraa alaa naannoo keessanitti dabalaa jiramoo hirrataa jira? 1. Dabalaa jira. 2. Hurrataa jira. 3. hurrataas dabalaa hinjiru
21. waggaa arfan darban keessatti naannoo keessanittigodaansii seeraa alaa kanneen fayyadamtoota qusannoo daa’immanii/save the children ta’an dabalaa moo hurrataa jira?
  - 1 Dabalaa jira. 2. Hurrataa jira. 3. hurrataas dabalaa hinjiru

**Kutaa 3ffaa: Safartoo Hanga Dandeettii Carra Hojii Argachuu Madaalu**

Lakkoofsa 1 – 5 keessa isa filannookee ta’e jalatti mallattoo(√)godhi.

1= Gonkumaa walii hingalu 2= Walii hingalu 3= Hin mormus walii hingalus 4= waliin gala 5= baay’een walii gala

Himoota	1	2	3	4	5
1. An namootaaf bu’a qabeessa fi kabajamaadha jedheen yaada					
2. Waa’ee fuuldhura koo waan gariitu natti dhaga’ama					
3. Fedhii mataa koo durseen beeka ykn tilmaama					

4. Oogummaa haara barachuun jijjirama dhufutti dafeen madaqa					
5. Hojii manaa koo dafee yerootti xumuruuf dandeettiin qaba					
6. Dalagaa qulqullina qabu hojjechuu kootti nan boona.					
7. Yeruman mana turuu fedhuiyyu lafa hojii nan deema malee hin hafu					
8. Dambii uffanna lafa hojii nan kabaja					
9. Namoota addaa hundeessanii addaa wajjin hojjechuu nan danda'a					
10. An nama anarra adda ta'e nan simadha					
11. An faayidaa namaa ykn bu'aa namoota nan kabaja					
12. Waanan hojjechuuf itti gaafatamummaa nan fudhadha.					
13. Akkamiin akkan sirriitti of ibsu nan beeka.					
14. An akkaataan ittin yaada koo ifatti ibsadhu sirriitan beeka					
15. An nan dubbisa waan ta'eef yaada haaraa qindeeffadhen fayyadama.					
16. Hubadhee baruuf sirriittan dhaggeeffadha.					
17. An ragaalee funaannadhee, xinxalee fi qindeesseen rakkoolee jiraaniff furmaata barbaada.					
18. Rakkoolee mana barumsaa ykn lafa hojii jiran hiikuuf madda odeeffannoo heeddun barbaada.					
19. An kufaatii koo fi milkaayina koo darbeeraa baradheen murtoo fuuldura koof kenna					
20. An haala jijjiiramu kam irrattiyyuu nan madaqa					
21. Beekumsaa fi oogummaa afgaaffii qacaramuuf barbaachisu nan qaba					
22. Oogummaa fi muuxannoo madaalli warra qacaranii guutu nan qaba.					
23. Akkaataa itti seenaa barnoota fi muuxanoon qabu (CV) qopheessu ykn barreessu nan beeka.					
24. Akkaataa itti iyyata hojii galchan nan beeka.					

#### Kutaa 4ffaa: Gaaffilee Ilaalcha godaansaa irratti qaban

Lakkoofsa 1 – 5 keessa isa filannookee ta'e jalatti mallattoo(√)godhi.

1=Gonkumaa walii hingalu 2= walii hingalu 3= hin mormus walii hin galus 4= waliin gala 5=Baay'een waalii gala

Himoota	1	2	3	4	5
1. Balaan jireenyaa ganamumaan(duraan) murtaa'ee waan ta'eef godaanuu fi godaanuu dhiisuun jijjiirama hinfidu jedheen yaada.					
2. Hojii sadarkaansaa gadi bu'aa ta'e Itiyooophiyaa keessatti hojjechuurra biyya alaatti hojjechuu naa wayya.					
3. Godaananii Itiyooophiyaa keessaa ba'uun hawwaasa keessatti madda kabajaa ykn gammachuuti jedheen yaada.					

4. Oduun sabquunnamtii garagaraatiin waa'ee godaansa seeraa alaa afarfaamu kun garmalee olkaafamee oddeeffama jedheen yaada.					
5 Itiyoophiyaa keessati hiyyummaan taa'uurra tuffatamaa biyya alaatti hojjechuu naa wayya.					
6. Dargaggoonni Itiyoophiyaa jireenya isaanis ta'e maatii isaanii yoo biyya alaa bahanii hojetan qofa jijjiiruu jedheen yaada.					
7. Gara fuulduratti carraan hojii ni uumama kanaaf lammiileen Itiyoophiyaa godaansa seeraa alaa hingodhan jedheen abdadha.					
8. Lammilleen Itiyoophiyaa asuma biyya keessati jabaatanii hojjechuu malee godaansaa seeraa alaa akka filannooti ilaaluu hin qaban.					
9. Godaansi seeraa alaa Lammiilee itiyoophiyaa hacuuccaa fi gaaga'ama aaddaa addatiif saaxileera jedhen amana.					
10. Murtoo dargaggoonni godaansa seeraa alaa godhan an nan qeeqa					

## Appendix V: Oromipha Interview Questions

### Af gaaffii

Kaayyoon Afgaaffii kanaa haala godaansa seera alaa Itiyoophiyaa keessaatti maalirra akka jiruufi bu'aa projetiin daagagina dargaggoota rakkoo kana furuuf qabu qorachuuf fayyada. Bu'a qabeessummaan qorannoo kanaa yaada keessaan qulqullinaaf amanamummaadhaan kennuu keessanirrati hunda'aa waan ta'eef adaraa keessan bilisa ta'aati yaada nuuf kennaayoo dheerate saatii tokko nutti fudhata. Iccittiin deebii keessanii sirritti kan eegamu ta'uusaa isin beeksifna

1. Baballina godaansa seeraa alaa naannoo kee jiru akkamiin ibsita?
  - dhalaa moo dhiiratti baayyata
  - Haala hojiin yoo ilaalamu
  - Sadarkaa barnootaatiin yoo illalamu
2. Naannoo keessan keessatti, dhaabbati Save the children irraa adda ta'e kan dagaagina dargaggoota irrati pirojektiin hojjetu jiraa?
  - eenyuu fayi isaan naa inbsuu dandeessaa?
  - pirojektii isa kamtu bu'a qabeessa ykn milkaa'ee?
3. Mee sagantaan dagaagina addaa adda POTENTIAL (save the children) dabalatee kan baayina dargaggoota silaa godaanuu malan fayyade yoo jiraate naaf ibsuu dandeessuu? Mee hangasaaf qulqullina isaa nutti himaa
4. Gochaalee POTENTIAL karaa leenjisuun jireenya dargaggoota fooyyeessuf godhu akkamiin madaalta?
  - Hagam tokko leenjiinsun dargaggootaan wal simata?
  - Leenjichi hagam kaayyoo pirojektichaa bakkaan ga'a
  - Carraa hojii dargaggootaaf ummuu ilaalchisee
  - Jijjiirama ergaa gochaalen sun raawatamanii dhufe kan hubattee

- Ittifufiinsa jijjiirama argamee kan hubatte yoo jiraate
5. Gochaan ykn dalagaan POTENTIAL/ save the children raawwate dhugumaan jijjiirama ilaalcha , oogummaa fi amala dargaggootni godaansa seera alarrati qaban fideera jettee yaaddaa?
  6. Leenjiin godaansa karaa rakkisaa /seeraa ala akka dargaggoonni hin gooneef ni fayyada jettee yaadda? akkamiin?
  7. Dabdeettii oogummaa, hawwaasa fi amala akkamiitu akka dargaggoonni keessan godaansa seeraa alaa akka filannooti hin keewwanne fayyada jettanii yaaddu?
  8. Sababa pirojektii dagaagina dargaggootaa fi leenjii kennamuun godaansi seeraa alaa kan naannoo keeti ni hurrata jettee yaaddaa?
    - akkamiin/ maaliif?
    - garaagarummaan warra leenjii fudhateef warra hin fudhannee murtoo godaansa seeraa alarrati godhan jiraa?
  9. Hudhaaleen ykn gufuuleen sagantaa dagaagina addaa addaa POTENTIAL/ save the children dabalatee saganticha raawwatuuf sababa godaansaa seeraa alaatiif isaan mudatu maal maal fa'i?
  10. Ciminaa fi hanqina raawwii POTENTIAL goddansa seeraa alaan wal qabatee gochaa ture akkamiin adda baafata?
  11. Qooda fudhattootaaf dhaabbata keessan dabalatee gara fuulduraatti godaansa seeraa alaa kana hambisuuf maal gorsita?
    - POTENTIAL( save the children)
    - Mootummaa
    - Dargaggoota
    - Hawwaasaa
    - dhaabbilee dhuunfaa( private business)

**Appendix VI: Convergent and Discriminant Validity of the Data**

		Correlations					
		PositiveS E	SelfControl	SocialSkill	Communi cation	Problem Solving	JobSearchi ng
SelfControl	Pearson Correlation	.473**					
SocialSkill	Pearson Correlation	.474**	.610**				
Communication	Pearson Correlation	.426**	.570**	.553**			
ProblemSolving	Pearson Correlation	.468**	.518**	.602**	.612**		
JobSearching	Pearson Correlation	.305**	.277**	.356**	.350**	.452**	
Attitude	Pearson Correlation	.127**	.132**	.174**	.108*	.137**	.063

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\*. Correlation is significant at the 0.05 level (2-tailed).

The average (mean) of the intercorrelation of the EAT subscales is 0.45 (p<.01), showing convergent validity, and the EAT subscales with Attitude scale is 0.12 (p<.05), showing discriminant validity of the data.