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Better Migration Management
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In Search of Sustainable Opportunities

Mapping of economic initiatives for migrants, returnees and victims of trafficking in Ethiopia

Implemented by



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ABBREVIATIONS AND ACRONYMS

ACSO	Agency for Civil Society Organizations
AU	African Union
BMM	Better Migration Management
BoLS	Bureau of Labour and Skills
COVID-19	Corona virus disease 2019
CSOs	Civil Society Organizations
EDRMC	Ethiopian Disaster Risk Management Commission
EHoA	East and Horn of Africa
EU	European Union Delegation to Ethiopia
FUJCFSA	Federal Urban Job Creation and Food Security Agency
FGD	Focus Group Discussion
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GoE	Government of Ethiopia
ICMPD	International Centre for Migration Policy Development
IGAD	Inter-Governmental Authority on Development
ILO	International Labour Organization
IOM	International Organization for Migration
JCC	Job Creation Commission
KSA	Kingdom of Saudi Arabia
MoA	Ministry of Agriculture
MoJ	Ministry of Justice
MoLSA	Ministry of Labour and Skills
MoWSA	Ministry of Women and Social Affairs
MoU	Memorandum of Understanding
NPC	National Partnership Coalition
NRM	National Referral Mechanism
NGO	Non-Governmental Organization
RRS	Refugees and Returnees Service
SNNPR	Southern Nations, Nationalities and People's Region
TVET	Technical and Vocational Education and Training
VoT	Victim of Trafficking
ZoLSA	Zonal office Labour and Social Affairs

KEY CONCEPTS

For the purpose of this paper:

Migrant: shall mean a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons.

Reintegration: shall mean a process which enables individuals to re-establish the economic, social and psychosocial relationships needed to maintain life, livelihood and dignity and inclusion in civic life. Reintegration has three key components: *Social reintegration* implies the access by a returning migrant to public services and infrastructures in his or her country of origin, including access to health, education, housing, justice and social protection schemes. *Psychosocial reintegration* is the reinsertion of a returning migrant into personal support networks (friends, relatives, neighbours) and civil society structures (associations, self-help groups and other organizations). This also includes the re-engagement with the values, mores, way of living, language, moral principles, ideology, and traditions of the country of origin's society. *Economic reintegration* is the process by which a returning migrant re-enters the economic life of his or her country of origin and is able to sustain a livelihood.

Returnees: Migrants that are unable or unwilling to remain in the host country or country of transit and who decide (or are forced) to return to their country of origin.

Irregular migrant: A person who moves or has moved across an international border and is not authorized to enter or to stay in a State pursuant to the law of that State and to international agreements to which that State is a party.

Victim of trafficking: shall mean someone subjected to the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

Stakeholder: shall mean groups or persons/ organizations who: (i) are directly or indirectly engaged in the economic reintegration process of the target groups (VoTs, migrants and returnees), and/or have the ability to influence the outcome of the reintegration programs, either positively or negatively.

EXECUTIVE SUMMARY

Background

In recognition of the continuous migration flows from Ethiopia accompanied with large in-flows of returnees, and the majority seeking better economic prospects, there has been an increasing need to develop sustainable economic opportunities in-country to support migrants, returnees and VoTs. To that end, the Better Migration Management programme with the support of relevant government and non-governmental institutions has undertaken this research to understand the type and number of economic initiatives offered to migrants, returnees and VoTs. The research provides an overview of the possible economic opportunities that can be accessed by this population. Further, the research seeks to understand the challenges faced by government entities and CSOs in creating long term economic opportunities as well as gather the views of migrants, returnees and VoTs on the effectiveness of such opportunities. The findings generated from this research are expected to inform future programming for all stakeholders as well as identify good practices that can generate long term economic opportunities.

Methodology and Scope

For the purpose of this research a mixed-method approach with primary and secondary data collection techniques was employed to gather qualitative and quantitative data. A desk review of the literature was undertaken as the basis for designing appropriate data collection instruments and for analyzing the information and data received. Primary data was collected through participatory methods, including an online questionnaire, bilateral meetings and Focus Group Discussions (FGDs) for organizations and government entities providing economic initiatives such as education/skills training, grants and other forms of income generating activities.

The geographical scope of the research was limited to Addis Ababa, SNNPR, Sidama and South West Regional State.

Key Findings

Mapping of stakeholders providing economic support

The research identified key government actors that hold a mandate on providing and/or facilitating economic support for returnees, migrants and VoTs, this includes: the Ministry of Labour and Skills (MoLS), Ministry of Women and Social Affairs (MoWSA) and Refugees and Returnees Service (RRS). These government actors are also members of the Victims' Protection and Rehabilitation Working Group of the National Partnership Coalition for migration (NPC). At the regional and city administration level, each of these government actors holds a comparable mandate.

Additionally, this research mapped several CSOs that provide economic support within the geographical scope of the study. In total, there are 36 organizations that are currently providing economic support for migrants, returnees and VoTs in Addis Ababa, Sidama, SNNPR, and South West Regional States. There are also 11 CSOs that include financial support under their programme but are not currently providing this due to lack of funds. The majority of these organizations are offering a variety of economic support, such as vocational training, skills training, business startup capital, job search assistance, adult education amongst others.

Referral Mechanisms and Co-ordination

The findings show that while there has been recent legislation to establish the Migrant Victim's National Referral System in January 2021, its formal operationalization is still in development. In some regions there are operational MoUs (Amhara and SNNPR) which will require further alignment with national plans on the referral system.

At the regional level, the general co-ordination mechanisms to manage migration was highlighted as being weak, under-resourced and despite agreements in place, in practice it was noted that reintegration activities were not well integrated amongst the different actors.

Connections with the Private Sector

Positive findings from questionnaire respondents in SNNPR, Sidama and South West Regional State showed the majority (60%) have links to private enterprises. Similar findings were reflected from questionnaire respondents in Addis Ababa where the majority (59%) stated that they had links with the private sector. In the context of the study regions, the commonly addressed private owned enterprises and industries providing employment included: hotels, restaurants, cafeterias, industrial parks, retail shops, garment production factories, hairdressing salons amongst others. In all cases, questionnaire respondents noted that the purpose of the linkage to the private sector is to facilitate employment opportunities for migrants, returnees and VoTs.

Challenges

A number of challenges were identified by project implementers that are providing or previously provided economic support to migrants, returnees and VoTs. This includes the following:

(i) Shortage of funding to cover all costs of sustainable re-integration (ii) insufficient time period for economic reintegration programmes; (iii) remoteness and bad road access; (v) overwhelmed government offices, which is also the result of a lack of private sector engagement; (iv) corruption, cumbersome bureaucracy, and lengthy processes in regional, zonal and woreda level government offices; (vi) referral of imprecise target group by government offices; (vii) difficulty in obtaining license and working premises for businesses; (viii) inaccessibility of loans and finance for returnees; (ix) COVID 19 and inflation; (x) attitude of returnees; and (xi) lack of information and organized data on returnees.

The challenges encountered from the perspective of migrants, returnees and VoTs seeking to establish their own business included the following:

(i) insufficient initial capital to start a business (ii) expensive rent of working area (iii) insufficient support in terms of quantity and quality of materials (iv) lack of profit at initial stages of the business and market fluctuation (v) corruption and cumbersome bureaucracies of government, (vi) difficulty to obtain working places and shade.

In contrast, the challenges highlighted by those who pursued vocational trainings and employment over starting their own business are: (i) support not tailored to individual cases, (ii) inaccessibility of trainings in the area of one's choice, (iii) unavailability of jobs and (iv) low wages.

In order to mitigate the impact of the challenges, beneficiaries mentioned that they undertook various measures to ensure that they were able to cope, including selling of poor-quality items and replacing with other items, taking loans from family and friends, searching for alternative financial sources, starting side businesses and organizing into groups to open business partnerships.

Good Practices

A number of good practices were collated in this research that have been developed by different actors to achieve sustainable reintegration and meet the long-term economic needs of migrants, returnees and VoTs. These include:

(i) Individual reintegration support and a phased approach — CSOs mentioned the benefits of individualized reintegration support which takes into account individual interests, previous experience and skills. Incorporating these aspects bring longer term benefits in terms of motivation, ownership, drive and work ethic. Equally, a phased approach to economic support was highlighted as positive practice by beneficiaries that appreciated receiving psycho-social support before any economic support.

(ii) Community based reintegration initiatives — examples highlighted in the report include economic activities that involve returnees working with their local communities creating stronger economic and social cohesion.

- (iii) Strong partnerships with the public and private sector.
- (iv) Regular monitoring and support systems that ensure sustainability of businesses.
- (v) Skills training and certification – examples highlighted in the report show that professional qualifications and certification promote possible alternatives to enter into the labour market.
- (vi) Active job search assistance through job fairs and networking with potential employers and industries.

Recommendations

A: The Ministry of Labour and Skills, the Ministry of Justice (NPC) in close co-operation with other relevant government departments and international organizations should:

1. Strengthen existing co-ordination mechanisms to ensure processes are efficient, integrated and streamlined to assist migrants, VoTs and returnees from experiencing lengthy delays and bureaucratic processes particularly at the local level. The co-ordination mechanisms should be accompanied by an accountability mechanism to prevent issues such as corruption.
2. Operationalize the National Referral System, particularly at the regional levels to promote effective and efficient referral of migrants, returnees and VoTs to relevant services. In doing so, implement the Revised Directive issued for the Reintegration of Victim Ethiopian Returnees (once in force), and utilize the existing MoUs in Amhara and SNNPR to build upon the positive institutional linkages made.

B: Private sector together with the Chamber of Commerce in Ethiopia, the Ethiopian Employers Federation, TVET Institutes, training establishments, Ethiopian Diaspora Agency and the Ministry of Labour and Skills should:

1. Create additional linkages between TVET institutes/training establishments and the private sector to ensure that there are employment and/or apprenticeship opportunities for those graduating from training programmes.
2. Connect private sector initiatives from the Ethiopian diaspora community to migrants, returnees and VoTs seeking employment and/or self-employment opportunities.

C: Government counterparts together with international organizations, donors and implementing CSOs should:

1. Design economic intervention programmes with a view to improving economic integration in the long-term and allowing beneficiaries to attain self-reliance. This requires long-term interventions that are adequately financed and timed according to other medical, psycho-social needs of the beneficiaries. In doing so, the design of programmes that focus on self-employment should offer start-up grants that are reasonable considering the quality of materials/equipment, the level of inflation and other economic shocks likely to be experienced when starting a business. Similarly, beneficiaries should be assisted with market assessments, market linkages, value chain analyses and mentorship opportunities.
2. Identify, acknowledge and promote individual career/livelihood interests and skills of migrants, returnees and VoTs, in particular those acquired through the migration experience (language, adaptability, employment experience, exposure to other cultures) and develop intervention programmes accordingly.

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3. Incorporate host communities and potential migrants into economic intervention programmes in order to serve communities and in turn the local economy.
4. Offer accurate information to migrants, returnees and VoTs on the economic support and services available in their local areas.
5. Offer training to government staff interacting with migrants, returnees and VoTs on their responsibilities and obligations towards this group.
6. Strengthen monitoring and evaluation of programmes and continue to provide targeted assistance at different monitoring stages.
7. Upscale programmes that have demonstrated good practice and successful outcomes. A possible approach could include the creation of a 'Consortium' of successful returnees that could also provide insights, advice and contribute to awareness-raising and sensitization programmes.

D: Financial institutions, implementing CSOs, international organizations and/or relevant government counterparts should:

1. Simplify the requirements for migrants, returnees and VoTs to receive credit/loans compared to ordinary citizens. Savings and collateral requirements should be reduced considering the time spent outside of Ethiopia. Implementing CSOs, international organizations or government offices should be enabled to act as guarantors for returnees, migrants and VoTs.

E: The Ministry of Labour and Skills in close cooperation with other stakeholders should:

1. Promote safe labor migration (internal or international) for those who are keen to re-migrate, especially for those who are facing difficulties to reintegrate into their community of origin.

F: Ethiopian Statistics Service in close cooperation with Ministry of Foreign Affairs, Ministry of Women and Social Affairs, Ministry of Labour and Skills, Refugees and Returnees Service and international organizations should:

1. Establish a national database with relevant details (age, gender, area of origin, migration history, education, employment experience, areas of employment/self-employment interests) regarding migrants, returnees and VoTs and disseminate this information to relevant government counterparts, particularly at the local level dealing with this population at various stages of the migration cycle.



1.

INTRODUCTION

Ethiopia is a source, transit, and a destination country for irregular migration within Africa, as well as to the Middle East and Europe.¹ Migrant smuggling networks facilitating these irregular flows into, through and out of Ethiopia carry out their activities along a wide range of organized criminality. Human trafficking in Ethiopia takes place within the context of these migrant smuggling activities but also independently of them. Likewise, some Ethiopians, who seek the services of overseas employment agencies to facilitate labour migration to Saudi Arabia and other Gulf states, become victims of human trafficking when they reach their destination.¹ Hence, forced labour, starvation, sexual assault are some types of exploitation that irregular migrants encounter throughout their journey. Many of these migrants eventually return or are forcibly returned to Ethiopia and begin the process of economic reintegration.

The pressure on Ethiopia's domestic labour market has been gradually increasing. Ethiopia's working age population is projected to grow by 2 million per year over the coming decade.² The Danish Institute of International Studies has placed this estimate as high as 2–3 million Ethiopians entering the job market every year.³ The numbers are driven by a rapidly growing youth population; between 2020 and 2050, 24 million and 58 million individuals will enter the age groups 0–24 and 25–64 respectively. The youth have faced the brunt of unemployment and underemployment between 25–45 %⁴ and many barriers to job entry. Added to this context is the influx of migrants at different stages, for example the crackdown on irregular migrants in Saudi Arabia in 2013 resulted in the return of 163,018 migrants to Ethiopia.⁵ This was followed by further returns from Saudi Arabia between May 2017 and October 2021, IOM

registered 421,709 Ethiopian returnees at Bole International Airport.⁶

Recently, due to the COVID-19 pandemic and a decline in employment opportunities in host countries, migrants have once again returned to Ethiopia voluntarily and forcibly at land and air points of entry. According to IOM, in 2021 there was an increase of forced returns from the Kingdom of Saudi Arabia with over 70,000 returns (including 748 unaccompanied and separated children) throughout the year.⁷ With Tigray and Amhara regional states as the main areas of origin for returnees, the conflict in Tigray has made it impossible for returnees to safely reach their areas of origin, with many stranded in Addis Ababa in displacement-like situations.⁸

A new agreement was reached recently between the governments of Ethiopia and the Kingdom of Saudi Arabia to return more than 100,000 Ethiopians within the space of 7 months commencing in March 2022. Currently 3 flights arrive in Addis Ababa weekly with returnees from Saudi Arabia, and under this agreement 49,556 have returned.⁹ Amongst those arriving are unaccompanied migrant children, pregnant women, elderly and individuals with serious medical and psychiatric needs. IOM has estimated that approximately USD 11 million will be required to provide post-arrival assistance for the returnees.¹⁰ Aside from this organized return, there are also spontaneous returns of Ethiopians from Yemen mainly due to mobility restrictions and the deteriorating living conditions in the country. Since January-May 2022 an estimated 2,886 Ethiopians have returned from Yemen.¹¹

1 Central Statistics Agency, IOM (2021) Ethiopia Labour Force and Migration Survey; Key Findings.

2 World Bank and Labour Mobility Partnership, Ethiopia Labour Mobility Diagnostic, December 2020.

3 Fejerskov, A.M. and Zeleke, M. (2020) *No Place for Me Here: The challenges of Ethiopian Male Return Migrants*. Danish Institute for International Studies.

4 The Ethiopian Urban Employment and Unemployment Survey (UEUS) (2018).

5 ILO, Support to the reintegration of returnees in Ethiopia, project brochure, available at: [wcms_624045.pdf \(ilo.org\)](https://www.ilo.org/wcms/624045.pdf)

6 IOM (2021) *Return Migration Dynamics in five Ethiopian communities of high emigration; Insights from the Regional Data Hub's Research on Young Ethiopian migration along the Eastern Corridor*, Case Study Report 3, p12.

7 IOM (2022) Ethiopia Crisis Response Plan; IOM (2022), Migrant Response Plan for the Horn of Africa and Yemen.

8 Ibid

9 49,556 returned from KSA between 30 March to 11 July 2022. Figures provided by IOM on 13 July 2022.

10 IOM Press Release, 30 March 2022, available at: [Funding Needed to Assist Over 100,000 Ethiopian Migrants Returning from the Kingdom of Saudi Arabia | International Organization for Migration \(iom.int\)](https://www.iom.int/news/funding-needed-to-assist-over-100000-ethiopian-migrants-returning-from-the-kingdom-of-saudi-arabia)

11 IOM Djibouti, Migration Trends Dashboard, May 2022.



The hurdles faced by migrants on return to Ethiopia are many, studies have documented the trauma, hopelessness, emasculation, suffering from stigma, the break-up of familial relationships, distress from debt bondage and financial challenges upon return.¹² The majority of Ethiopians cite better economic opportunities for migrating abroad and following return re-migrate rapidly.¹³ In recent times there has been a strong recognition that the root causes of migration ought to be addressed, accompanied with the need to ensure sustainable solutions with inclusive labour markets that ensure full participation of migrants, returnees and VoTs.¹⁴

As a result, there have been and are many projects and programmes in Ethiopia seeking to offer migrants and returnees with economic opportunities to enable upskilling and long-term self-reliance. There is also considerable practical guidance on the design, implementation and monitoring of reintegration assistance, including economic reintegration assistance.¹⁵ This includes skills development and vocational training, job placements, business development support, access to banking and microloans, budgeting and financial counselling. However, despite the many economic initiatives underway in Ethiopia, migrants and returnees continue to struggle to attain self-sufficiency in the long term and often return to assistance or seek to migrate again. There is a resultant knowledge gap on the effectiveness of these economic initiatives in practice as well as formulas that have worked to create long term opportunities for migrants and returnees.



1.1 Objectives

Under the Better Migration Management programme (BMM) this research was undertaken to understand the type and number of economic initiatives offered to migrants, returnees and VoTs in Addis Ababa, SNNPR, Sidama and the South West Regional States. This is to provide an overview to service providers and migrants, returnees and VoTs themselves on the possible economic opportunities they can access. Further, the research seeks to understand the challenges faced by government entities and Civil Society Organizations (CSOs) in creating long-term economic opportunities as well as gather the views of migrants, returnees and VoTs on the effectiveness of such opportunities. The findings generated from the research are expected to inform future programming for all stakeholders as well as identify good practices that can generate long term economic opportunities.

The research has the following objectives:

- Map the different economic initiatives offered to migrants, VoTs and returnees by State and non-State actors, in Addis Ababa, SNNPR, Sidama and the South West Regional States;
- Identify the challenges encountered in creating long term economic opportunities for migrants, VoTs and returnees;
- Document good practices developed in implementing economic initiatives for migrants and returnees;
- Collate views from migrants, returnees and VoTs on the effectiveness of the economic initiatives that they have partaken in;
- Highlight any gaps that exist in the economic initiatives as well as any duplicated efforts; and
- Further inform policy and programming priorities following the development of the National Migration Policy by the government of Ethiopia.

12 Fejerskov, A.M. and Zeleke, M. (2020) *No Place for Me Here: The challenges of Ethiopian Male Return Migrants*. Danish Institute for International Studies; IOM (2021) *Return Migration Dynamics in five Ethiopian communities of high emigration; Insights from the Regional Data Hub's Research on Young Ethiopian migration along the Eastern Corridor*; Case Study Report 3; Zeleke, W, Minaye, A, Kygana, G, (2015) *Mental health and somatic distress among Ethiopian migrant returnees from the Middle East*, International Journal of Mental Health and Psychiatry; Zewdu, A, Suleyman, M (2018) *Depression and coping mechanism among migrant returnees from Middle East countries in Amhara region Ethiopia*, Health Science Journal.

13 IOM (2021) *To change my life; risk perception, expectations and migration experiences of young Ethiopians migrating along the Eastern Route toward the Arabian peninsula*.

14 Global Compact for Safe, Orderly and Regular Migration (2018) (A/Res/73/195) Objective 16.

15 IOM Reintegration Handbook (2019) – Practical Guidance on the design, implementation and monitoring of reintegration assistance.





2.

METHODOLOGY AND SCOPE

During this research a mixed-method approach with primary and secondary data collection techniques was employed to gather qualitative and quantitative data. A review of the literature was undertaken as the basis for designing appropriate data collection instruments and for analyzing the information and data received. Primary data was collected through participatory methods, including an online questionnaire and Focus Group Discussions (FGDs) for organizations providing economic initiatives such as education/skills training, grants, other forms of income generating activities. The organizations were selected based on a list provided by the Agency for Civil Society Organizations (ACSO) with a focus on economic initiatives offered to migrants, returnees and VoTs. Other organizations were selected from the Service Directory produced by Expertise France and Sayara International in BMM Phase I.¹⁶

The research mapped economic initiatives for returnees, VoTs and migrants in Addis Ababa, SNNPR, Sidama and the South West Regional State. Originally the geographical focus of the study was expected to be in the regions with high concentration of migrants, however the commencement of the research coincided with the deteriorating security situation in Ethiopia. This resulted in the research being undertaken in relatively peaceful areas with no travel restrictions, significantly reducing the scope of data collection and led to a change in geographical focus to SNNPR, Sidama and the South West Regional State.

In Addis Ababa, data was collated from CSOs through online questionnaires which were distributed to organizations providing economic initiatives to migrants, returnees and VoTs. In total, 34 online questionnaire responses were received from relevant CSOs. In addition, two FGDs were held, the first with beneficiaries that had partaken in economic initiatives¹⁷ and the second with CSOs and international organi-

zations.¹⁸ Qualitative data was also collected through a series of bilateral meetings with the Ministry of Labour and Skills, the former Federal Urban Job Creation and Food Security Agency, the former Jobs Creation Commission, the Refugees and Returnees Service, the Ministry of Justice, Ethiopian Disaster Risk Management Commission, the Directorate of Employment Service Promotion under the Addis Ababa Labour, Enterprise and Industry Development Bureau and the Ethiopian Employers Federation. A visit was also conducted to the One Stop Service Centre in Addis Ababa which provides services and facilities for returnees and migrants to access support for economic reintegration.¹⁹ This data collection took place between February and April 2022.

In SNNPR, Sidama and South West Regional States, data was also collated from CSOs through online and paper-based questionnaires. Four FGDs²⁰ were undertaken with implementors, comprising 5-9 participants per FGD totaling 30 participants representing different operating stakeholders from both governmental and non-governmental organizations that provide economic support to migrants, returnees and VoTs. A further three FGDs²¹ and three in-depth interviews were conducted with returnees and migrants²² in the SNNPR region to obtain their views on the economic initiatives that they have partaken in. This included returnees and migrants that have *previously* completed job placements, training, started businesses and/or are *currently* undertaking employment training and are setting up a business. In both locations care was taken not to include recent returnees, migrants and VoTs that have not participated in any economic initiatives. All participants were adults and minors were not within the scope of this study.

In addition, three regional structures including the Labour and Social Affairs Bureau, Technical and Vocational Training and Enterprises

16 GiZ-Better Migration Management (2019) Directory of Service Providers for Trafficked Persons, Vulnerable Migrants and Refugees.

17 15 participants (12 Female, 3 Male), 10 February 2022. The selection was conducted randomly.

18 11 CSOs, 2 International Organizations, 21 March 2022

19 There are 2,026 One Stop Service Centres nationally, providing in-house experts to support economic integration and offer advice and information.

20 On 20 January 2022 at Halaba town with 5 participants (4 male and 1 female); on 22 January 2022 at Hossana town with 8 participants (6 male and 2 female); on 28 January 2022 at Wolaita Sodo town with 9 participants (8 male and 1 female), and on 29 January 2022 at Hawassa city with 8 participants (7 male and 1 female), 30 participants in total.

21 On 20 January 2022 at Halaba town with 7 participants (6 male & 1 female); on 22 January 2022 at Hossana town with 9 participants (6 male & 3 female); on 28 January 2022 at Wolaita Sodo town with 9 participants (2 male & 7 female), and on 15 January 2022 at Hosana town with 3 participants (all are male), 28 participants in total.

22 3 in depth interviews (all male) were undertaken on 15 January 2022 at Hosana town.

Development Bureau, and regional Bureau of Women, Children and Youth Affairs were selected for consultation from each of the three regions and Hawassa City Administration. The data collection for SNNPR, Sidama and South West Regional State took place between January 2021 to March 2022.

Finally, the scope of this research is limited to economic initiatives within Ethiopia, it does not seek to delve into economic opportunities offered by organizations for the purpose of outward migration (albeit in practice there may be some overlap).

2.1 Ethical Considerations

All ethical concerns were given due consideration in the process of conducting this study. At the FGDs, consent was sought from the participants and the choice to discontinue their participation at any time they wished was communicated. The FGD participants were informed about the purpose of the research and to ensure confidentiality, names of the participants were not collected, to protect their privacy and anonymity. Care has also been taken to ensure the authenticity of the data collected, as a result the views and experiences of the FGD participants is directly quoted in this study.

2.2 Limitations of the study

Some challenges were faced in the data collection phase which are outlined below. A number of stakeholders contacted for consultation did not respond to the questionnaire in full. In order to overcome this, other measures to gather information from websites, through virtual discussions and phone calls were arranged. In addition, the length and complexity of the questionnaire may have led some respondents to submit incomplete questionnaires.

Another limitation encountered during the study relates to Ethiopia's deteriorating security situation in November 2021. This led to a change in location (to SNNPR, Sidama and South West Regional State) for the research and may also have contributed to low responses to the questionnaires.

Finally, the sample size for the FGDs in both Addis Ababa and SNNPR, Sidama and South West Regional State were relatively small and as a result the findings are not deemed to be representative but indicative. We also acknowledge that while every effort has been made to ensure the organizations listed provide economic support/services are up to date, that changes may take place over time which mean the same services are not continuously available. This is also applicable to the accompanying leaflet²³ with this report which outlines the economic support/services available specifically for the use of migrants, returnees and VoTs.

23 Leaflet, Economic Support/Initiatives for migrants, returnees and VoTs in Addis and SNNPR, Sidama, South West Regional State. July 2022. Available in Amharic



3.

LITERATURE REVIEW

The literature review²⁴ below provides an overview of the materials on the topic of migration and its connection with economic opportunities in-country. A wealth of literature has been produced, this study has benefited largely from the available literature and sought to add findings to advance the dialogue in this important area.

There are few studies as comprehensive as the ILO Mapping of Stakeholders working on migration and coordination mechanisms at federal level in Ethiopia.²⁵ This study outlines in considerable detail all the migration focused activities including reintegration initiatives in the country at federal, regional and woreda level in Ethiopia in order to improve coordination and collaboration among stakeholders. There are also details regarding programmes in thematic areas such as greater economic and employment opportunities for migrants, returnees and VoTs which provided a sound grounding for this study.

In addition, there is a plethora of literature on the theory of reintegration programmes. IOM²⁶ offers considerable insight into designing and implementing reintegration programmes. The Reintegration Handbook notes that reintegration is a multi-dimensional process which can only be successful if there is a level of re-inclusion across all economic, social and psychosocial dimensions. This requires different levels of intervention; at the individual level the specific needs of beneficiaries should be covered and support for these provided upon return. At the community level, concerns of families and the non-migrant population in the community of return should be addressed by strengthening social links and increasing the absorption capacity of communities in regions with high levels of return. At the structural level, ensuring access to adequate local public services fosters an environment for re-establishing a dignified existence.²⁷ This integrated approach to reintegration also suggests key considerations be taken into account in the design of pro-

grammes including being migrant centered, strategic, tailored, adequately resourced, evidence based and delivered through coordination and partnership.²⁸

Similarly, other studies have sought to shed light on a development approach to sustainable reintegration. The European Centre for Development Policy Management notes that there is no 'silver bullet' to sustainable reintegration, nonetheless there are specific aspects that can be adopted to ensure positive outcomes. In its guidance note it outlines the following considerations for reintegration programmes; being clear on the objectives of support, linking reintegration efforts with support to local development plans, aiming for harmonization with existing programmes, determining complementarities and incorporating monitoring and evaluation systems.²⁹

The Reintegration Experience

The reintegration experience in Ethiopia is replete with challenges. A series of studies have documented the struggles faced by migrants, returnees and VoTs. After undergoing recurring incidents of inhumane treatment, enforced isolation, undermining of cultural identity and unmet expectations, studies have shown that migrants and returnees have been found to display significant mental health distress, with mental health problems occurring in one in four Ethiopian returnees.³⁰ Equally, the prevalence of depression was found amongst 34.8% of returnees in a study, with findings of pessimism, sadness and suicidal thoughts occurring too.³¹

Aside from the mental health challenges faced, the literature outlines the barriers in terms of economic integration. In studies that explored the return and reintegration from the Kingdom of Saudi Arabia in 2013, the most quoted challenges to economic reintegration were the bureaucracy, the rigidity of programmes and a

24 A desk review of existing literature.

25 ILO, (2018) Mapping of stakeholders working on migration and coordination mechanisms at federal level in Ethiopia.

26 IOM, (2019) Reintegration Handbook – Practical Guidance on the design, implementation and monitoring of reintegration assistance; IOM, (2017) Towards an integrated approach to reintegration in the context of return.

27 IOM, (2019) Reintegration Handbook – Practical Guidance on the design, implementation and monitoring of reintegration assistance, p12

28 IOM, (2019) Reintegration Handbook – Practical Guidance on the design, implementation and monitoring of reintegration assistance, p16-17

29 Knoll, A, Veron. P and Mayer. N, (2021) *A Sustainable Development Approach to Return and Reintegration: Dilemmas, Choices and Possibilities*, European Centre for Development Policy Management.

30 Zeleke. W, Minaye. A, Kygana. G, (2015) *Mental health and somatic distress among Ethiopian migrant returnees from the Middle East*, International Journal of Mental Health and Psychiatry.

31 Zewdu. A, Suleyman. M, (2018) *Depression and coping mechanism among migrant returnees from Middle East countries in Amhara region Ethiopia*, Health Science Journal.



lack of appreciation of the readiness of returnees to partake in the economic programmes.³² The ILO assessment recognized a range of challenges hindering returnees' economic reintegration including lack of financial support to initiate micro or small enterprises, lack of a working place, lack of training and lack of business development services.³³ Similarly WISE, an NGO implementing economic services noted in its study that returnees found the duration of skills training to be too short and those that engaged in income-generating activities were not able to generate viable employment.³⁴

As a result, the needs of migrants, returnees and VoTs are considerable, particularly those returning to countries such as Ethiopia. For its assessment report, ILO highlighted the following needs of Ethiopians returning from Saudi Arabia; basic needs (such as water and food), business start-up support, training, technical support, better access to government services, access to credit, access to markets amongst others.³⁵ Such needs are contrasted to the aspirations of the returnees, which includes re-migrating for better livelihood opportunities, establishing their own business and engaging in other employment opportunities.³⁶

Lessons learned

Amongst the many programmes that have previously been implemented to support economic integration of migrants, returnees and VoTs, several lessons have been learnt, particularly on the part of the implementers.³⁷ The literature touches on these lessons and illustrates some of the common pitfalls to be avoided in delivering economic support.

During ILO's implementation of the EU funded programme 'Support to the reintegration of returnees in Ethiopia' between 2015-2019, the lessons identified included the following:³⁸

- The need for co-ordination amongst different stakeholders through the establishment of a co-ordination mechanism with an accompanying accountability system;
- Accurate and practical information for returnees on available support and services;
- Avoidance of a 'one-size fits all' approach to reintegration, with a strong recognition that reintegration support ought to be individualized, multi-dimensional and phased-based and
- The need for enhanced and systemized information management on returnees.

Equally, the African Union (AU) has identified operational lessons learned from previous initiatives in its study and highlighted the need for:³⁹

- Holistic models for reintegration;
- Localisation and alignment with local priorities and locally led processes;
- An ecosystem approach and Private sector engagement.

Some literature touches on the need for increased engagement of the private sector to allow returnees, migrants and VoTs to attain greater levels of employment.⁴⁰ This is strongly highlighted by the European Centre for Development and Policy Management which illustrates that the private sector plays a key role in linking development and migration objectives through its interaction with migrants along the migration cycle. Nonetheless, the compilation of literature on the interface between the private sector and its entry points and involvement in the migration sphere remains considerably limited.⁴¹

32 Worku. H, (2017) *Reintegration of Ethiopian Migrant Returnees; The case of forced migrant returnees from the Kingdom of Saudi Arabia*, p53

33 ILO, (2019) *Support to the Reintegration of Returnees in Ethiopia*, p13.

34 WISE, (2014) *Gap analysis; Reintegration of KSA returnees based in Addis Ababa*.

35 ILO, (2018) *Situations and Needs of Ethiopian returnees from the Kingdom of Saudi Arabia; Assessment Report*.

36 Ibid p50

37 For a list of some data collated on the previous programmes implemented in Ethiopia, please refer to Table 2 and 3 on pages 30-38

38 ILO, (2019) *Support to the Reintegration of Returnees in Ethiopia*, p38

39 African Union (2021) *Study on Return, Readmission and Reintegration Programmes*, p29

40 African Union, (2021) *Study on Return, Readmission and Reintegration Programmes*, p30

41 Bisong. A, Knoll. A, (2020) *Mapping Private Sector Engagement along the Migration Cycle*, European Center for Development Policy Management.



4.

MAPPING OF STAKEHOLDERS PROVIDING ECONOMIC SUPPORT TO VOTS, MIGRANTS AND RETURNEES

4.1 Government Institutions

This section provides an overview of government entities⁴² which have specific mandates to support the economic advancement and re-integration of migrants, returnees and VoTs in Ethiopia. Much of this information was gathered using national legislation and bilateral interviews with the various entities.

4.1.1 Ministry of Labour and Skills

According to Article 25 of Proclamation 1263/2021, the Ministry of Labor and Skills (MoLS) has the power and duties, among others, for the formulation and implementation of policies, strategies and laws with respect to labor, employment and skills,⁴³ and to devise, in collaboration with concerned organs, systems that will enable the transition of the informal economic sector to the formal one.⁴⁴ MoLS is responsible for creating conducive conditions which promote labor market and employment activity⁴⁵ by establishing and following up implementation of a system for the expansion of efficient, accessible and equitable job opportunities and employment in collaboration with concerned economy and social sectors.⁴⁶ It is given a coordination role to support and follow up the job creation initiatives conducted by different sectors as well as cooperation between agencies of the Federal government, regional governments, the private sector, the informal sector, development partners and institutions to promote and increase access to employment.⁴⁷ This includes ensuring training and work experience matches the job market requirements;⁴⁸ ensuring the provision of business development services and entrepreneurship trainings that support and promote job

creation and employment opportunities as well as establish a system of alternative financial sources for micro, small and medium entrepreneurs.⁴⁹ MoLS is responsible for establishing and operationalizing the national labor sector and labor market information system and retaining job seekers data.⁵⁰ It is also mandated to regulate the Ethiopian overseas employment in collaboration with concerned organs.⁵¹ Through these and other activities, the MoLS facilitates employment and placement of job seekers in formal and informal employment domestically and overseas.⁵²

In the area of migration management, the MoLS licenses and monitors agencies that work on overseas employment⁵³, provides recruitment and placement services for overseas employment, including approval and registration of employment contracts and issuance of special ID-card thereof, as well as provision of pre-employment and pre-departure orientations.⁵⁴ It is also responsible for conducting awareness raising activities and dissemination of up-to-date information regarding overseas employment.⁵⁵ In order to ensure the protection of rights, safety and dignity of workers employed overseas, the MoLS also has a mandate over the assignment of labour attaches in the mission of the labour-receiving country, in consultation with the Ministry of Foreign Affairs. To this end, the former MoLSA trained 13 labor officers in 2019 to serve in Qatar, Saudi Arabia, and the United Arab Emirates (UAE), however, these labour officers have not yet been deployed due to pandemic-related travel restrictions.⁵⁶

42 The list is not exhaustive but seeks to highlight the main government entities and international organizations which have specific mandates to support the economic advancement and re-integration of migrants, returnees and victims of trafficking in Ethiopia. These were also the entities and organizations consulted during the course of the research.

43 Definition of Powers and Duties of the Executive Organs of the Federal Democratic Republic of Ethiopia Proclamation No. 1263-2021, Article 25(1, a)

44 Id, sub-article o

45 Id, sub-article d

46 Id, sub-article f

47 Id, sub-article s,x,q

48 Ibid

49 Id, sub-article t

50 Id, sub-article n

51 Id, sub-article p

52 Id, sub-article u

53 Federal Democratic Republic of Ethiopia Overseas Employment Proclamation No. 923/2016 Articles 21 and Article 20(2) as amended by Proclamation 1246/2021

54 Id Article 4, 5, 20(1), 8(1) and Article 37(1) as amended by Proclamation 1246/2021

55 Id Article 8(2)

56 United States Department of State Publication Office to Monitor and Combat Trafficking in Persons (2022) Trafficking In Persons Report, p228

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The new Proclamation 1263/2021, which came into effect in October 2021, on the definition of powers and duties of the executive organs, has transferred the powers and duties entrusted to Ministry of Labor and Social Affairs with regard to labour relations, Job Creation Commission and Federal Urban Job Creation and Food Security Agency (FUJCFSA) with regard to job creation to the newly restructured MoLS.⁵⁷ Therefore, the mandate of the former FUJCFSA with regard to job creation which is discussed below, now falls under the mandate of MoLS.

Thus, MoLS, has the power and duties of the former FUJCFSA, which are among others, for the improvement of the livelihood of citizens *within* Ethiopia who are unable to work or unemployed due to different conditions and live under the poverty line.⁵⁸ It is responsible for supporting and coordinating institutions assisting micro and small enterprises as well as promoting and developing these enterprises.⁵⁹ It also has a duty to coordinate appropriate organs in conducting prevention of illegal human trafficking and rehabilitation of citizens vulnerable to this and other social problems.⁶⁰

The Ministry of Labor and Skills, as the former FUJCFSA, works with stakeholders engaged in returnee re-integration activities. It has a coordination role and capacitates those who are engaged in such activities in the regional, zonal and woreda level, by developing the legal frameworks and returnee's re-integration implementing directives, prepares trainings and awareness raising workshops, follow up

and supervises activities of regions, zones and woredas quarterly.⁶¹ MoLS is now a member of the National Partnership Coalition (NPC) and the chair of the Victims' Protection and Rehabilitation Working Group established under the NPC in substitution of FUJCFSA.⁶²

With respect to job creation, returnees and VoTs are recognized as a target group for the Ministry. For example, out of the 1.5 million job seekers it is planning to create employment opportunities in 2021/2022, 40,000- 50,000 are planned for returnees.⁶³

An "Economic Support Information Booklet" for vulnerable returnees which was prepared by the former FUJCFSA in November 2020 lists out the support available for returnees and provides guidance on obtaining employment opportunities and economic reintegration.⁶⁴ This booklet is produced for returnees upon arrival, in zonal offices and woreda one stop service centers as well as during pre-return briefings for voluntary returnees.⁶⁵ According to the booklet, the One-Stop Service Centers (OSSC)⁶⁶ provide information on organization and employment options for returnees, provide life skills training, and enable returnees to choose a career of their interest based on available job information.⁶⁷ The center then organizes the returnees into groups based on the type and field of their choice.⁶⁸ After that, they will be sent to Technical and Vocational Training Centers to receive training as well as to finance institutions in order to make a pre-loan saving.⁶⁹ For those who cannot afford to make pre-loan saving, the OSSC will follow up and support them to make the sav-

57 Definition of Powers and Duties of the Executive Organs of the Federal Democratic Republic of Ethiopia Proclamation No. 1263-2021, Article 25(2), 106(5)

58 ILO, Mapping of Stakeholders Working on Migration and Coordination Mechanisms at Federal Level in Ethiopia (2018)

59 Ibid

60 Ibid

61 Interview with Amsalu Bashe, Senior Trade & Service Job Creation Expert and National Protection Working Group Focal Person of the former FUJCFSA, March 2022.

62 Organization and Operation of the Members and Working Groups of the Migration National Partnership Coalition Directive No. 563/2020, Article 8 (1)

63 Interview with Amsalu Bashe, Senior Trade & Service Job Creation Expert and National Protection Working Group Focal Person of the former FUJCFSA, 1 March 2022.

64 Federal Urban Job Creation and Food Security Agency, Economic Support Information Booklet for Vulnerable Returnees (November 2020).

65 Interview with Amsalu Bashe, Senior Trade & Service Job Creation Expert and National Protection Working Group Focal Person of FUJCFSA, 1 March 2022.

66 The One Stop Service Center is a center that provides a solution for job seeking youth by registering them and facilitating various employment and job creation activities. There are around 120 OSSC in Addis Ababa. The center consists of several governmental actors such as customs, Micro and Small Business Enterprise Development Bureau, TVET, Federal Urban Job Creation Agency.

67 Federal Urban Job Creation and Food Security Agency, Economic Support Information Booklet for Vulnerable Returnees (November 2020).

68 Ibid

69 Ibid



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ing from the Rehabilitation Fund established for victims of trafficking and smuggling crime.⁷⁰

Services provided by the Technical and Vocational Training Institute are: entrepreneurship and business skills training; facilitation of vocational training in the chosen field of work and support and monitoring on industrial extension, accounting, kaizen, technology supply and utilization for their success in the market.⁷¹

After the returnees receive these services, the booklet directs them to return to the kebele / OSSC station to submit their business plan which will be reviewed by the center for the facilitation of credit services.⁷² If the returnees are interested in the fields that require machines to be supplied, the center will facilitate the provision of a machine under the lease financing system.⁷³ It also facilitates the provision of shades for manufacturing and sales after examining the sector they are engaged in by also taking into account the limited resources available.⁷⁴ Lastly, the center facilitates market linkages and outlets for their product and supports the provision of basic accounting training for their business.⁷⁵

According to the booklet, to receive these services from the government, the returnee must be registered on the job seekers registration at their respective kebele/ OSSC.⁷⁶ The requirements for registration are providing evidence that the returnee resides in that kebele or was a former resident of that kebele or proof of the status of returnee from the Ministry of Labor and Social Affairs, Ministry of Foreign Affairs, or other relevant institutions.⁷⁷

The booklet also informs the returnees about the challenges they may face in receiving these services, given the government's limited resources, manpower, and coordination gaps.⁷⁸ Such challenges can lead to difficulties in providing services at the intended speed, difficulty in obtaining loans as well as supply of work and sales space.⁷⁹ The Ministry has future plans to update the booklet, which was made in reference to the Victim Returnees Reintegration Directive 65/2018, to be in line with the government restructuring which took place in October 2021.⁸⁰ To this end, the Returnees Reintegration Directive 65/2018 is also under revision. The draft directive thus assigns the above-mentioned economic aspect of reintegration to Ministry of Labor and Skills (MoLS) and its institutions at all levels, while it assigns the social aspect of reintegration to the Ministry of Women and Social Affairs (MoWSA).⁸¹

4.1.2 Labour Enterprise and Industry Development Bureau (Addis Ababa)

According to Proclamation 74/2021, the Labor Enterprise and Industry Development Bureau⁸² has the powers and duties, among others, for the development and implementation of programs and frameworks to accelerate the development of enterprises and industry including the establishment of a labor market information system.⁸³ It supports and monitors the provision of credit and capital lease financing services for enterprises as well as provides manufacturing and sales areas⁸⁴ by acquiring land from the relevant organ for construction of buildings, sheds etc.⁸⁵ It also establishes, coordinates and controls one stop service delivery posts of enterprises and

70 Ibid, This Fund is established for the rehabilitation of victims of crime of trafficking in persons, the smuggling of persons and unlawful sending of person abroad for work, by virtue of Article 27 of the Federal Democratic Republic of Ethiopia Prevention and Suppression of Trafficking in Persons and Smuggling of Persons Proclamation No. 1178/2020. According to Article 29 of the Proclamation, among the objectives of the fund are: covering costs of economic empowerment, technical training, family reunification as well as costs of medical, psychological and legal counsel and other services for victims. However, this fund is not currently operational. There is a forthcoming directive which is at a final draft stage.

71 Federal Urban Job Creation and Food Security Agency, Economic Support Information Booklet for Vulnerable Returnees (November 2020).

72 Ibid

73 Ibid

74 Ibid

75 Ibid

76 Ibid

77 Ibid

78 Ibid

79 Ibid

80 Ibid

81 Draft directive issued for the Reintegration of Victim Ethiopian Returnees, Article 18-20.

82 The Labour Enterprise and Industry Development Bureau is not subordinate to the Ministry of Labour and Skills, it falls under the Addis Ababa City administration. Nonetheless, there is close co-ordination and linkages with the Ministry of Labour and Skills.

83 Addis Ababa City Government Proclamation to specify the power and duties of the executive organs Proclamation 74/2021, Article 17 (1,3 and 31)

84 Id sub-article 7

85 Id sub-article 21, 22, 23

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industries.⁸⁶ The Bureau is responsible for the identification, development and promotion of job opportunities for residents;⁸⁷ enabling those who live in extreme poverty to benefit from community-based development activities⁸⁸ as well as ensuring that they benefit from the sustainable livelihood improvement program.⁸⁹ It also has the mandate to issue competency assurance for agencies that link jobs and employees.⁹⁰ The Bureau works to create awareness and support job creation and industry development strategies.⁹¹ It prepares vocational improvement training and exhibitions⁹² and implements a system that ensures the fulfillment of the necessary skilled manpower as well as inputs for enterprises and manufacturing industries in collaboration with the concerned organs.⁹³

Regarding migration, the Bureau has the power and responsibility to carry out city-wide continuous awareness creation activities on foreign employment and human trafficking;⁹⁴ provide pre-deployment and pre-travel awareness creation trainings for citizens who are interested in going abroad for work regarding skills, rights and responsibilities they need to acquire and on similar issues in the field of employment in the host country.⁹⁵

To that end, the Bureau is the chair of the awareness creation and overseas employment and the victim protection and rehabilitation working groups, as well as a member of other working groups of the Addis Ababa City Partnership Coalition.⁹⁶ The Bureau also has responsibilities under the Addis Ababa city referral system, similar to that of MoLS's under the national referral system.⁹⁷

Moreover, the Bureau provides economic re-integration service for returnees. In the year 2020/21 the Bureau in its former name, Addis Ababa Labor and Social Affairs Bureau, had registered a total of 1,300 job seeker returnees for economic reintegration service, out of which 1,056 were placed in government TVET colleges to receive vocational trainings of their choice, 602 of these returnees successfully completed the program.⁹⁸ Additionally, the Bureau facilitated the provision of vocational training and startup capital for 300 female returnees through bilateral agreement with NGOs such as, Nolawi Service, CVM, NRC, Freedom Fund, Agar, Plan International, OPRIFS, Mekane-Eyesus and others.⁹⁹ The vocational trainings provided were: hotel management/food preparation, sewing, road paving, hair dressing, house-keeping, leather works/bag, trade, poultry, dairy farming, gardening, electric installation and liquid soap production.¹⁰⁰

Similarly, the Regional Labor and Skills Bureaus of SNNPR, South West and Sidama Regional States have comparable mandate and responsibilities based on the Redefinition of the Powers and Functions of Executive Organs of SNNPR Regional State Proclamation No 192/2021, and the Definition of Powers and Functions of South West Regional State Proclamation 4/2022 as well as Sidama Regional State Proclamation No 3/2020¹⁰¹ respectively.

86 Id sub-article 5

87 Id sub-article 2

88 Id sub-article 27

89 Id sub-article 28

90 Id sub-article 34

91 Id sub-article 4

92 Id sub-article 8

93 Id sub-article 20

94 Id sub-article 37

95 Id sub-article 38

96 Addis Ababa City Administration (Draft) Directive to Determine the Organization and Practices of the Coalition for the Prevention and Control of Trafficking in Persons, Article 7,8, and 11-13.

97 Addis Ababa City Administration Trafficking in Persons and Smuggling of Migrants Victim Referral Mechanism (Draft) Directive, Article 11.

98 Addis Ababa Labor and Social Affairs Bureau, Statistical Journal Prepared for the Fourth-Round Graduation Program of Returnees, (June 2021).

99 Ibid

100 Ibid

101 And the draft proclamation for the amendment of the definition of the Powers and Functions of Executive Organs of Sidama Regional State Proclamation No 3/2020.



4.1.3 Ministry of Women and Social Affairs

According to Proclamation 1263/2021, the Ministry of Women and Social Affairs (MoWSA) have the power and duties, among others, for the formulation and implementation of policies, strategies, and laws for women, youth, children, persons with disabilities, elderly and other vulnerable groups in development.¹⁰² In collaboration with concerned organs, it works to make social protection and social security systems accessible to citizens¹⁰³ through provision of support for the establishment of centers which provide holistic health, psychological, legal and rehabilitation services for victims of violence;¹⁰⁴ by conducting studies to identify areas of job opportunities and designing programmes and projects for them;¹⁰⁵ as well as by concluding

international treaties relating to these vulnerable groups in accordance with law and follow-up implementation of the same.¹⁰⁶

Moreover, the powers and duties of the former Ministry of Labor and Social Affairs regarding some migration issues under Proclamation 1178/2020, are now given to the Ministry of Women and Social Affairs by virtue of Article 36(1(y)) and 36(2).¹⁰⁷ These mandates include: returning victim migrants who are located within the country by providing the necessary support as well as repatriating them from abroad to their respective localities, in collaboration with other stakeholders;¹⁰⁸ organizing and disseminating the data of victim Ethiopian nationals living in foreign countries as well as victim returnees located locally in coordination with Ministry of Foreign

102 Definition of Powers and Duties of the Executive Organs of the Federal Democratic Republic of Ethiopia Proclamation No. 1263/2021, Article 36(a)

103 Id sub-article f

104 Id sub-article m

105 Id sub-article o

106 Id sub-article u

107 Definition of Powers and Duties of the Executive Organs of the Federal Democratic Republic of Ethiopia Proclamation No. 1263/2021

108 Federal Democratic Republic of Ethiopia Prevention and Suppression of Trafficking in Persons and Smuggling of Persons Proclamation No. 1178/2020, Article 23(3)

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Affairs and other relevant organs;¹⁰⁹ creating awareness to society on the negative impacts of trafficking and smuggling of persons.¹¹⁰

To fulfill its mandate, MoWSA works with several governmental, intergovernmental and non-governmental organizations. As related to migration, the Ministry has been leading the Safe Return and Reunification Programme for Unaccompanied Migrant Children, under the umbrella of a child-friendly social welfare programme implemented by regional and woreda women and children affairs offices.¹¹¹ It is a member of the national Anti-Human Trafficking Council¹¹² and the National Partnership Coalition's Migration Information and Administration Working Group; Awareness Raising and Behavior Change and Overseas Employment and Development Working Group; as well as the Victim Protection and Rehabilitation Working Group.¹¹³ The upcoming revised Directive drafted for Reintegration of Victim Ethiopian Returnees has given MoWSA the mandate to establish and manage a national database of returnees that will provide detailed information on returnees returning from abroad at different times in collaboration with MoLS and other stakeholders.¹¹⁴

4.1.4 Women, Children and Social Affairs Bureau (Addis Ababa)

According to Proclamation 74/2021, the Women Children and Social Affairs Bureau (BoWCSA), has the power and duties, among others, to follow up with all executive bodies, public enterprises and other administrative bodies that have

included the issue of gender and children in their plans,¹¹⁵ and that laws implemented protect the rights and safety of women, the elderly, individuals with physical disabilities, children and other vulnerable segments of the society.¹¹⁶ It works to enable these groups to actively participate in and benefit from the political, economic and social activities. It has the responsibility to prepare and facilitate the provision of educational, vocational and additional skills trainings that develop the capacity of these vulnerable groups¹¹⁷ as well as to provide the necessary support for the organization and strengthening of those associations that work for the rights, safety and interests of these groups.¹¹⁸ The Bureau studies conditions that improve the living conditions of vulnerable segments of the society and works to enable them to organize in associations and get access to credit and savings service in collaboration with the other organs¹¹⁹ It also has the mandate to investigate the violation of the rights of vulnerable segments of the society in collaboration with the relevant body.¹²⁰

Victim migrants and returnees are among the beneficiaries of these services as well. The Bureau collaborates with relevant stakeholders to provide the necessary social support services to victims in need.¹²¹ It provides temporary support, identification, screening, and referral to victims and ensures that the support provided based on the referral mechanism is centered on the special needs of women and children.¹²²

To this end, BoWCSA is a member of the Addis Ababa City Anti-Human Trafficking Council¹²³

109 Id Article 39(1) & 40

110 Id Article 40

111 The Safe Return and Reunification Programme was facilitated through a Cooperation Agreement between the Government of Ethiopia, UNICEF and IOM in 2013 and renewed in 2016.

112 Federal Democratic Republic of Ethiopia Prevention and Suppression of Trafficking in Persons and Smuggling of Persons Proclamation No. 1178/2020, Article 33(3)

113 Organization and Operation of the Members and Working Groups of the Migration National Partnership Coalition Directive No. 563/2020, Articles 6, 8 &10

114 Draft directive issued for the reintegration of victim Ethiopian returnees, Article 29.

115 Addis Ababa City Administration Proclamation 74/2021, Article 33(1)

116 Id sub-article 3

117 Id sub-article 5

118 Id sub-article 6

119 Id sub-article 10

120 Id sub-article 4

121 Addis Ababa City Administration Trafficking in Persons and Smuggling of Migrants Victim Referral Mechanism (Draft) Directive, Article 13

122 Ibid

123 The Addis Ababa City Government Council and Coalition establishment for the Prevention and Controlling of Human Trafficking and Smuggling in Persons Regulation No. 126/2022.

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as well as the City's Partnership Coalition's Crime Prevention and Law Enforcement Working Group; Awareness Creation and Foreign Employment Working Group; the Victim Protection and Rehabilitation Working Group; Information and Management Working Group; and the Research Working Group.¹²⁴

Similarly, the Regional Women, Children and Social Affairs Bureaus of SNNPR, South West and Sidama Regional States have comparable mandate and responsibilities based on the Redefinition of the Powers and Functions of Executive Organs of SNNPR Regional State Proclamation No 192/2021, the Definition of Powers and Functions of South West Regional State Proclamation 4/2022 as well as Sidama Regional State Proclamation No 3/2020¹²⁵, respectively.

4.1.5 Refugees and Returnees Service¹²⁶

Proclamation 1263/2021 on the definition of powers and duties of the executive organs has established the Refugees and Returnees Service (RRS) as an autonomous federal government institution substituting the Agency for Refugees and Returnees Affairs (ARRA). ARRA was the central organization for refugee and returnee-related matters in Ethiopia, and RRS still has a similar mandate (at the time of writing). However, the powers, duties and organization of the service are yet to be determined by a Council of Ministers Directive, following GoE reshuffling in late 2021.

In respect to returnees, the mandate of RRS will be specified within the forthcoming Directive. Nonetheless RRS (as the successor of ARRA) is undertaking a programme with the EU to support returnees from Europe.¹²⁷ The programme

is being implemented in all regions of Ethiopia, with a focus on those regions that are likely to receive more returnees such as Tigray, Amhara, SNNPR, Oromia and Somali regions and the city administration of Addis Ababa.¹²⁸ The programme offers in kind support of \$3,000 for business startup and an additional 25 % for child support after an initial assistance is offered to the returnees with respect to healthcare, onward transportation cash allowance, reception & accommodation, temporary housing arrangement, as well as education support. However, these services are not meant for all except transport and economic support. Many of the services provided are based on a needs assessment and fulfilment of relevant eligibility criteria.¹²⁹ The programme also assists in providing support for business plans, including business feasibility as well as mentorship by government experts.¹³⁰ To date, the programme has created 72 direct jobs for returnees.¹³¹

Under this EU-funded programme, besides such economic reintegration activities, RRS also work on the social and psychosocial dimensions and community-based reintegration, targeting irregular migration hotspots to improve livelihood options and opportunities for both returnees and communities of return.¹³² Its intervention at structural level includes, creating partnerships and coordination among stakeholders working on reintegration such as regional job creation bureau and selected polytechnic colleges and One Stop Service Centers (OSSC) and providing technical and material assistance for them.¹³³ The material support for regional Job Creation Bureau and OSSC aims to strengthen returnees' registration and needs assessment at a local administrative i.e. Kebele level and enhance a bottom-up reporting system. Whereas the same capacity building support targeting the selected polytechnic colleges have

124 Addis Ababa City Administration (Draft) Directive to Determine the Organization and Practices of the Coalition for the Prevention and Control of Trafficking in Persons, Articles 8,9,12 and 13.

125 And the Draft Proclamation for the Amendment of the Definition of the Powers and Functions of Executive Organs of Sidama Regional State Proclamation No 3/2020.

126 Formerly the Administration for Refugee and Returnee Affairs.

127 Sustainable reintegration support to Ethiopian returnees from Europe and support to vulnerable displaced populations affected by COVID-19.

128 Interview with Mignot Derara, Project Coordinator at Refugees and Returnees Service, February 4, 2022

129 Mignot Derara, Project Coordinator at Refugees and Returnees Service, July 13, 2022

130 Ibid

131 EU Emergency Trust Fund for Africa, available at: [Sustainable Reintegration support to Ethiopian returnees from Europe and support to vulnerable displaced populations affected by COVID19 | EU Emergency Trust Fund for Africa \(europa.eu\)](https://europe.eu/en/eu-emergency-trust-fund-for-africa)

132 Presentation by Zewdu Bedada, Project Manager, Refugees and Returnees Service, 'Ethiopia's experiences of durable solutions regarding re-integration', Khartoum Process Thematic Meeting on Return, Reintegration and Integration: Finding Durable Solutions, Geneva 25 November 2021.

133 Ibid

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the intention to enhance the short-term informal training programs for returning migrants in their surroundings.¹³⁴ RRS also undertakes activities on regulatory and policy frameworks under which it is developing a Return and Reintegration Information Management system jointly with IOM.¹³⁵ Moreover, with financial support from the Norwegian and Switzerland governments and supervision of the IOM, RRS is now implementing a project that establishes a multipurpose Migrant Return Assistance Center (MMRAC) in Addis Ababa to enable the government to provide various post-arrival assistance.¹³⁶

4.1.6 Ministry of Justice – National Partnership Coalition

The National Partnership Coalition (NPC) was established under Proclamation No. 1178/2020 and reinforced through Directive 563/2020 reporting to the National Council (NC).¹³⁷ It is chaired by the Ministry of Justice (MoJ) and comprised of: Ministry of Foreign Affairs, Ministry of Peace, Ministry of Labour and Skills, Ministry of Women and Social Affairs, Refugees and Returnees Service, Ministry of Health, Federal Police Commission, National Bank of Ethiopia, Ethiopian Statistical Service, National Intelligence and Security Service, Authority for Civil Societies Organization, Religious Institutions and other concerned bodies.¹³⁸

The NPC¹³⁹ has the power and responsibilities, among others, for the preparation, and coordinating the implementation of policies, strategies and laws regarding internal displacement, refugees and migration, job creation and other

related matters.¹⁴⁰ It is responsible for the prevention and control of the crimes of trafficking in persons, smuggling of persons and unlawful sending of person abroad for work.¹⁴¹ It is tasked with developing the national referral system and implementation procedures, regarding rescuing, rehabilitation, provision of support, reintegration of victims¹⁴² and ensures proper provision of cooperation and support to organs engaged in counseling and reintegration activities of returnees.¹⁴³ It is generally responsible for ensuring the proper implementation of Overseas Employment Proclamation 923/2016 and the Prevention and Suppression of Trafficking in Persons and Smuggling of Persons Proclamation 1178/2020.¹⁴⁴ The NPC is mandated to conduct studies with the aim of concluding bilateral agreements with receiving countries to create conducive employment situations.¹⁴⁵ It is responsible to cooperate with appropriate organs and ensure legal action against human traffickers¹⁴⁶ as well as those responsible for violation of rights and damage inflicted on citizens in the receiving countries.¹⁴⁷ The NPC also works on awareness creation¹⁴⁸ and facilitates the exchange of overseas employment information and the establishment of well-equipped data center.¹⁴⁹

The NPC is composed of six working groups, subject to change by the NPC based on the situation on the ground. The working groups according to the Directive 563/2020 which determines the organization and operation of the members are: Awareness Raising, Behavior Change, Foreign Employment and Development Working Group; Crime Prevention and Law Enforcement Working Group; Victims' Protection and Rehabil-

134 Mignot Derara, Project Coordinator at Refugees and Returnees Service, July 13, 2022

135 Presentation by Zewdu Bedada, Project Manager, Refugees and Returnees Service, 'Ethiopia's experiences of durable solutions regarding re-integration', Khartoum Process Thematic Meeting on Return, Reintegration and Integration: Finding Durable Solutions, Geneva 25 November 2021

136 Mignot Derara, Project Coordinator at Refugees and Returnees Service, July 13, 2022

137 Federal Democratic Republic of Ethiopia Prevention and Suppression of Trafficking in Persons and Smuggling of Persons Proclamation No. 1178/2020, Article 35(2)

138 Id, Article 33(3) and 35(3) cum Proclamation 1263/2021

139 There are also Regional Partnership Coalitions (RPC) in the two city administrations; Addis Ababa and Dire Dawa and the regions including; Somali region, Tigray, SNNPR, South West region, Sidama, Afar, Oromia, Amhara, Gambella and Benishangul-Gumuz. These are currently operating at different levels of functionality for each RPC.

140 Id Article 36(3)

141 Id Article 36(1)

142 Id Article 36(2)

143 Id sub-article b

144 Overseas Employment Proclamation 923/2016, Article 15(2/a) cum Proclamation 1178/2020 Article 36(5)

145 Id sub-article c

146 Id sub-article e

147 Id sub-article d

148 Id sub-article f

149 Id sub-article g

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itation Working Group; Diaspora's Participation and Development Affairs Working Group; Migration Information and Administration Working Group; Study and Research Working Group.¹⁵⁰

The Victims' Protection and Rehabilitation Working Group is the one responsible for the identification, support and rehabilitation of victims in economic, health, psychological and social matters.¹⁵¹ It issues victims referral standards¹⁵² and coordinates the provision of victim services, between relevant stakeholders and facilitates capacity building for these stakeholders as well.¹⁵³

4.2 International Organizations

4.2.1 International Labour Organization (ILO)

ILO is a tripartite UN agency which brings together workers, employers and the government to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.¹⁵⁴ It has a constitutional mandate to protect migrant workers through its international labor standards as well as multilateral frameworks on labor migration¹⁵⁵ The ILO Country Office in Ethiopia is supporting the government of Ethiopia and its social partners to work towards putting in place effective legal and institutional frameworks on labour migration.¹⁵⁶

ILO has previously implemented various projects in the labor migration sphere, a number of which focus on reintegration of returnees and the provision of economic services.¹⁵⁷

4.2.2 European Union

The European Union (EU) Emergency Trust Fund for Africa was established in November 2015 to deliver an integrated and coordinated response to the diverse causes of instability, irregular migration and forced displacement¹⁵⁸ It supports vulnerable and marginalized population groups such as migrants and forcibly displaced people, their origin and host communities, victims of trafficking in human beings and migrant smuggling as well as potential migrants.¹⁵⁹ The EUTF implements its programmes through national and local authorities, civil society groups and community-based organizations through funding as well as capacity building and training.¹⁶⁰

The EU has previously funded programmes to facilitate the creation of employment opportunities for migrants and returnees, these are outlined in Table 3.¹⁶¹ Currently the EU is funding two programmes specifically geared towards providing economic reintegration to migrants and returnees: the 'EU-IOM Joint Initiative for Migrant Protection and Reintegration in the Horn of Africa' and the 'Sustainable reintegration support to Ethiopian returnees from Europe and support to vulnerable displaced populations affected by COVID-19 programme.'

150 Organization and Operation of the Members and Working Groups of the Migration National Partnership Coalition Directive No. 563/2020, Article 5.

151 NPC Working Group Directive 563/2020, Article 15(1 and 2)

152 Id Article 15(2)

153 Id Article 15(4-6)

154 ILO, 'About the ILO' available at, <https://www.ilo.org/global/about-the-ilo/lang-en/index.htm>

155 ILO, 'Promote Effective Labour Migration Governance in Ethiopia: Program Achievements, available at: https://www.ilo.org/africa/information-resources/publications/WCMS_569654/lang-en/index.htm

156 Id p17

157 ILO, 'Promote Effective Labour Migration Governance in Ethiopia: Program Achievements, available at: https://www.ilo.org/africa/information-resources/publications/WCMS_569654/lang-en/index.htm

158 'About' EU Emergency Trust Fund for Africa – European Commission, available at: https://ec.europa.eu/trustfundforafrica/content/about_en

159 Ibid

160 Ibid

161 See page 36 of this report.

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4.2.3 International Organization for Migration (IOM)

The International Organization for Migration (IOM) is part of the United Nations System as the leading inter-governmental organization promoting humane and orderly migration for the benefit of all.¹⁶² IOM has been contributing to the efforts of the Government of Ethiopia (GOE) to effectively manage migration through a wide variety of projects and programmes.¹⁶³ Its interventions in Ethiopia are divided in four broad areas: Migration Governance, Migration Health, Migration Movements, and Emergency and Post-Crisis.¹⁶⁴

IOM's migration governance work and initiatives in Ethiopia focus on protecting and assisting migrants in vulnerable situations, optimizing the developmental potential of migration through labor mobility and human development activities, and regulating migration for the benefit of all.¹⁶⁵ IOM works to create a conducive environment for effective migration governance through strengthening institutions and staff capacity, establishing multi-stakeholder coordination mechanisms, supporting legislative and regulatory reform, and mobilizing and analyzing statistics to facilitate evidence-based policymaking.¹⁶⁶

In 2021, IOM through its Assisted Voluntary Return and Reintegration programme supported 389 returnees¹⁶⁷ with socio-economic reintegration support, of which 325 received in-kind support and 38 received cash support for economic reintegration.¹⁶⁸ IOM also provided social and psychosocial support to returnees assisted through various programs and initiatives. These

returnees were supported to return mainly to their regions of Amhara, SNNP, Oromia, Addis Ababa, and Dire Dawa.¹⁶⁹

Additionally, the EU-IOM Joint Initiative for Migrant Protection and Reintegration works to enable migrants who decide to return to Ethiopia to do so in a safe and dignified way, in full respect of international human rights standards and the principle of non-refoulement.¹⁷⁰ It provides assistance to those voluntarily returning migrants to help them restart their lives through an integrated approach to reintegration that supports both migrants and their communities.¹⁷¹

Under protection, EU-IOM Joint Initiative provides direct assistance and enables assisted voluntary return of migrants stranded along the migration routes.¹⁷² It supports these returnees' reintegration economically, socially and psychosocially.¹⁷³

The reintegration support of the programme aims to address returnees' economic, social and psychosocial needs by following a need-based approach which is jointly defined by reintegration counsellors and the returnee.¹⁷⁴ The EU-IOM Joint Initiative in Ethiopia has provided support through its partnership with 26 State and non-state actors to facilitate the reintegration of returnees across Amhara, Oromia, Tigray, and Southern Nations Nationalities and Peoples' Region (SNNPR).¹⁷⁵ Through these partnerships, returnees receive tailor-made assistance, including vocational and technical skills trainings, job placements, in-kind support for income generating activities as well as shelter, medical and psychosocial support.¹⁷⁶

162 IOM in Ethiopia, available at: <https://ethiopia.iom.int/iom-ethiopia>

163 Ibid

164 Ibid

165 IOM Ethiopia, Annual Report (2021) available at: <https://ethiopia.iom.int/sites/g/files/tmzbdl996/files/documents/iom-in-ethiopia-annual-report-2021>

166 Ibid

167 239 Male, 150 Female – Data provided by IOM June 24, 2022.

168 Ibid

169 201 returned to SNNPR, 77 returned to Amhara, 65 Oromia, 23 Addis Ababa, 16 Dire Dawa and 7 Tigray. Data provided by IOM, 24 June 2022.

170 'About the EU-IOM Joint Initiative | EU-IOM Joint Initiative,' available at: www.migrationjointinitiative.org

171 Ibid

172 Ibid

173 Ibid

174 'Reintegration | EU-IOM Joint Initiative' available at: www.migrationjointinitiative.org

175 IOM, (2022) *Towards Sustainable Reintegration: EU-IOM Joint Initiative for Migrant Protection and Reintegration – Five Years On*. Available at: [Towards Sustainable Reintegration: EU-IOM Joint Initiative for Migrant Protection and Reintegration – Five Years On | Return and Reintegration Platform](#)

176 Ibid.

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Below is individual-based reintegration assistance delivered to returnees through the EU-IOM Joint Initiative in 2021.¹⁷⁷

	Reintegration Dimension		Returnees
1	Economic Reintegration	Microbusiness establishment (IGA)	1027
		Return and reintegration counselling	1207
		Entrepreneurship and Kaizen (SIYB) training	911
		Vocational training	12
		Multipurpose cash assistance	1547
2	Social Reintegration	Specialized Medical Referral	32
		Education Assistance	9
		Shelter (House rent) Assistance	14
3	Psychosocial Reintegration	Specialized PSS assistance	57
		Psycho-Social Support Training	1266

¹⁷⁷ Figures provided by IOM, 13 July 2022.

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4.3 List of CSO's *currently* providing economic support for migrants/ returnees/ VoTs in Addis Ababa

Table 1:

No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Target Group	Geo-graphical Coverage	Contact Details
1.	Action for Integrated Sustainable Development Association (AISDA)	<ul style="list-style-type: none"> • Vocational Training: Heavy Machinery Operation training (loader, tractor, Excavator etc) • Skills Training: Computer and typing, Multi Nutrients Block production, Soap Production, Carpentry and Masonry, Metal work • Income generating activities – Loan up to 20,000 ETB and provide In-kind support • Provides job search assistance • Adult education: Literacy and Numeracy • Additional economic support: Seed support, small scale irrigation for vegetable and crop production etc • Linkage with potential employers (both private & public sector) 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Addis Ababa, Afar Region, Amhara region.	<p>Telephone: (+251) 911805047 (+251) 114700277</p> <p>Email: actionisda@gmail.com</p>
2.	African Network for the Prevention and Protection Against Child Abuse and Neglect (ANPCAN-ETHIOPIA)	<ul style="list-style-type: none"> • Vocational Training: Hairdressing, cloth production, handicrafts • Skills Training: Woodworks, metal works • Income generating activities/ Business startup capital 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Addis Ababa, Amhara, Oromia, and Sidama regions	<p>Telephone: (+251) 911425341</p> <p>Email: bworkayehu@gmail.com</p> <p>Website: www.anppcanethiopia.org</p>
3.	Agar Ethiopia Charitable Society	<ul style="list-style-type: none"> • Vocational Training: Food preparation, catering, hairdressing and tailoring • Skills training: Basic business training, life skills training, entrepreneurship training • Income generating activities/ Business startup capital • Provides job search assistance 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Addis Ababa, Oromia, Amhara regions	<p>Telephone: (+251) 113698073 (+251) 930098695</p> <p>Email: melesefiseha12@gmail.com aberaadeba@yahoo.com</p> <p>Website: www.agarethiopia.org</p>

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No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Target Group	Geo-graphical Coverage	Contact Details
4.	Association for Forced Migrants	<ul style="list-style-type: none"> • Vocational Training: Gardening and drip irrigation, petty trading and business initiation, animal husbandry, sewing, food preparation and catering, computer literacy, auto-mechanics, electronics, general mechanics, photography, videography, fuel-saving stove production and pottery • Provides job search assistance 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Addis Ababa, Amhara, and Oromia regions	Telephone: (+251) 113713254, (+251) 113718712 Email: aamanuelworque@yahoo.com ; aardr@ethionet.et Website: www.afm.org.et
5.	Beza Posterity Development	<ul style="list-style-type: none"> • Vocational Training: Food preparation, child care, house management, baking, hairdressing • Skills training: metal work, wood work, mobile phone maintenance • Income generating activities/ Business startup capital 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Addis Ababa, Dire Dawa, Amhara, Afar, Jijiga, and Harar regions	Telephone: (+251) 930072628 Email: bezaposeterity@gmail.com Website: www.beza-posterity.org
6.	Comunita Voluntari Per Il Mondo (CVM)	<ul style="list-style-type: none"> • Vocational Training: Food preparation, fashion and design, tailoring and hairdressing • Skills training: Basic business skills training and life skills training • Income generating activities/ Business startup capital 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Addis Ababa, Dire Dawa, Sidama, SNNPR, Oromia, and Amhara regions	Telephone: (+251) 955415736 Email: cvmmap@cvm.an.it cr.cvmethiopia@cvm.an.it Website: www.cvm.an.it
7.	Development through Adult and Non-Formal Education	<ul style="list-style-type: none"> • Vocational Training: Tailoring, embroidery, mushroom farming. • Adult education 	<ul style="list-style-type: none"> ✓ Returnees 	Addis Ababa, Amhara, Benishangul-Gumuz, & Oromia region	Telephone: (+251) 91 142 6348 Email: danfeethiopia@gmail.com Website: http://www.danfeethiopia.org
8.	Ethiopian Employers' Federation	<ul style="list-style-type: none"> • Offer apprenticeships (on the job training) to trained returnees in the construction and hospitality industries 	<ul style="list-style-type: none"> ✓ Returnees 	Addis Ababa	Telephone: (+251) 113699595 (+251) 929317979 Website: executivedirector@osdethiopia.org
9.	Ethiopian Evangelical Church Mekane Yesus Development and Social Service Commission (EECMY)	<ul style="list-style-type: none"> • Vocational Training: catering, hairdressing, woodwork and metal work. • Income generating activities/ Business startup capital • Supports adult education: by offering scholastic materials, tuition fees, transportation costs and lunch allowance 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	All regions of Ethiopia.	Telephone: (+251) 111552001 (+251) 111574634 Email: abeyawm@gmail.com Website: www.eecmydassc.org

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No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Target Group	Geo-graphical Coverage	Contact Details
10.	GOAL Ethiopia	<ul style="list-style-type: none"> • Vocational Training: Leather craft production, tailoring, food preparation, catering, hairdressing, auto-mechanics • Skills training: woodwork, metal works, business and entrepreneurship training, basic numeracy and literature training • Income generating activities/ Business start-up capital • Provides job search assistance 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants 	Afar, Amhara, Gambella, Oromia, Tigray, Benishangul-Gumuz, Somali, & SNNPR region	Email: goalethiopia@et.goal.ie
11.	Good Samaritan Association	<ul style="list-style-type: none"> • Vocational Training: food preparation, tailoring, hairdressing and book keeping • Skills Training: Basic business skills, entrepreneurship and life skills training • Income generating activities/ Business start-up capital • Job search assistance is offered • Additional economic support: business revitalisation cash support, economic support for business/house rent, transportation costs. 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Shelters in Addis Abeba and North Gondar zone, but operate across all regions of Ethiopia.	Telephone (+251) 111242952 (+251) 911629377 Email: hirutyi@yahoo.com goodsamaritan1996@gmail.com Website: www.gsaethiopia.org
12.	Hiwot Integrated Development Organization (HIDO)	<ul style="list-style-type: none"> • Skills Training: Life Skills Training, Business and Entrepreneurship Skill Training, Selection, Planning, and Management (SPM) of Micro and Small Businesses • Provides job search assistance • Additional economic support: access finance (loan), working premises, technical support, and market linkage • Linkage with potential employers (both private & public sector): textile and garment factories, cement factories, soft drink producing companies, hotels etc • government offices, and public service providers 	<ul style="list-style-type: none"> ✓ Returnees ✓ VoTs 	Addis Ababa	Telephone: (+251) 911248569 Email: hapcso@ethionet.et azitimulu@yahoo.com info@hidoeth.org Website: www.hidoeth.wixsite.com

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No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Target Group	Geo-graphical Coverage	Contact Details
13.	Hope Enterprise	<ul style="list-style-type: none"> • Vocational Training: Basic apparel production, hotel kitchen operation, basic electrical installation, basic automotive technology • Skills Training: Life skills, Communication, Employability, Business skills training • Provides job assistance • Additional economic support: transport costs, lunch allowance, sanitary materials 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants 	Addis Ababa, Amhara, Gambella, Sidama, Oromia, and Benishangul-Gumuz regions	Telephone: (+251) 113694282 (+251) 113482537 Email: hope@ethionet.et hopeaa@ethionet.et helenmulugeta1@gmail.com Website: www.hopeenterprises.org
14.	Hopeful Generation for Development	<ul style="list-style-type: none"> • Vocational Training: Masonry and designing • Skills Training: Entrepreneurship, basic accounting and business skills • Income generating activities/ Business startup capital • Adult education: Basic writing and basic accounting 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	All regions of Ethiopia.	Telephone: (+251) 960285664 (+251) 916103506 Email: abdibadi7@gmail.com
15.	Integrated Service on Health and Development Organization (ISHDO)	<ul style="list-style-type: none"> • Vocational Training – tie and dye, hair dressing, construction, food preparation, etc. • Skill Training – basic business skills training • Income generating activities – provide initial capital, facilitate saving and credit scheme, for beneficiaries to engage on vegetable gardening, poultry, sheep rearing, and fattening 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Addis Abeba, Amhara, SNNPR & Oromia regions	Telephone: (+251) 116 676 141 (+251) 118 685 018 Email: info@ishdoeth.org Website: https://ishdoeth.org/
16.	Maedot	<ul style="list-style-type: none"> • Vocational Training: Food preparation and tailoring • Skills Training: Entrepreneurship training, business management skills, business selection planning and management • Income generating activities/ Business startup capital • Adult education: GBV Prevention and Empowerment training 	<ul style="list-style-type: none"> ✓ Returnees 	Addis Ababa, and Oromia region	Telephone: (+251) 116676272 (+251) 911211667 Email: maedot.eth@gmail.com gennefmen@gmail.com

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No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Target Group	Geo-graphical Coverage	Contact Details
17.	Muday Association	<ul style="list-style-type: none"> • Vocational Training: Sewing, Weaving, Pottery trainings • Skills Training: Self-efficacy & communication skills • Income generating activities – Subsidy of 3,000–5,000 ETB • Provides job search assistance: assisted by Marketing Expert • Additional economic support: Provide education materials for the beneficiary's children 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Addis Ababa	Telephone: (+251) 911718205 Email: MudayMitiku06@yahoo.com
18.	New Millennium Women Empowerment Organization	<ul style="list-style-type: none"> • Vocational Training: garments, handicrafts • Skills Training: Entrepreneurship, Business creation, life skills, health maintenance • Income generating activities/ Business startup capital 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants 	Addis Ababa, Afar, Amhara, Gambella, and Tigay regions	Telephone: (+251) 116635532 (+251) 911608139 Email: newmillennium2u@yahoo.com Website: http://nmweo.org/
19.	Opportunities Industrialization Centers -Ethiopia	<ul style="list-style-type: none"> • Vocational Training: Short and marketable vocational trainings in Tailoring and Design, Hairdressing and Beautification, Electricity, Plumbing, and Computer • Skills Training: Life-skill development employability, and business management as part of our overall training provision strategy • Income generating activities – Start-up capital in the form of a subsidy • Provides job search assistance • Additional economic support: Supporting the beneficiaries receive working license as an individual and group • Linkage with potential employers (private sector) – Textile and Garment, Beauty Salon and Construction enterprises • Linkage with potential employers (public sector) – Addis Ababa Water and Sewerage Authority, Addis Ababa Dry Waste Management and Industrial Parks 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants 	Addis Ababa	Telephone: (+251) 112788628 (+251) 112750152 Email address: info@oic-ethiopia.org oic.ethiopia@gmail.com Website: www.oic-ethiopia.org

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No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Target Group	Geo-graphical Coverage	Contact Details
20.	Organization for Sustainable Development	<ul style="list-style-type: none"> • Skills training: Innovative alternative energy production, electrical and biomass stove production, resources diversification training • Adult Education: Leadership and self-esteem, business development training, application of values, assets, norms and customs for peace and development • Income generating activities/Business startup capital • Provides job search assistance • Additional economic support: Non-food Items and emergency shelter support 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants 	Afar & Amhara regions	Telephone: (+251) 115581558 (+251) 912504467 Email: osd.org@gmail.com
21.	Positive Action for Development	<ul style="list-style-type: none"> • Vocational Training: Woodwork, metal work, dress-making, painting and driving • Skills Training: Entrepreneurship training and communication training • Income generating activities/ Business startup capital 	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Addis Ababa, Dire Dawa, Oromia, Afar, Somalia region, and Amhara regions	Telephone: (+251) 116166261, (+251) 930723511, Email: pad@padethiopia.org mgirma88@gmail.com info.admasu@padethiopia.org Website: www.padethiopia.org
22.	Save Your Generation	<p>Vocational Training: food preparation, business development, driving licence</p> <p>Skills Training – Life skills, mentoring, personal development</p> <p>Income generating activities/Business startup capital</p>	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Addis Ababa, Tigray, Amhara and SNNPR regions	Telephone: (+251) 98689459 (+251) 911204617 Email: syge.eth@gmail.com

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MIGRANTS AND RETURNEES**

Table 2: List of CSO's that previously provided economic support for migrants, returnees and/or VoTs

No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Geo-graphical Coverage	Target Group	Contact Details
1.	Dorcas Aid Ethiopia	<ul style="list-style-type: none"> • Vocational Training (have TVET Center) – Basic Metal Work, Furniture Making and Garment • Skills Training – Life skills, business development and entrepreneurship • Job search assistance is offered • Linkage with potential employers (private sector) – Furniture manufacturing companies and Educational Material Production and Distribution Agency (EMPDA) 	Addis Ababa, Deka Sift, Oromia Sida-ma, SNNPR region	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 116613710 Email: m.kebede@ethiopia.dorkas.org office@ethiopia.dorkas.org dorkas.eth@ethionet.et Website: www.dorkas.org
2.	Emmanuel Development Association (EDA)	<ul style="list-style-type: none"> • Skills Training – Business, employment and life skill training • Income generating activities – Subsidies 3,000-5,000ETB • Job search assistance is offered 	Amhara, SNNPR, Oromia, and Addis Ababa regions	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 1116476181 (+251) 911226260 Email: tessemabekele@gmail.com tessema.bekele@eda-ethiopia.org Website: www.edaethiopia.org
3.	Forum on Child Sustainable	<ul style="list-style-type: none"> • Vocational Training – Hairdressing, sewing cloth/ tailoring, Carpentry/making furniture • Skills Training – Business management skills, life skills • Job search assistance is offered • Additional economic support – Self Help Group for women • Linkage with potential employers (private sector) 	Addis Ababa, DireDawa, Oromia, SNN-PR, Amhara, Harar, and Somalia regions	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251)118333926 (+251) 118333928 Email: tilahunseyoum19@gmail.com Website: www.fsc-e.org
4.	LIVE-ADDIS	<ul style="list-style-type: none"> • Vocational Training – Tailoring, driving license, food preparation, woodwork, beauty and so forth • Income generating activities – provides in-kind support as per the individual's choice • Job search assistance is offered • Additional economic support Daily per-diem for project participants and child allowance for parents who have children below the age of five 	Addis Ababa	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants 	Telephone: (+251) 911245947 (+251) 118681532 Email: liveaddis@gmail.com ale.teshome@gmail.com Teshomealemayehu@gmail.com Website: www.liveaddis.org

**38_ MAPPING OF STAKEHOLDERS PROVIDING ECONOMIC SUPPORT TO VOTS,
MIGRANTS AND RETURNEES**

No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Geo-graphical Coverage	Target Group	Contact Details
5.	Mission for Community Development Program (MCDP)	<ul style="list-style-type: none"> • Income generating activities – Subsidies 6000 ETB for business start-up • Linkage with potential employers (private sector) 	Addis Ababa	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 112765995, (+251) 911227382 (+251) 112783503 Email: mcdp@ethionet.et muluhagush@gmail.com Website: www.mcdpethiopia.org
6.	Organization for prevention, rehabilitation and integration of female street children (OPRIFS)	<ul style="list-style-type: none"> • Vocational Training – Hair dressing, cooking, garment • Income generating activities – Subsidies 6000 ETB for business start-up • Job search assistance is offered • Linkage with potential employers (private sector) – Garments, hotels and hospitals 	Addis Abeba, and Amhara regions	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 113698230 (+251) 923789200 Email: hmmak-690@yahoo.com habletekele16@gmail.com Website: www.oprifs.org.et
7.	Organisation for Child Development and Transformation (CHADET)	<ul style="list-style-type: none"> • Vocational Training – skills in construction work, metal work, plumbing, leather foot wear, and construction finishing works • Skills Training – Basic Business Skills, and Life skills • Job search assistance is offered 	Amhara, and Oromia regions	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 115156959 (+251) 115514012 Email: info@chadet.org ananniaa@gmail.com Website: www.chadet.org
8.	Organisation for Social Development	<ul style="list-style-type: none"> • Skills Training – business and life skill trainings • Income generating activities – Subsidies 6000 ETB for business start-up • Linkage with potential employers (private sector) – signed MoU with Ethiopia chamber of commerce 	Benishangul-Gumuz, Gambella, Somalia, Sidama, SNNPR, Harar, Addis Ababa, and Dire Dawa regions	<ul style="list-style-type: none"> ✓ Returnees ✓ VoTs 	Telephone: (+251) 115571304 Email: osje@ethionet.et director@osdethiopia.com website: www.osdethiopia.org
9.	Shiloh-Ham Charity Organization (SCO-Ethiopia)	<ul style="list-style-type: none"> • Vocational training: certifying on wood works, metal works, food preparation • Skills training: marketing skills, financial literacy • Income Generating Activities: Subsidies up to 30, 000 ETB for a small-scale business start-up 	SNNPR (Hadya Zone)	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Website: shllionham.org

**39_ MAPPING OF STAKEHOLDERS PROVIDING ECONOMIC SUPPORT TO VOTS,
MIGRANTS AND RETURNEES**

No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Geo-graphical Coverage	Target Group	Contact Details
10.	Timret Le-Hiwot Ethiopia (TLHE)	<ul style="list-style-type: none"> • Vocational Training (have TVET Center) – Sewing and Embroidery training, Entrepreneurship, pottery making, candle making, soap and detergent making, petty trading • Skills Training – Entrepreneurship, Business Skill, Life Skill, Business Plan Development, Business start-up, Business scale-up, Business reach-up, Saving and Record Keeping, Self-esteem and Confidence Building, product pricing and marketing skills • Income generating activities – Subsidies between 2500-3000 ETB for a small-scale business start-up and facilitate linkage with micro finance providers • Job search assistance is offered • Additional economic support –facilitate access to production and marketing premises/centers, business mentorship/follow-up, facilitate business registration and government support 	Addis Ababa, Amhara, Benishangul-Gumuz, SNNPR regions	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 111236309 (+251) 111220848 Email: info@tlhethiopia.org wendmnike@gmail.com Website: www.tlhethiopia.org
11.	Vision for Ethiopia	<ul style="list-style-type: none"> • Skills Training – Basic business skill training • Income generating activities – Subsidies 5,000ETB and provide material/in kind support • Additional economic support – Women economic empowerment services 	Amhara, Oromia, Diradawa, and Tigray regions	<ul style="list-style-type: none"> ✓ Returnees ✓ VoTs 	Telephone: (+251) 115580919 (+251) 911941860 Email: visionforethiopia@gmail.com

**40_ MAPPING OF STAKEHOLDERS PROVIDING ECONOMIC SUPPORT TO VOTS,
MIGRANTS AND RETURNEES**

Table 3: List of CSO's that previously provided economic support for migrants, returnees and/or VoTs

No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Geo-graphical Coverage	Target Group	Contact Details
1.	EU- (implemented by the Embassy of Italy in Addis Abeba)- Stemming Irregular migration in Northern and Central Ethiopia (SINCE) (2018-2020)	<ul style="list-style-type: none"> • Vocational Training – Supporting the development of TVET courses and facilitating internships • Income generating activities – creation of micro and small enterprises and start-up of small livelihood activities • Promoting job-oriented Public-Private Partnerships • Improving the capacities of Public Employment Services 	Addis Ababa, Amhara, Oromia, SNNPR and Tigray	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Website: https://ec.europa.eu/trustfundforafrica/region/horn-africa/ethiopia/stemming-irregular-migration-northern-central-ethiopia_en https://ambaddisabeba.esteri.it/Ambasciata_AddisAbeba/it/sinceprogramme
2.	ILO-Support to the Reintegration of Returnees in Ethiopia (2015-2017)	<ul style="list-style-type: none"> • Vocational Training (have TVET Center) – poultry, beekeeping, fattening, dairy production, metalwork, block production/construction, food preparation, horticulture, furniture and garment. • Skills Training – life skills, financial literacy, entrepreneurship skills. • Income generating activities – facilitate linkage with micro finance providers. • Job search assistance is offered. 	Oromia, Amhara and Tigray	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Website: https://www.itcilo.org/projects/support-reintegration-returnees-ethiopia

**41_ MAPPING OF STAKEHOLDERS PROVIDING ECONOMIC SUPPORT TO VOTS,
MIGRANTS AND RETURNEES**

Table 4: List of CSO's currently providing economic support for migrants/ returnees/ VoTs in SNNPR, Sidama and South West Regional State

No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Geo-graphical Coverage	Target Group	Contact Details
1.	Ebenezer Support & Development Association	<ul style="list-style-type: none"> • Vocational training: sponsor TVET students attending ICT, wood works, metal works, food preparation, entrepreneurship, • Income generating activities: Subsidies between 15,000-30,000 ETB for a small-scale business start-up • Job search assistance: facilitating employment opportunities for graduates. 25% of the graduates get employment opportunity in different public and private organizations 	Sidama region and SNNPR region	<ul style="list-style-type: none"> ✓ Returnees ✓ VoTs 	Telephone: (+251) 462200134 (+251) 91-170-8518 Email: argawrachel@yahoo.com Website: http://ebenezergrace.org/
2.	Community Sustainable Development Aid Organization/ COSTIDA	<ul style="list-style-type: none"> • Vocational Training: certifying on wood work and metal works, • Skills Training: short-term trainings on food preparation, beauty salons • Income Generating Activities: Subsidies up to 20, 000 ETB for a small-scale business start-up 	SNNPR region (Wolaita Zone, Duguna Fango and Damot Woyde woreda)	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 911386974 Email: takele2013@gmail.com
3.	GOGOTA care (Kambata Tambaro Peoples' Development Association)	<ul style="list-style-type: none"> • Vocational training: paying college fees for VoTs and returnees which take them to certification on automotive industry, driving license, masonry, plumbing, metal works, wood works, beauty salon, food preparation • Skills training: short term training on bee keeping, cattle fattening, poultry, life skills, CV development, • Income generating activities: Subsidies between 5,000-50,000 ETB for a small-scale business start-up • Job searching assistance: facilitate employment in public and private sectors 	SNNPR (Kambata Tambaro zone)	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 465540471 (+251) 960434800 Email: gogotacare2016@gmail.com Website: https://gogotacare.org
4.	Guraghe People's Development Association	<ul style="list-style-type: none"> • Organize, coordinate, and mobilize the efforts and resources of the local community, governmental and nongovernmental organizations toward the economic support programs of VoTs and migrants • Job search assistance 	SNNPR (Gurage zone)	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 118299536 (+251) 910299198 Email: info@kistanedevlopment.org Website: http://www.kistanedevlopment.org

**42_ MAPPING OF STAKEHOLDERS PROVIDING ECONOMIC SUPPORT TO VOTS,
MIGRANTS AND RETURNEES**

No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Geo-graphical Coverage	Target Group	Contact Details
5.	Hadiya Development Association	<ul style="list-style-type: none"> • Vocational training (metal works, wood works, beauty salon) • Skills training: short-term trainings on poultry business, entrepreneurship skills including preparation of business plan, financial literacy, and business management • Adult education 	SNNPR (Hadiya zone)	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 465552420 Email: molabu2017@yahoo.com hdaho.info@gmail.com
6.	Halaba People's Development Association	<ul style="list-style-type: none"> • Skills training: provided short-term training on skills for food preparation, fast food business management • Income Generating Activities: Subsidies up to 30, 000 ETB for a small-scale business start-up 	SNNPR (Halaba zone)	<ul style="list-style-type: none"> ✓ Returnees ✓ VoTs 	Telephone: (+251) 465561471 (+251) 911468235 (+251) 916831602
7.	Integrated Women's Development Organization	<ul style="list-style-type: none"> • Income Generating Activities: provide a kind support to make them asset owners and generate income on areas like poultry business, vegetable seeds with watering tank and water tanker 	Sidama Region (Dara Wereda)	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 91 101 3419 Email: integratedwomens429@gmail.com
8.	Jerusalem Children and Community Development Organization (JeCCDO)	<ul style="list-style-type: none"> • Vocational training: certifying them with metal works, wood works, beauty salon, garment making • Skills training: short term training on business planning, business management, financial literacy skills • Job search assistance: facilitating recruitment in public offices, in private sectors like garment making factories, based on their professional qualification in public offices and private businesses like garment industries • Adult education 	Sidama Region (Hawassa city, Bensa, Dara and Gorechie woredas) & SNNPR (Amaro and Burji Woredas)	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 11 667 54 00 Email: jeccd@ethionet.et Website: https://www.jeccdethiopia.org

**43_ MAPPING OF STAKEHOLDERS PROVIDING ECONOMIC SUPPORT TO VOTS,
MIGRANTS AND RETURNEES**

No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Geo-graphical Coverage	Target Group	Contact Details
9.	Mary Joy Ethiopia	<ul style="list-style-type: none"> • Vocational training: certifying on wood work, metal works • Skills training: short-term training on financial literacy, business plan development, entrepreneurship, hotel operation, beauty salon) • Income Generating Activities: Subsidies up to 100, 000 ETB for a small-scale business start-up • Job search assistance: facilitating recruitment in public offices, in private sectors like plastic production small-scale factories, shoe making enterprises, garment companies, metal and wood work enterprises based on their professional qualification • Adult education • Additional economic support: machinery, pool game, retail shop materials 	SNNPR (Hadiya and Kembata-Tembaro zones)	<ul style="list-style-type: none"> ✓ Returnees ✓ VoTs 	Telephone: (+251) 118966321 (+251) 987626262 Email: maryjoy@maryjoy-ethiopia.org Website: www.maryjoyethiopia.org
10.	Save Generation Development Association	<ul style="list-style-type: none"> • Skills training: short-term trainings on business plan preparation, poultry business, milk business, restaurant business • Income generating activities: Subsidies between 5,000-10,000 ETB for a small-scale business start-up • Additional economic support: seed distribution for those engaged on farming 	SNNPR (Wolaita zone) & Oromia region	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 118485588 (+251) 91-149 15-48 (+251) 911317355 Email: sageda@ethionet.et Website: http://www.savegeneration.org
11.	Selam Hawassa Technical and Vocational Training College	<ul style="list-style-type: none"> • Vocational training: support formal training on driver licensing, manufacturing, machinery maintenance, electricity, furniture making, food preparation, urban agriculture, office management • Income Generating Activities: Subsidies up to 30, 000 ETB for a small-scale business start-up • Job search assistance: employment networking for graduates with garment industries, hotels, manufacturing sectors, car maintenance industries, and public sectors for employment 	Sidama region (Hawassa city)	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 011 646 2942 (+251) 462211313 Email: atkelt@ethionet.et Website: http://www.selamchildrenvillage.org/
12.	Siltie Limat Mahiber	Organize Self-Help groups for returnees and VoTs (particularly females)	SNNPR (Siltie zone)	<ul style="list-style-type: none"> ✓ Returnees ✓ VoTs 	Telephone: (+251) 467710626/29 (+251) 913874493 Email: siltiedevelopments-so94@gmail.com

**44_ MAPPING OF STAKEHOLDERS PROVIDING ECONOMIC SUPPORT TO VOTS,
MIGRANTS AND RETURNEES**

No.	Name of the Organization Providing Support	Intervention/ Thematic Area	Geo-graphical Coverage	Target Group	Contact Details
13.	South West Charitable Organization	<ul style="list-style-type: none"> • Vocational training: certifying on wood works, wood architectural works, metal works, food preparation • Income Generating Activities: Subsidies up to 5, 000 ETB for a small-scale business start-up 	South West Region (Kaffa zone, Bench-Sheko, Jimma Zone, Sheka zone, Dawuro and Konta zone)	<ul style="list-style-type: none"> ✓ Returnees ✓ VoTs 	Telephone: (+251) 911386863 (+251) 921461202 Email: swco3565@gmail.com ashumikael@yahoo.com
14.	Talita Rise Up	<ul style="list-style-type: none"> • Vocational training: certifying on Metal works, wood works, beauty salon work • Skills training: business management, financial literacy, saving skills • Income generating activities: Subsidies between 25,000-50,000 ETB for a small-scale business start-up • Job search assistance, 	Sidama Regional State (Yirgalem town, Dale woreda)	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 118592428 (+251) 92 2174846 Email: talitariseup@gmail.com Website: http://talitariseup.weebly.com
15.	Terepeza Development Association (TDA)	<ul style="list-style-type: none"> • Skills training: urban agriculture, bee keeping, poultry business, horticulture, metal works, wood works, food preparation • Income generating activities: Subsidies between 10,000-30,000 ETB for a small-scale business start-up • Job search assistance: facilitated employment on Garment industries, hotels, metal workshops and wood workshops • Adult education 	SNNPR (Wolaita zone)	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 46 551 2506 (+251) 911180196 Email: berekettassew04@gmail.com Website: https://terepeza.org
16.	Wolaita Development Association	<ul style="list-style-type: none"> • Vocational training: sponsoring TVET training which takes to formal certification on metal works, wood works, beauty salon, house management, horticulture, garment, driving license, knitting and sewing clothes • Skills training: short-term trainings on bee keeping, cattle fattening, fish farming, poultry • Income generating activities: Subsidies between 10,000-30,000 ETB for a small-scale business start-up • Job search assistance: facilitates employment on universities, garment industries, hotels, training centers for their graduates 	SNNPR (Wolaita zone)	<ul style="list-style-type: none"> ✓ Returnees ✓ Migrants ✓ VoTs 	Telephone: (+251) 46 551 24 74 Email: info@woadada.org Website: https://www.wolaitada.org/



5.

REFERRAL MECHANISMS AND CO-ORDINATION

In Ethiopia national legislation for the development and operationalization of a Migration Victim's National Referral System came into force in January 2021¹⁷⁸ in recognition that the *'existing procedure of rescue, repatriation, rehabilitation support and reintegration of victims of migration lacks transparency, has wide gaps and lacks co-ordination.'*¹⁷⁹ The Prevention and Suppression of Trafficking in Persons and Smuggling of Persons Proclamation No. 1178/2020 provides the responsibility for victim reintegration and rehabilitation to the Federal Urban Employment Creation and Food Security Agency. Under the new government structure, Ministry of Labour and Skills and its counterparts at all levels¹⁸⁰ are then responsible for ensuring the provision of identification, registration, job creation and supply of workplace space, as well as the necessary market linkages at OSSCs.¹⁸¹ They are given a responsibility to facilitate job creation, business management training and technical skills training based on identified gaps¹⁸² as well as access to small lending institutions.¹⁸³ They are also responsible for supporting and monitoring access to modern business management and operations, accounting and auditing services;¹⁸⁴ to conduct effective business surveys according to local circumstances and develop a model business plan;¹⁸⁵ as well as refer victim returnees to other service providers.¹⁸⁶

Within the National Referral System, the Federal Technical and Vocational Training Institute and similar regional organizations are responsible for the development of a system for providing special needs training to victims¹⁸⁷ such as short-term awareness, management and technical skills training to employ them.¹⁸⁸

Small finance providers are responsible for the development and implementation of a mechanism to meet the loan needs of the victims as well as monitor the use of loans for their intended purpose,¹⁸⁹ in coordination with other stakeholders.¹⁹⁰ They are also responsible for the provision of awareness training on savings, loan disbursement and utilization for victims at one-stop service centers¹⁹¹ and for the facilitation of financial assistance service provision to victims.¹⁹²

Despite the enactment of the legislation there are limitations in the implementation and operationalization of the system.¹⁹³ The NPC, MoLS together with IOM is planning to undertake sensitization work towards its implementation, to provide training and develop frameworks to operationalize the National Referral System.¹⁹⁴



178 Migrant Victims National Referral Mechanism Directive No. 562/2021. Effective from January 2021.

179 Ibid, Preamble

180 Prevention and Suppression of Trafficking in Persons and Smuggling of Persons Proclamation No. 1178/2020 cum Article 25 sub Article 2 of Proclamation 1263/2021, has also given the responsibility of protection and rehabilitation of victims to the Ministry of Labour and Skills. (Article 24 sub Articles 4 and 5)

181 Migrant Victims National Referral Mechanism Directive No. 562/2021, Article 9

182 Id Article 9(3)

183 Id Article 9(4)

184 Id Article 9(5)

185 Id Article 9(6)

186 Id Article 9(7)

187 Id Article 11(1) cum Article 61 of Proclamation 1263/2021

188 Migrant Victims National Referral Mechanism Directive No. 562/2021, Article 11(2)

189 Id Article 12(4)

190 Id Article 12(1)

191 Id Article 12(2)

192 Id Article 12(3)

193 Interview with Amsalu Bashe, FUJCFSA.

194 IOM is working alongside the NPC to create a national MoU, with accompanying flow charts, referral forms, minimum standards and SoPs for the operationalization of the National Referral System.

Whilst not being formally operational, the findings in this study illustrate that the referral of migrants, returnees and VoTs is formalized in some regions, informal in others, with a need for alignment once the National Referral System is fully adopted. For example, according to the former FUJCFSA, 6,800 returnees have received services using informal referral mechanism within 6 months in 2021.¹⁹⁵ Similarly in the regions, such as Amhara, more than 10,000 VoTs and vulnerable migrants have received different protection services through the implementation of a Memorandum of Understanding signed by the Amhara Regional State for the referral of VoTs and vulnerable migrants in 2021.¹⁹⁶

A related issue to the referral of migrants, returnees and VoTs is the general co-ordination mechanisms in place to manage migration, particularly reintegration activities at zonal and woreda levels in the regions. The data gathered from zonal officials in SNNPR suggests that the coordination structure at zonal level is relatively weak and under-resourced. There is a general absence of well-organized government structure mandated to manage migration coupled with a lack of strong commitment and ownership from stakeholders. In SNNPR, the findings show that members of the taskforces often struggle to meet as scheduled or regularly. The existing task forces' procedures are not properly institutionalized. Documentation and monitoring activities also seem to be weak and the study team was not able to obtain documentation on establishment of the taskforces. Some officials in SNNPR expressed that work related to migration management and/or reintegration are seasonal. Turnover of personnel at zonal levels together with lack of proper hand-over of responsibilities between leaving and incoming officials has also hampered coordination. The coordination mechanisms at zonal levels are also being challenged by lack of capacity. The words of an FGD participant in SNNPR describe this fact as:

“We don't have an organized data from the Kebele structures, BoLSA, IOM. This is number one problem. Generally, our work is not well integrated. The training is offered by TVET, loan is by Omo Microfinance, land by municipality. IOM is our main supporter, but still there is no integration of activities. We don't work based on the Memorandum of Agreement (MoA). We have signed the MoA with seventeen sectors, but we don't work based on our agreement. We have disseminated a circular, but it is not being applied according to the circular and MoA.”

This reflects that in practice, despite agreements being in place, the co-ordination on reintegration at the local level remains weak.

195 Interview with Amsalu Bashe, FUJCFSA.

196 A Memorandum of Understanding for the Referral of Victims of Human Trafficking and Vulnerable Migrants in Amhara Regional State, March 2019. The MoU was signed by the following public institutions: Bureau of Labour and Social Affairs, Amhara Attorney General, Amhara Police Commission, Bureau of Technical Vocational Training and Enterprise Development, Bureau of Women, Children and Youth Affairs, Bureau of Health and the Immigration Department (Metema Branch). The following Service Providers also signed the MoU; Agar Ethiopia, OPRIFS, Good Samaritan Association, Timret Lehiwot and Mahibere Hiwot for Social Development. This MoU signed in Amhara Regional State is also accompanied by an implementation guideline and Monitoring and Evaluation Learning System. Through BMM's support for the replicability of the MoU in other regional states has also been developed and signed in SNNPR in May 2022. The signatories include SNNPR Labour and Skills Bureau, SNNPR Justice Bureau, SNNPR Police Commission, SNNPR Employment and Enterprises Development Bureau, SNNPR Women, Children, Social Affairs Bureau, SNNPR Youth and Sports Bureau, SNNPR Health Bureau. The following Service Providers also signed the MoU; Shiny Day, Love in Action Ethiopia, Fegegita Children's Village (Sodo), FSCE, Busajo Onlas, Uraddis, ESSAWA, Wachamo University, Werabe University, Arba Minch University, Wolkite University and WolitaSodo University.



6.

CONNECTIONS WITH THE PRIVATE SECTOR

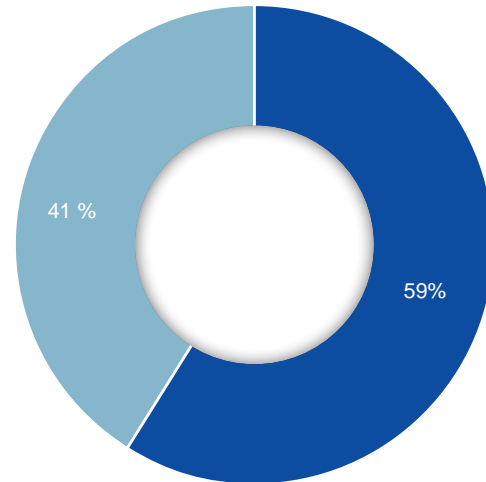
Regarding the connection with the private sector, approximately 60% of questionnaire respondents in SNNPR, Sidama and South West Regional State have links to private enterprises. In all of the cases, the purpose of this linkage is to facilitate employment opportunities for returnees and VoTs. Information from FGDs in SNNPR indicated that regional government bodies including the Bureau of Labor and Social Affairs and its zonal counterparts, Micro and Small Enterprise Development Agencies (MSEDA) at all levels, Job Creation and Enterprise Development Bureau at regional level and its structures at zonal levels are playing a significant role in facilitating the match between labour supply and demand, and which bear responsibility in planning and coordinating employment promotion activities for professionally skilled and academically qualified returnees and VoTs.

The FGD participants who represented the zonal implementors mentioned that significant number of qualified and certified migrants, VoTs and returnees find employment opportunities in the private sector. In the context of the study regions, the commonly addressed private owned enterprises and industries providing employment include hotels and restaurants, industrial parks, retail shops, garment production factories, flour production factories, hairdressing salons, computer text services centers, woodworking, metalworking, craftsmanship, pool house, fattening, chicken business, small cafeteria, construction, and females' beauty salons. Most of the identified CSOs and government offices have collaborations with these mentioned types of private enterprises and many offer job search support to beneficiaries using these linkages.

In Addis Ababa, 59% of questionnaire respondents stated that they had links with the private sector. Amongst the connections listed were Ethiopian Airlines, local plastics factory, private hotels, restaurants, cafeterias, industrial parks, hospitals and furniture stores. One CSO (Organization for Social Development) mentioned that it had a Memorandum of Understanding (MoU) with the Chamber of Commerce in Ethiopia which has many private businesses as members, this has

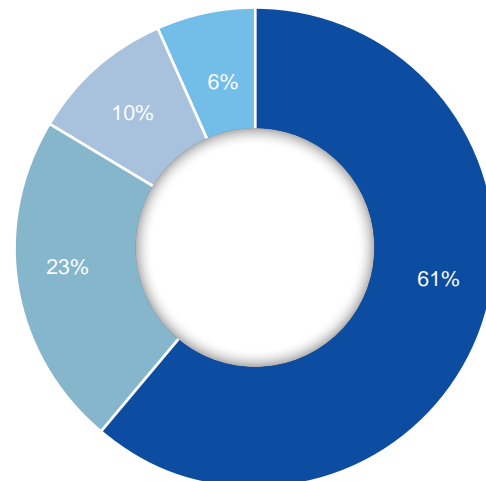
helped it to strategically offer opportunities to migrants, returnees and VoTs.¹⁹⁷

Figure 1: CSO connections with the private sector (Addis Ababa)



- Use the private sector as a potential employer for their trainees.
- Do not use connections with the private sector as a potential employer for their trainees.

Figure 2: Measures that should be taken by stakeholders to obtain long-term employment for their beneficiaries.*



- Stronger links between educational/skills training institutions and the private sector
- Increase private sector investment to increase job opportunities
- Facilitate additional employment opportunities
- Other

* These findings were collated from questionnaires distributed to CSOs.

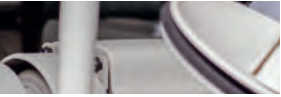
197 The Organization for Social Development signed an MoU with the Chamber of Commerce in Ethiopia in March 2022. This has facilitated opportunities for its beneficiaries mainly in the garment sector. The organization has also been able to undertake training and awareness raising sessions at Industrial Parks on issues such as underage employment.



50_ CONNECTIONS WITH THE PRIVATE SECTOR

However, informants in FGDs and questionnaire respondents mention that these linkages with the private sector are not sufficient in quantity. Most questionnaire respondents in Addis Ababa mentioned that stronger links between education/skills institutions and the private sector is required (61%) for beneficiaries to obtain long term employment. Further that an increase in private sector investment was required to increase job opportunities (23%).

Interestingly, during the interview with the Refugees and Returnees Service, they noted that the private sector was not always interested in engaging and providing employment to returnees.¹⁹⁸ It's also a sentiment that was echoed by the Job Creation Commission (JCC) which is undertaking its flagship Tila Programme primarily with NGOs, which it deemed to have greater levels of funding.¹⁹⁹



¹⁹⁸ Interview with the Refugees and Returnees Service, 4 February 2022.

¹⁹⁹ Interview with the Job Creation Commission, 1 March 2022.



7.

CHALLENGES

This study has sought to understand the full scope of the challenges that exist in providing economic support to migrants, returnees and VoTs, in order to be able to best address them. This section includes, not only the perspectives of implementors, but also that of migrants, returnees and VoTs themselves to understand the challenges from their lens.

7.1. Perspectives of Project Implementers

From the responses in the FGDs with implementors (both in Addis Ababa and SNNPR), the following challenges were identified and discussed subsequently: (i) shortage of funding to cover all costs of sustainable re-integration; (ii) insufficient time period for economic reintegration programmes; (iii) remoteness and bad road access; (v) overwhelmed government offices, which is also the result of a lack of private sector engagement; (iv) corruption, cumbersome bureaucracy, and lengthy processes in regional, zonal and woreda level government offices; (vi) referral of imprecise target group by government offices; (vii) difficulty in obtaining license and working premises for businesses; (viii) inaccessibility of loans and finance for returnees; (ix) COVID 19 and inflation; (x) attitude of returnees; and (xi) lack of information and organized data on returnees.

The main organizational challenge which all implementers have raised is **shortage of funding** to cover all costs for sustainable re-integration of returnees, migrants and VoTs. The programmes usually have limited funding, insufficient to cover all the necessary costs of reintegration and they are short-lived, with insufficient time for monitoring, evaluation and follow-up until beneficiaries are self-reliant. The findings from the implementors indicated that providing economic support includes various costs. For instance, when providing training, the cost is not limited to sponsoring the training but also includes transport and lunch allowances due to remoteness of areas in which migrants, returnees and VoTs reside. Additionally, the difference in vocational training choices of the beneficiaries makes it challenging to devise group trainings, as a result, implementors can be forced to pay for one or two trainees, a fee equivalent to one which they pay for groups. Implementers highlight that donors do not always take such high costs into account.

The shortage of funding not only affects implementers which have to pay for vocational training but also those which have their own TVET colleges.

“Even if there is a demand for our organization’s trainees among industries, for employment, the organization could not work at full capacity. There are departments of the TVET college which are shut down due to lack of funding. We tried to solve this problem by looking into other options such as mixing paying students together with the sponsored ones, but the existing regulation does not allow such mixing and there is a need to have separate compounds etc. however our organization is still trying to get license in this regard.”

CSOs also mentioned that donors, stakeholders and partner organizations should envision a **sufficient time period for economic reintegration programmes**. Due to the difficulty of identifying, referring and receiving the correct contact information of the returnees, migrants and VoTs, as well as the necessity of first addressing traumas, depression and discouragement, economic support generally commences in a very slow and delayed manner. Moreover, there is a need for an extended follow up, monitoring and evaluation period for sustainable reintegration of returnees at least until they pass the initial stage of their business during which most businesses are susceptible to failure. An extended duration of economic support projects for returnees and victims of trafficking is therefore more suitable.

“Time constraints are a big problem. Initially the project was for one year. But it already took a lot of time to identify and find the returnees, as well as to support them psychologically before starting the economic support. The project periods are too short and would be more efficient if they would be extended.” (Implementer FGD, SNNPR)

As to **remoteness and bad road access** in some areas within southern Ethiopia, it is important to highlight that optimal reintegration support requires some degree of presence in the community where the support is offered. Beneficiaries who participated in the FGDs in SNNPR mentioned that implementors should be in touch with returnees, follow-up with them frequently, have concrete knowledge of socio-economic





53_ CHALLENGES

characteristics, job offers, private companies and population in the project area. However, due to the large distances and bad infrastructure in some areas of southern Ethiopia, the presence of implementors in the community of reintegration is cumbersome and challenging (Implementer FGD, SNNPR).

The government offices that engage in economic support for returnees, migrants and VoTs admit to being completely overwhelmed. Based on the data collected from implementor FGDs in SNNPR as well as KIIs in Addis Ababa, the reason for that is limited budget, insufficient human resources, staff turnover as well as staff not being specifically trained in migration and development topics.

“From the government side there is shortage of resources for economic reintegration activities particularly. There is lack of transport service for continuous follow up and support. The government is overwhelmed with many activities that demand its scarce resources. So, I can say shortage of the budget is the main challenge.” (Implementer FGD, SNNPR).

“From the government side, there is an ownership problem. The issue of migration is not yet well articulated in the government laws and policies. The reintegration work is also expensive as well. There is lack of capacity from the government side to provide psychosocial support and economic support. It is difficult to balance for migrants only, because there are also many others who seek jobs apart from them. We have a capacity problem regarding trained professionals particularly in this area.” (Implementer FGD, SNNPR)

This burden on the government offices is also a result of **lack of private sector engagement** in the area.²⁰⁰ The state continues to play a heavy role in the economy of Ethiopia investing in critical infrastructure as well as social services²⁰¹ including job creation. Apart from the government, CSOs and NGOs are the ones which contribute to the different development activities in the country. This is also highlighted by respondents of the questionnaire in Addis, as significant number of CSO respondents agree that increas-

ing private sector investment as well as creating linkages with the existing ones are among the major measures stakeholders should take in order to obtain long term employment for their beneficiaries.²⁰²

Furthermore, CSOs complain about **corruption, cumbersome bureaucracy, and lengthy processes** in regional zonal and woreda level government offices. Implementors highlight that corruption is a serious challenge and another cost factor for them in their already limited financial means and difficulty in attracting funding for further projects. In this sense, CSOs mentioned that government offices *“consume the scarce resources in the process”*. (Implementor FGD, SNNPR)

“There is a network of corruption from Kebeles up to federal levels that hinder economic support to vulnerable population including migrants.” (Implementor FGD, SNNPR)

“when releasing cash for startup business, it is done through local offices by delivering their business plan, the cash will be deposited in a block account monitored by Labor and Skills Office. The local woreda partners do not release the cash, they are corrupt and want to take some percentage of the money from the beneficiaries. Our organization took measures by submitting the case to Federal Urban Job Creation Agency and Ministry of Labor and Skills together with the list of the names of the beneficiaries facing this challenge in the specific woreda, then the agency took measures based on hierarchy.”(Implementor FGD, Addis Ababa)



200 Mr Mignot Derrara, Refugee Returnee Service (formerly the Administration of Refugee and Returnees Affairs)

201 International Finance Corporation (2019) Creating Markets in Ethiopia: Sustaining Progress Towards Industrialization. Country Private Sector Diagnostic. Available at: <https://openknowledge.worldbank.org/handle/10986/32403>

202 For additional information, please refer to the section 6 on Connections with the Private Sector.



“Stakeholders have problems related with bureaucracy, lengthy processes, and commitment related problems. There is also widespread corruption in some government offices, making things tough for the establishment of enterprises.” (Implementor FGD, SNNPR)

Along these same lines, the limited collaboration of government actors is also the reason why joining forces, multiplying efforts, and working in an integrated approach is not occurring in practice. Implementors flag that they perceive government structures as obstacles whose motivation is to get their own benefit out of economic initiatives, instead of a supporting ally in this undertaking.

“Generally, our works are not well integrated. The training is offered by TVET, loan is by Omo microfinance, land by municipality. IOM is our main supporter, but still there is no integration of activities. We have signed a Memorandum of Agreement (MoA) with seventeen sectors, but we don’t work based on our agreement” (Implementer FGD, SNNPR)

“Even though there are guidelines regarding migrants and returnees regarding job creation, I believe it is not well adhered. The entire process from reception of returnees, psychosocial support and finally economic re-integration is not done in an integrated way. Different GOs and NGOs are not working in an integrated way.” (Implementer FGD, SNNPR)

Target selection is a further area mentioned by implementors, where government offices pose a challenge. Even if implementors initially discuss the relevant criteria for target group selection with the government office, these offices refer persons who are outside the target group, such as non-returnee university graduates. This happens despite the organizations’ selection criteria and screening process and is one of the reasons for a high dropout rate in vocational trainings, since these referees are not interested in the trainings but the certificate only.

The other bureaucratic challenge flagged by the implementors is the difficulty of **obtaining licenses as well as working premises for**

businesses. The government itself recognizes that these challenges may be faced in terms of providing services at the intended speed, especially regarding finance as well as supply of work and sales space due to limited resources, manpower, and coordination gaps. Implementors further mentioned that the government usually disregards beneficiaries of CSOs in providing these services by prioritizing its own beneficiaries. Timret Le Hiwot (TLHE) have tried to solve this problem by creating a sense of ownership among government officials though engaging them as guest speakers in graduation ceremonies after completion of trainings.

“We invited woreda officials as guest speakers to give opening and closing remarks during ceremonies for completion of trainings and also gave them a tour of exhibits of items produced by the beneficiaries that showcase their capabilities. This created sense of ownership on the side of the government. As a result, we have managed to save a spot for our beneficiaries on the waiting list for working premises.” (Implementer FGD, Addis Ababa).

Inaccessibility of loans is yet the other challenge for implementors, particularly those supporting returnees, migrants and VoTs on income generating activities. Since nearly all returnees in the studied regions aim to be self-employed and many have no financial means after their return, loans would address their needs. However, these loans are extremely hard to obtain and are often accompanied by high interest rates. The banks are reluctant to acknowledge the financial credibility of returnees and require savings or collateral. The Youth Revolving Fund²⁰³ the government budgets every year is inaccessible by CSO beneficiaries, as the government has its own system of giving these funds, prioritizing those which fall under the government’s reintegration program. Implementors know the importance of loans for returnees in the studied regions and advocate for simplified processes. In that context, implementors from the regional government offices, as well as from local CSOs mention during the FGDs:

203 The Youth Revolving Fund is a budget established by Proclamation No. 995/2017 and allocated by the Federal Government, to provide financial assistance for organized income generating activities conducted by the youth. Micro Finance Institutions will provide the required amount of loan to beneficiaries upon receipt of income generating project documents of beneficiaries, evaluated and approved by the appropriate authority, and where it is satisfied that the project is feasible.



“After the training, we support returnees to get loans to start their business. They have to save 10% to get the 90% budget from Omo microfinance. They get this loan after they present their business plan. We also facilitate for them to get shades to open shops as well. After they start their job, we further facilitate to assist market linkage.” (Implementer FGD, SNNPR)

“Omo microfinance is also a big challenge to get loans. Ownership is not well located. There are nominal structures and SOPs, but not actively delivering the outputs of the work.” (Implementer FGD, SNNPR)

“From the stakeholder side, the process to get loan is too lengthy. And above, all the interest from micro finance institution is too high which is up to 22 percent.” (Implementer FGD, SNNPR)

Besides, even if the returnee manages to secure a loan from Omo Microfinance,²⁰⁴ these loans are not adapted to the high inflation and increase in material costs in Ethiopia. Consequently, the loans are too small to currently enable individuals to open their business. This difficulty of getting loans from Omo Microfinance is the reason why virtually all beneficiaries who participated in the SNNPR FGDs mention that they borrow money from friends and family and take up other side-jobs to finance the initial stage of their businesses.

In the questionnaires and FGDs, both in Addis and SNNPR, all of the respondents agreed that the COVID-19 pandemic has significantly increased costs for businesses. The high inflation rate which is also the result of the security situation in the country has made it difficult to start and maintain a business.

“Since it takes 4 and 5 months to plan and start implementing a project, once it is planned, the costs have already increased during implementation.” (Implementor FGD, Addis Ababa)

Most implementors, both CSO and government, criticize the **attitude of returnees**. Some of them describe beneficiaries of economic reintegration projects as *“too picky and demanding.”* Instead of training, returnees prefer immediate capital and material support to set up their own business which is the major cause for dropout. Many chose the same common business types, such as pool house, coffee house, retail shop, etc. Furthermore, implementors highlight those beneficiaries often do not stick to the business plan, and they do not believe that they can achieve success in Ethiopia, but abroad.

“Returnees just take for granted a business type that others are successful in; without assessing the specific environment, market interest, or feasibility of their context. Then, they immediately fail.” (Implementer FGD, SNNPR)

“Returnees believe that they can only be successful abroad but not here. So, they don’t have the motivation to work here, as a result there is high drop out from trainings.” (Implementer FGD, Addis Ababa)

“There are very few returnees who want to remain here. Migrants strongly seek to be employed in government offices. There is lack of willingness to be trained and improve their own skills. Some migrants take money and share the loan and migrate again. There are some ethical problems observed that needs to be addressed even before providing the economic support.” (Implementer FGD, SNNPR)

Lastly, there is no **information and organized data on returnees** available. Returnees are not properly registered and Kebele structures, BoLSA, and IOM do not have these statistics and information²⁰⁵ (Implementer FGD, SNNPR). These points match the point of view of the beneficiaries who would wish that the implementing organizations would have a clearer picture of their individual characteristics, needs and interests. This would enable more tailored support instead of a common ‘one size fits all’ approach.

204 Omo Microfinance is not the only financing institution in the studied area. However, it is by far the most relevant one in the context for providing credit to returnees and VoTs. Most of the government funding is done through Omo Microfinance.

205 IOM notes the lack of a proper registration system for returnees remains a challenge. RRS together with IOM is trying to address this by assisting the Government of Ethiopia to establish a database/information management system on the return and reintegration of vulnerable Ethiopian migrants under the EUTF funded programme ‘Sustainable reintegration support to Ethiopian returnees from Europe and support to vulnerable displaced populations affected by COVID-19.’ However, there are several challenges in operationalizing this including legal implications of data sharing and a lack of clarity with GoE institutional mandates.



“Those who fail to properly select the beneficiaries are likely to fail in their economic reintegration. These problems should be addressed well if we have to help migrants and returnees to get long term employment and set up their own business.” (Implementer FGD, SNNPR).

“We have a big challenge with tracing and following-up with the beneficiaries. Some provided contact addresses of relatives since they initially don’t have their own upon return, some moved and changed their address. Some re-migrated and had no intention to reintegrate” (Implementer FGD, Addis Ababa)

This lack of structured data is also linked to the point on the absence of an integrated approach.

7.2 Perspectives of Migrants, Returnees and VoTs

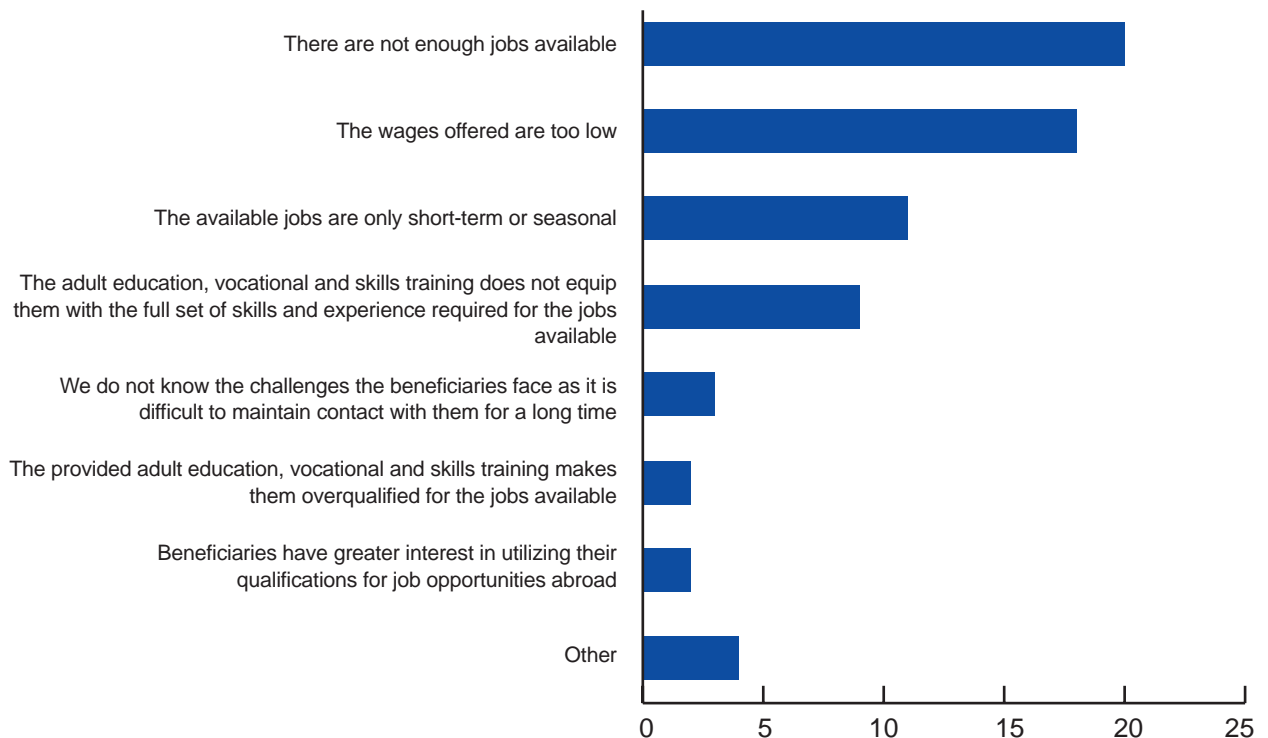
Participants faced different challenges while receiving economic support which they expressed in FGDs in Addis and SNNPR. The main ones for those who seek to engage in their own business include; (i) insufficient initial capital to start a business (ii) expensive rent of working area (iii)

insufficient support in terms of quantity and quality of materials (iv) lack of profit at initial stages of the business and market fluctuation (v) corruption and cumbersome bureaucracies of government, (vi) difficulty to obtain working places and shade, amongst others.

In contrast, the challenges highlighted by those who pursued vocational trainings and employment over starting their own business are (i) support not tailored to individual cases, (ii) inaccessibility of trainings in the area of one’s choice, (iii) unavailability of jobs and (iv) low wages. Even though project beneficiaries were grateful for the material and cash grant support for starting their business, they state that the **amount of money is not sufficient and the materials and equipment not adequate and of low quality.**

“The machinery they [IOM] brought us were not complete, and it is not standard equipment, thus not effective. The majority of our friends who got such machineries sold it; then, they went back/re-migrated, because the machineries only without startup capital is not supportive to sustain the business” (Beneficiary FGD SNNPR).

Figure 3: Main challenges for beneficiaries in obtaining employment following participation in adult education, vocational and skills training.



* A total of 28 CSOs from Addis Ababa responded to this multiple-choice question. One respondent could agree with more than one challenges listed above.

“They (IOM) gave me one cattle. It is difficult to progress by starting from single cattle. The income from the milk covers the cost of her feeding and care. If they gave two cattle, they would support each other” (Beneficiary FGD SNNPR).

“The grant I received from Agar was insufficient to start a poultry business based on my poultry training. Since the fodder for the chickens is expensive, the business doesn’t have income other than sustaining the chickens. I am also unable to pay my rent.” (Beneficiary FGD Addis Ababa)

Moreover, as described in previous chapters, most of the supported returnees both in Addis and SNNPR are self-employed. Therefore, their challenges revolve around making their own business profitable and overcoming the initial phase in which investments and extra efforts are required. Unfortunately, the increase in returnees coming to Ethiopia has coincided with inflation, increase of rental costs, food prices and relevant materials for businesses, as well as with the economic crisis triggered by the COVID-19 pandemic and the conflict in northern Ethiopia. Therefore, both implementors and beneficiaries mention that due to these reasons, start-up capital for the business plans of returnees is not enough to cover the increasing costs.

Similar to implementors, returnees, migrants and VoTs also highlight the **corruption and limited collaboration of government structures as well as the prolonged and cumbersome procedures** to receive support, as, *“the procedure is very long especially on the government side. The government also deduct the amount by making us pay different administrative/procedural costs. There is also corruption in the government office. We will not receive the funds unless we bribe the officials.”* (Beneficiary FGD, Addis Ababa)

“The government system asks for bribes if someone requests job opportunities. We can’t afford that. We need training and employment opportunities based on our capacities.” (Beneficiary FGD, SNNPR)

“I have spent almost half of the grant in the process of obtaining it, since I was required by the government office to provide a business plan as a criteria to receive the grant, and the price I was asked for the business plan preparation was very expensive, not to mention the transport cost due to the prolonged process.” (Beneficiary FGD, Addis Ababa)

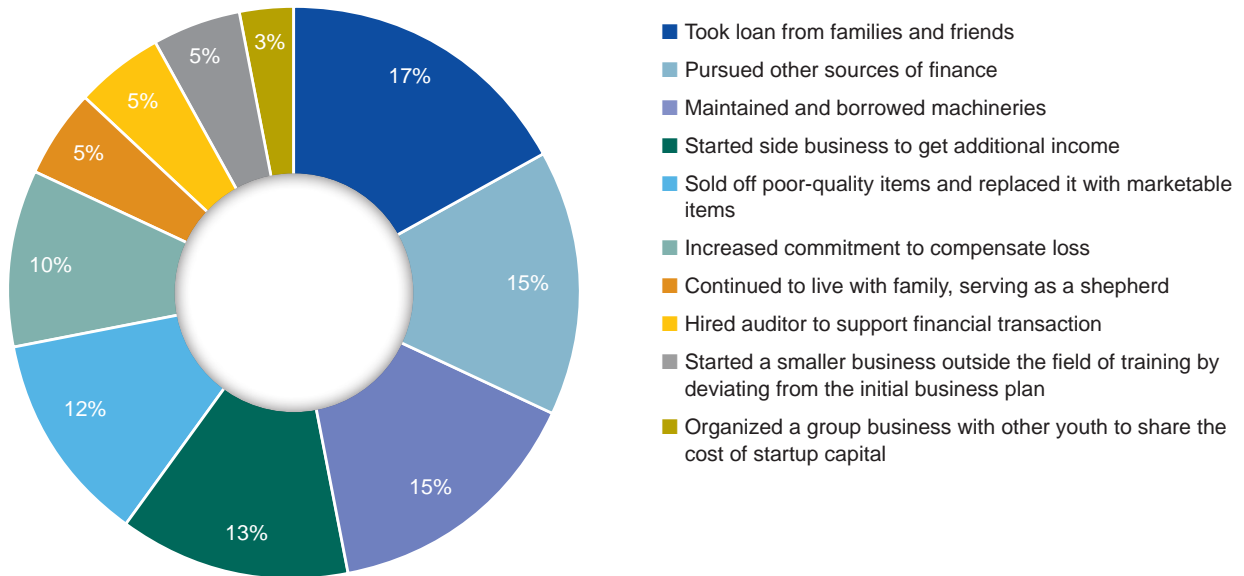
Difficulty to obtain working premises and shade is the other major challenge which involves the government. Due to this, returnees, migrants and VoTs are faced with high rental costs which they usually have to pay 3 months in advance. This takes up most of the grant they receive to start the business and leads to failure of the business in the early stages.

Furthermore, returnees face challenges in receiving vocational training. Half of the participants of the FGD held in Addis raised the issue of the **training not being based in their field of interest** as a major challenge. There are a limited number of fields in which the vocational trainings are available, and the number of trainees assigned to each is limited as well. For example, the vocational trainings available in Hope Enterprise are: basic apparel production, hotel kitchen operation, basic electrical installation, and basic automotive technology, therefore, the beneficiaries have to fit into one of these four departments regardless of their interest. This is also true for all other service providers. In addition to the limited options, the receiving capacity of the departments is also limited. A beneficiary of Agar Ethiopia explained: *“I had no other choice than joining the poultry business training because other departments were taken by other beneficiaries and reached their receiving capacity limit”* (Beneficiary FGD, Addis Ababa). This narrows the chances of returnees enrolling in the training of their choice. They are unable to pursue areas where they may have had previous experience. This also has implications in obtaining long term employment because, reduced satisfaction of the beneficiaries on the area of engagement results in absences and often leads to remigration.

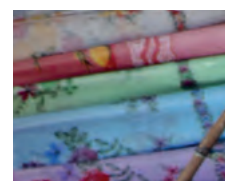
In obtaining employment, the issue of **low wages** was highlighted as the major challenge returnees face when obtaining employment. The fact that there is no minimum wage regulation in Ethiopia has made the offered wage non-negotiable and has been one of the major reasons of employment turnover and remigration.

“My friend and I had received house-keeping and food preparation training from Hope Enterprise and also provided with job search assistance, however, the salary we were offered by the organizations was very low. It was 2,000 ETB per month and also came with long working hours, 24-hour shifts.” (Beneficiary FGD, Addis Ababa)

Figure 4: Measures taken by beneficiaries to cope with the challenges



In order to mitigate the impact of the challenges, beneficiaries stated that they undertook various measures to ensure that they were able to cope, including selling of poor-quality items and replacing with other items, taking loans from family and friends, searching for alternative financial sources, starting side businesses, being organized into group to open a business partnership and more. (see Figure 4).





8.

GOOD PRACTICES

Several factors determine a person's ability to become self-sufficient and reintegrate into his/her place of origin. This process can take time, as returnees, migrants, and/or VoTs may encounter a number of challenges which can impact their ability to readjust and reintegrate, equally impacting other members of their community. According to IOM, sustainable reintegration is defined as:²⁰⁶

Reintegration can be considered sustainable when returnees have reached levels of economic self-sufficiency, social stability within their communities, and psychosocial well-being that allow them to cope with (re)migration drivers. Having achieved sustainable reintegration, returnees are able to make further migration decisions a matter of choice, rather than necessity.

One of the key objectives of this research was to collate good practices that have been developed by different actors in attempting to achieve sustainable reintegration and meet the long-term economic needs of migrants, returnees and VoTs. Below are some examples that both beneficiaries and stakeholders have highlighted as being good practice and should, where possible be considered and replicated.

8.1 Individual reintegration support and a phased approach

Since every migrant, returnee and/or VoT, requires a particular reintegration approach due to their personal profile (age, sex and gender, experiences, etc.), individualized economic reintegration support is crucial in addressing otherwise overlooked individual challenges. Such personalized assistance empowers the beneficiaries first and foremost and creates an environment in which the individual takes responsibility for the reintegration process and can exercise agency in respect to the support offered.

The findings from the FGDs in Addis Ababa showed that beneficiaries appreciated the economic support that they received from CSOs, but particularly where a phased approach was undertaken. An FGD participant in Addis Ababa who had returned from Beirut mentioned for example: *'the business skills training I received from CVM was good and I received life skills training and*

psycho-social support before the economic support and it helped me to be in a stable condition.'

Similarly, economic initiatives that take into account individual interests and previous experience bring longer term benefits in terms of motivation, drive and work ethic for specific initiatives.

An example shared by the CSO Mary Joy illustrates the benefits of individualized reintegration support provided to 180 beneficiaries (which are returnees and VoTs). At Mary Joy beneficiaries receive business-development training, thereafter they are assigned to create a business plan based on their own interests and market viability. Once they have a business plan, they are required to defend it from an economic and social point of view. Mary Joy then offers the necessary start-up materials while the beneficiary is expected to cover rent costs on their own. According to staff at Mary Joy, by providing beneficiaries with the tools and space to create the business idea themselves it increases ownership, commitment and personal investment into the business and its future success.

8.2 Community-based reintegration initiatives:

Another good practice shared by the EU-IOM Joint Initiative for the research was community-based reintegration support. This approach aims to foster a participatory approach in the reintegration process where the local community is involved, including potential migrants and cascades the benefits of the programme into the wider community. One such example is IOM's partnership with Integrated Services for Health and Development Organization (ISHDO) to implement a project in Silte Zone of SNNP region which aimed to address livelihood needs of communities affected by migration and implement a community based mental health and psychosocial intervention.

Silte is among the zones with a high number of migrant returnees in Ethiopia. A livelihood intervention was initiated in three migrant-prone kebeles targeting 100 migrant returnees and potential migrants in the community. Modern irrigation and poultry income generating activities were introduced and project beneficiaries have been

provided skills training tailored to their respective businesses. The trainings are further disseminated to community members through the project beneficiaries. Beyond generating income for targeted beneficiaries and their families, the project further motivated local communities to identify and utilise locally available resources as well as scale-up modern irrigation practices.

To sustainability reintegrate migrant returnees, ISHDO further works towards improving the community's attitude on mental health and the stigma attached to returnees. Families and other community members are made aware of the critical role they play to support returnees with mental health and psychosocial needs. This is accomplished through community-based interventions including group counselling, trainings, community conversations and community wide awareness raising events (sport activities, drama, entertainment and campaigns). ISHDO uses platforms such as youth centers and school mini media to ensure mental health and psychosocial support to returnees is part of their agenda.

Close co-operation between government counterparts along with community representatives including returnees and families of returnees have played a key role in the selection of beneficiaries and there has been continuous engagement throughout the project implementation. A government focal person is assigned to follow-up on the project implementation, review documents and reports as well as take part in project review meetings along with ISHDO staff members. The government has also proved their support by providing land to landless returnees to be engaged in irrigation practices and established a resource mobilization committee to support returnees via fundraising.

Such initiatives involving returnees, their families, potential migrants and the local community enable greater economic and social cohesion. This was also echoed by international organizations that took part in the FDGs in Addis Ababa, who noted the importance of incorporating potential migrants in economic initiatives to ensure that preference was not only given to those that had migrated (since this may itself encourage further migration).

Participants in the FDGs in Addis Ababa also suggested that providing individual start-up capital was not always an ideal approach, particularly without relevant market assessments and linkages prepared in advance. As a result, the following recommendation was made by a participant:

'Organizing beneficiaries into groups to form micro and small enterprises would be better than giving the grant individually.'

Where possible, including the community or a wider group in economic ventures would encourage collaboration, pooling of ideas and spreading the business risks as well as the benefits amongst the group.

8.3 Partnerships with the Public and Private Sector

As noted in the findings above²⁰⁷ the majority of respondents to the questionnaire and FDGs in Addis Ababa and SNNPR had connections to the private sector with a view to ensuring that their beneficiaries were well connected to employment opportunities, which reflects good practice. Similarly, the findings show that there are also strong connections with the public sector; in Addis Ababa 59% of questionnaire respondents noted that they had connections with the public sector²⁰⁸ in order to assist their beneficiaries to find employment opportunities.

8.4 Monitoring and support systems to ensure sustainability of businesses

Although the majority of participants in the FDGs in both Addis Ababa and SNNPR described monitoring systems as insufficient and lacking business and technical development support, they noted the necessity of such a system particularly in the first 12 months following return. This is because the first 12 months, according to the FDG participants, is a critical time to ensure the success or failure of a business. Wolaita Development Association can be mentioned as a good practice example for monitoring and follow-up. The CSO has its own monitoring department and their recommended approach is to follow-up frequently at least for one year and/or until initial

207 Section 6

208 For example; Ethio-telecom, Ethio-engineering group, Addis Ababa Water and Sewerage Authority, Addis Ababa Dry Waste Management, Government Offices, TVETs.

positive results are achieved by the beneficiary. The follow-up and monitoring until the enterprise can run on its own without much supervision ensures longevity of the businesses and/or additional support if required.

8.5 Skills training and certification of returnees, VoTs and migrants

In the regions, several TVETs (mainly public and few private) provide vocational skills training courses and formal certification for migrants, returnees and VoTs. Selam David Röschli Technical and Vocational College (SDR-TVC), for instance, has been delivering vocational skills training on various areas including basic metal work, machining, food preparation and service, fruit and vegetable processing, forklift driving, and furniture making. The training modalities are two: a formal-level based training which leads to diplomas and a short-term training with certifications.

Similarly, based on returnees', VoT's and migrants' interests and on a market-based assessment (i.e., determining key sectors of activities with the highest opportunities), and in coordination with the government offices which have been identified as active stakeholders towards economic reintegration initiatives, public TVETs at zonal and regional levels deliver vocational training in a variety of sectors. The vocational training commonly covers the following sectors: agriculture (poultry, livestock fattening); construction; textile and garments; urban agriculture; and food production (not an exhaustive list), and there are differences across regions and zones. A direct verbatim of FGD participant among regional offices at SNNPR disclosed the existing practice as:

"...after the beneficiaries of any economic support program are identified, they are given short term training in our center about general issues and topics including life skills, business plan preparation, business management skills, entrepreneurship and financial literacy. Then, we send them to vocational training colleges to get specific trainings on specific business area, where they get official certification".

Such professional qualifications and certifications ensure sustainability of reintegration by promoting possible alternatives for the returnees, migrants and VoTs either as employees in local jobs or through self-employment. An officer from Kembata-Tembaro zone illustrated this fact as:

"On metal work, 124 returnees were trained at TVET; all of them have got startup capital and material support; but their businesses struggled, their private enterprises couldn't sustain and stay as competent on the existing market. So, they shifted to be employed in others' establishments. They opted to 'plan B.'"

8.6 Job search assistance for VoTs, returnees and migrants

A review of the discourse among FGD participants from government offices of the three regions indicated that there are a series of good practices among them with respect to provision of job search assistance to migrants, returnees and VoTs. One of which is facilitating re-employment opportunities in any sector, if a qualified migrant, returnee or VoT prefers to return to his/her previous job. The government stakeholders in SNNPR disclosed that they work mainly within the government sectors in this regard. An additional good practice that was identified in the research was working towards promoting affirmative actions for qualified returnees, VoTs and migrants. This is done through identifying and facilitating employment opportunities within the private and government structures so as to give priority to qualified migrants, returnees and VoTs. A discussant stated the following during an FGD:

"We work with government organizations to filter vacant spaces in the government offices and employ migrant returnees. We give them support letters, if they need it. We screen them out according to their interests and provide the referral letter so that those who want vocational training would get the chance to be trained. We also provide training opportunities for legal migrants. We link those who need different services accordingly. We have a whole-of-government approach among ten sectors including women and children, enterprise, BoLSA."

Thirdly, private organizations like Selam TVET also have good practices and functional systems towards facilitating employment opportunities for the professionally qualified returnees, VoT's and migrants. It is worth mentioning that the college has a unit called Job and Business Services office, this unit organizes job fairs and networking for the graduates with potential employers and industries.





9.

SUCCESS STORIES

This sub-section highlights the achievements related to the sustainable economic reintegration process in SNNPR, Sidama and South West Regional State. Among the FGD participants from Kamabata Tambaro zone, two male returnees shared outstanding success stories. A 40-year-old returnee from Hadaro town narrated his success as:

“...I had a terrible migration experience; I lost everything on my way back home from South Africa and I was desperate. Fortunately, I started a retail shop with small capital obtained from the government in the form of loan. It was only 50,000 birr initially. I started a coffee and tea business and besides that “baltina” shop (spice shop) at the same time. I think about the hard times I overcame as motivation whenever confronted with challenges in my business. Now I have a shop worth more than one million birr and a cafeteria at the same time. I had to work hard including during my leisure times. I had to commit myself despite all the negative thoughts of the local community who wanted to prevent my success. Now I have a stable business and I teach others by work and by word. I have hired 8 employees in my enterprise. I want to teach others who spend 420,000-600,000 birr to go to South Africa, that money can create huge business opportunities here. I even recommended to the governmental and non-governmental organizations to organize a consortium of about 50 successful returnees in economic re-integration who can train others to utilize economic opportunities here instead of engaging in international migration risking their lives.”

Beneficiaries from Mary-Joy charitable organization had success stories from woodwork businesses, pool houses, and retail shops. Some of these beneficiaries have more than 10 employees in their enterprise. Others engaged in retail shops and pool businesses with the support obtained from Mary Joy have also attested to growing capital and promising business success in their respective endeavors. A 30-year-old young returnee from Fonqo woreda, Hadiya zone, deported from a detention camp in Tanzania, describes his business success in opening a pool house:

“When I came back from migration, I had nothing in my pocket. I wanted to immediately return back even though I had a tough time during the migration journey. I wanted to return to Moyale area to resume my migration journey. But I gave myself a little chance to work with my brother a short period as a waiter in his cafeteria and pool business. Within a very short time, I earned 10,000 birr. That gave me a little hope that there are also some opportunities here. In the meanwhile, Mary Joy called me and gave me one pool table. I immediately started working with that and started saving to buy a house with 209,000 birr. Within one year now someone is giving me 500,000 to buy that house. I have also bought another bigger pool table. Now I have two pools and put 4000 birr to “iqub” (traditional group saving scheme) per week. I have a strong desire to start a hotel business. At this time, I had nothing to wish for migration. I am making money here as well. Why should I consider migration?”

Another returnee from the same area engaged in a milk and cafeteria business and added his arduous migration story and how his coffee business and milk production helped him to own an enterprise and to resume his education up to university level at the same time. He described his success as:

“... When I dropped out of school and started my migration journey after selling my family assets, I thought I would compensate all those investments in a very short time. But, I found myself in a condition to fear for my life. I stayed in the detention camp of Zambia for about six years and three months. When I got an opportunity to be deported, I had nothing at hand. Then, IOM provided me initial material support to start a tea and coffee business. They gave me initial materials required for coffee business, including tables, chairs, cups, fridge, sugar (100Kg), wheat flour, food oil, and other items I need for coffee business. I worked tirelessly until my business was established. After three years of hard work, I have an asset worth more than one million birr. In addition, I am following my weekend class in Economics at Wolaita Sodo Univeristy. The support I obtained was what I needed. I also applied my business plan properly. It should be noted that I didn't make profit for the first couple of months. I even lost some of my initial capital during that time. My brother whom I delegated to support my business when



I first went to Jimma University to follow regular class didn't do it well. My business was collapsing during that time. I had to retake it and work hard again. Now I have both my business and my academic life that I cherish a lot. Those who get the support should be well monitored and thorough assessments should be done before providing economic support."

Another 35 year old female returnee from Libya reported having a successful beauty salon business in Shashogo Woreda Hadiya zone. She described this as follows:

"IOM provided me with equipment to establish a female beauty salon. It was slow at the beginning, but now I have a lot of customers. When various customers come to my salon, I call my elder daughter to help me after school. Now I'm leading a good life. My business is growing, and I have a family which is more precious than any fortune. I save money weekly using "equb" (a traditional group saving scheme), and this helped me to buy additional materials to strengthen my business. I also want to be a better role model for others who aspire to migrate but should instead try their opportunities and life here. Even recently, I prevented my brother, who wanted to migrate, by persuading him of all the pros and cons of illegal migration and economic opportunities here."

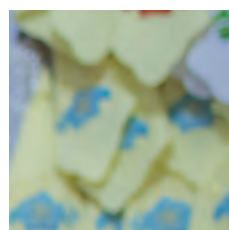
Returnees and potential migrants working in milk businesses at Shashogo Woreda in a cooperative of 30 beneficiaries mentioned the following:

"We are about 30 beneficiaries engaged in cattle herding, milk business, and grass production in a cooperative. Although we haven't yet received all the promised support of cattle and additional land from the local government, our milk business is growing from time to time. Despite challenges of feeding a cow, now we produce milk to get profits and the newly born calves are also growing. We want to increase our milk production to supply the local market and we are planning to have a "bajaj" to transport our milk to the urban centres. If we get additional cows, we can cover the milk demands of the entire town. We want to extend our business and have chicken and poultry to further grow."

Another beneficiary, supported by Mary-Joy, mentioned his dreadful living conditions before obtaining economic support caused his booming furniture business, which now aspires to replace imported furniture items in the region. He expressed that:

"...before I obtain this support, I wanted to commit suicide. This is what you have left when you lost all other options. When I was in desperate conditions Mary-Joy called me to provide me the necessary machine to begin a furniture business. They also provided intensive training for about three months and a half. I had a difficult time at the beginning. Those whom I hired were stealing money and equipment. My business was going down from time to time. I fired them and hired an auditor who would support me in making a cost-benefit analysis and I started working based on market values. After two years, now I have more than 600,000 Ethiopian Birr business capital, and a house for living, as well as fourteen employees who have received job opportunities in my enterprise. I make the best quality furniture for office and home use including, school chairs, tables, office chairs, cabinets, among others. They all earn their livelihoods from the opportunity I created. Three of them are starting their own business after gaining what they needed to start their business by working in my business."

While these success stories remain amongst a minority amongst the FGD participants, they illustrate that sustainable reintegration (economically, socially and psychologically) can mean that remigration for some has become unthinkable and an issue of choice, not necessity.





10.

RECOMMENDATIONS



Based on the above-mentioned findings in this study, GIZ BMM Ethiopia suggests the following recommendations to address the shortcomings in offering economic services and initiatives to migrants, returnees and VoTs as well as suggestions to further improve the programming in this area.

A: The Ministry of Labour and Skills, the Ministry of Justice (NPC) in close co-operation with other relevant government departments and international organizations should:

1. Strengthen existing co-ordination mechanisms to ensure processes are efficient, integrated and streamlined to assist migrants, VoTs and returnees from experiencing lengthy delays and bureaucratic processes particularly at the local level. The co-ordination mechanisms should be accompanied by an accountability mechanism to prevent issues such as corruption.
2. Operationalize the National Referral System, particularly at the regional levels to promote effective and efficient referral of migrants, returnees and VoTs to relevant services. In doing so, implement the Revised Directive issued for the Reintegration of Victim Ethiopian Returnees (once in force), and utilize the existing MoUs in Amhara and SNNPR to build upon the positive institutional linkages made.

B: Private sector together with the Chamber of Commerce in Ethiopia, the Ethiopian Employers Federation, TVET Institutes, training establishments, Ethiopian Diaspora Agency and the Ministry of Labour and Skills:

1. Create additional linkages between TVET institutes/training establishments and the private sector to ensure that there are employment and/or apprenticeship opportunities for those graduating from training programmes.
2. Connect private sector initiatives from the Ethiopian diaspora community to migrants, returnees and VoTs seeking employment and/or self-employment opportunities.²⁰⁹

C: Government counterparts together with international organizations, donors and implementing CSOs should:

1. Design economic intervention programmes with a view to improving economic integration in the long-term and allowing beneficiaries to attain self-reliance. This requires long-term interventions that are adequately financed and timed according to other medical, psycho-social needs of the beneficiaries. In doing so, the design of programmes that focus on self-employment should offer start-up grants that are reasonable considering the quality of materials/equipment, the level of inflation and other economic shocks likely to be experienced when starting a business. Similarly, beneficiaries should be assisted with market assessments, market linkages, value chain analyses and mentorship opportunities.
2. Identify, acknowledge and promote individual career/livelihood interests and skills of migrants, returnees and VoTs, in particular those acquired through the migration experience (language, adaptability, employment experience, exposure to other cultures) and develop intervention programmes accordingly.
3. Incorporate host communities and potential migrants into economic intervention programmes in order to serve communities and in turn the local economy.
4. Offer accurate information to migrants, returnees and VoTs on the economic support and services available in their local areas.²¹⁰
5. Offer training to government staff interacting with migrants, returnees and VoTs on their responsibilities and obligations towards this group.
6. Strengthen monitoring and evaluation of programmes and continue to provide targeted assistance at different monitoring stages.

²⁰⁹ One such example is WIDU, a GIZ Project that connects African diaspora in Europe (Germany, France, Switzerland, Austria) with entrepreneurs in Africa (Ethiopia, Kenya, Ghana, Cameroon, Togo) and offers funding for businesses as well as Corona Business Grants.

²¹⁰ The accompanying Leaflet to this report provides this for Addis Ababa, SNNPR, Sidama and South West Regional State. However, it does not cover all regions of Ethiopia.



- Upscale programmes that have demonstrated good practice and successful outcomes. A possible approach could include the creation of a 'Consortium' of successful returnees that could also provide insights, advice and contribute to awareness-raising and sensitization programmes.

D: Financial institutions, implementing CSOs, international organizations and/or relevant government counterparts should:

- Simplify the requirements for migrants, returnees and VoTs to receive credit/loans compared to ordinary citizens. Savings and collateral requirements should be reduced considering the time spent outside of Ethiopia. Implementing CSOs, international organizations or government offices should be enabled to act as guarantors for returnees, migrants and VoTs.

E: The Ministry of Labour and Skills in close cooperation with other stakeholders should:

- Promote safe labor migration (internal or international) for those who are keen to re-migrate, especially for those who are facing difficulties to reintegrate into their community of origin.

F: Ethiopian Statistics Service in close co-operation with Ministry of Foreign Affairs, Ministry of Women and Social Affairs, Ministry of Labour and Skills, Refugees and Returnees Service and international organizations should:

- Establish a national database with relevant details (age, gender, area of origin, migration history, education, employment experience, areas of employment/self-employment interests) regarding migrants, returnees and VoTs and disseminate this information to relevant government counterparts, particularly at the local level dealing with this population at various stages of the migration cycle.²¹¹



211 Whilst acknowledging that RRS-IOM are collaborating to create a Return and Re-integration Information Management System, the information contained therein ought to be greater in scale covering all regions and available by other government agencies that require the detailed datasets.

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