

Socio-Economic Status Analysis for Potential Job Creation Interventions Assessment Report

For

**SWEEP-Water for Food Security, Women's Empowerment and Environmental
Protection Project in East and West Belesa Woredas of Central Gonder Zone,
Amhara Regional State**

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ACRONYMS

| | |
|--------|---|
| ADA | Austrian Development Agency |
| ACSI | Amhara Credit and Saving Institute |
| CBE | Commercial Bank of Ethiopia |
| CBO | Community Based Organizations |
| FFH | Female Household Heads |
| FGD | Focus Group Discussion |
| GO | Government Organization |
| GTP | Growth and Transformation Program |
| ICT | Information Communication Technology |
| IDI | In depth interviews |
| IGA | Income Generating Activities |
| ILO | International Labor Organization |
| KII | Key Informant Interview |
| MFI | Micro Finance Institutions |
| MSE | Medium and Small Enterprise |
| NESPS | National Employment Policy and Strategy of Ethiopia |
| NGO | Nongovernmental organizations |
| NYP | National Youth Policy |
| PSNP | Productive Safety Net Program |
| PWD | People With Disability |
| SWEEP | Water for Food Security, Women’s Empowerment and Environmental Protection |
| TVET | Technical and Vocational Education and Training |
| TVTEDA | Technical and Vocational Training Enterprise Development Agency |
| WoLSA | Woreda Office of Labor and Social Affairs |
| WTI | Woreda Trade and Industry |
| WWM | Woreda Water and Mines |
| YDSP | Youth Development Strategy and Package |
| ZoLSA | Zone Labor and Social Affairs |

Executive Summary

CARE Ethiopia is implementing a three-year project entitled “*Water for Food Security, Women’s Empowerment and Environmental Protection (SWEEP)*” in East and West Belesa Woredas of Central Gonder Zone, Amhara Regional State. The project focuses on marginalized rural women and girls, people with disabilities and unemployed youth. As one of the project activities, this “socio-economic status analysis of unemployment among youth (15-29) and other vulnerable target groups (female family heads and persons with disability) for potential job creation interventions” was conducted.

In this assessment, the sustainable livelihood analysis framework was used to understand the socio-economic context of the target group. Both qualitative and quantitative data are collected from primary and secondary sources through document review, key informant interviews, focus group discussions, in-depth interviews and individual surveys/interviews.

Article 41 of the Constitution of the Federal Democratic Republic of Ethiopia, National Employment Policy and Strategy of Ethiopia (2009), National Youth Policy (2004), Youth Development Strategy and Package (2017), National Plan of Action of Persons with Disabilities (2012-2021), National Social Protection Policy (2015), National development plans (Productive Safety Net Programs (PSNP), and Growth and Transformation Plan (GTP-II)) are some of the legal provisions to promote employment in Ethiopia.

Available documents indicate that, in Ethiopia, the unemployment rate is still high although it significantly declined in the last two decades. The female unemployment rate is higher than male unemployment and the urban unemployment rate is significantly higher than the rural unemployment rate. The labor market is characterized by a higher amount of entrants to the workforce than retiring from the workforce.

The available data about East and West Belesa and assessment results showed that the condition of the two Woredas is not very different from the data at the national level, except that it is more serious. So far, efforts to specifically target the vulnerable target groups (youth, people with disability and women family heads) in the study area have been less apparent and successful. Zonal level data showed that 99 % of registered jobless individuals have been jobless for the last two years or more. According to key informants, the youth unemployment rate¹ in general and educated youth unemployment rate is higher than for other vulnerable groups (female family heads and persons with disabilities). But in terms of livelihood consequences, unemployment among female family heads and persons with disabilities is more serious than that of youth unemployment.

The assessment identified population growth, land shortage, poor performance of the economy, absence of mega (sizable) programs in the area, low level of public and private investments, poor performance of the government programs, limited credit facility, skewed education system, people’s inclination to institutional/hired jobs, gender-based marginalization, non-suitability of group Income Generating Activities (IGAs), lack of finance, lack of workspace, and high level of illiteracy as the major causes of unemployment. Similarly, the assessment identified violence, theft/robbery, addiction, instability (social and political unrest), conflict in family and communities, migration, transactional sex, labor exploitation, high family dependency, increased street dwellers, and despair as some of the effects of unemployment in the area.

¹ In this assessment unemployment is defined as a situation in which a person of working age (14 -60 years) is not able to get formal or informal and paid or self-employment but would like to be in full time employment (i.e., at least 39 hours per week)

Irrigable land, grassland, protected forest, and mineral resource (sand and stone) are the topmost natural endowments identified for the promotion of IGAs in the area. Assessment results showed that the personal capital of the target groups in general (with the exception of people with disability) is in a relatively better situation than the other assets and that the majority of them are optimistic about engaging in IGAs/employment of their choice; are self-confident and with high level of self-efficacy; believe that they are responsible for their failure/success and; believe that hard work (but not luck) is the key to success. Their social capital is also good (again with the exception of people with disability) and more than two third of the respondents believe that they have sufficient social capital. Unlike the above two livelihood capitals, the human capital of the target group is not as good as there is a high level of illiteracy (almost 50%) and only a few (14 %) are educated to 10+2 level and above. However, more than 80 % of the respondents feel that they have the necessary skill to pursue the IGA they aspire.

The physical capital of the target group is extremely poor: some even lack shelter (basic need); there are limited financial institutions (only Commercial Bank of Ethiopia (CBE) and Amhara Credit and Saving Institute (ACSI)) and their services are mostly inaccessible for the vulnerable groups; electricity is limited to urban centers and not reliable (but telecom network is available); the road network is poor both in terms of quality and density; potable water and irrigation infrastructure are insufficient; more than 80 % of semi-structured interview respondents don't have enough physical assets like tools and equipment, workspace etc to start the IGA they want. Likewise, the financial capital of the target group is also very poor: only 7 % of respondents have financial access to start the IGA they want; only 13% of the respondents have past experience of institutional loan and; almost all of them are in a vicious circle of low income, poor saving, low investment and low income.

Generally, with limited income, female household heads struggle to support their children and send them to school; are exposed to social stigma and discrimination when they are mistresses of married men; they lack social capital, and 90% are illiterate. Despite these challenges, 80% are optimistic that they will engage in IGA or employment they wish to pursue and 88% are actively searching for employment opportunities (mostly self-employment). Mostly, unemployed youth critically lack physical and financial resources but have good personal and social capital and the attitude of the community towards them is basically positive. People with disability in the two Woredas are deprived of financial and physical assets and their social assets are also poor. As a result, their personal capital is also negatively affected. Socially, they are mostly excluded from social engagements like Edir and Ekub and the community perceive them as not being able to work and as unproductive. The only support they get is from Churches and family members.

Based on these socio-economic contexts and the natural endowments of the area, preferences of the target group, the available support system and the potential of the option to generate employment the following employment options are identified: 1) Crop production (irrigation based fruit and vegetable production and rain fed sesame and mung bean production); 2) Animal production (sheep and goat production, poultry production, apiculture, dairy, and fattening); 3) Mining (sand and stone production); 4) Construction and marketable skill development (masonry, carpentry, ordinary labor sell, production of construction materials and fuel saving stove); 5) Forest based IGAs (gum & incense, seedling production & marketing and fodder harvesting & selling through cut & carry); 6) Hand crafting (wood work (including beehive supply for the Woredas), metal work and weaving); 7) Processing (food and local beverage preparation (bakery, tea room, small restaurant, "Baltna", and local drink/Tej, Tela, Katikala /, Honey and Milk processing and edible oil production); 8) Service (bath service, sewing and milling); 9) Petty trade (grain, egg, honey, butter, cheese, vegetables, agricultural input supply /agro dealer/ and consumption supplies /micro-franchise/); 9) Wash & irrigation based business (spare part supply, maintenance service and sanitary material production) and finally; 10) Employment linkage.

In order to effectively promote the above-listed employment opportunities, creating an enabling environment is vital. Thus: Strengthening the employment creation taskforces to serve as a strong

multi-stakeholder job creation platform; Capacitating Technical and Vocational Training Enterprise Development Agencies (TVTEDA's) and expanding tailored skills and technical training for vulnerable groups; Creating strong linkages with financial institutions and encouraging MFIs to improve loan accessibility and suitability to target groups; Promoting the Village Economic and Social Association VESA approach to the youth group; Creating community awareness on work culture, the proper attitude towards widowed and divorced women and especially towards people with disability; Providing psycho-social support for persons with disability; Continually identifying labor demand (in quantity and quality) of mega projects and training and linking unemployed youth people with these opportunities; Facilitating land rent arrangements, forest and mining area concessions so that the youth has access to natural endowments, and addressing marketing problems and promoting value adding processing IGAs are recommended to be some of the important actions to be taken.

I. Introduction

CARE Ethiopia is implementing a three year project entitled ***“Water for Food Security, Women’s Empowerment and Environmental Protection (SWEET)”*** in East and West Belesa Woredas of Central Gonder Zone, Amhara Regional State. The project aims to address the socioeconomic and environmental problems causing food insecurity including poor access to water supply and environmental degradation; social barriers and gender inequality; as well as limited livelihood opportunities and low productivity. It focuses on marginalized rural women and girls (14-17 years), people with disabilities and unemployed youth (15-29 years)

This project, as one of NGOs’ initiatives that work towards improved employment opportunities, commissioned this “Socio-economic status analysis of unemployment among youth (15-29) and other vulnerable target groups (female family heads and persons with disability) for potential job creation interventions.”

Thus, this report presents the core findings of the socioeconomic status of the most vulnerable target groups (unemployed youth (15-29), female family heads and persons with disability) and lists possible income generating activities and employment promotion options for East and West Belesa Woredas of Central Gonder Zone, Amhara Regional State.

Including this introductory chapter, the report consists seven chapters. These are the introduction, objectives of the assessment, approaches and methodologies, findings, conclusion, recommendation and finally annexes.

II. Objective of the Assignment

The overall objective of the assessment is to analyze the magnitude and nature of unemployment among youth (15-29) and other vulnerable target groups, and also determine the possible job creation opportunities for the unemployed youth (15-29) and other vulnerable target groups in East and West Belesa Woredas.

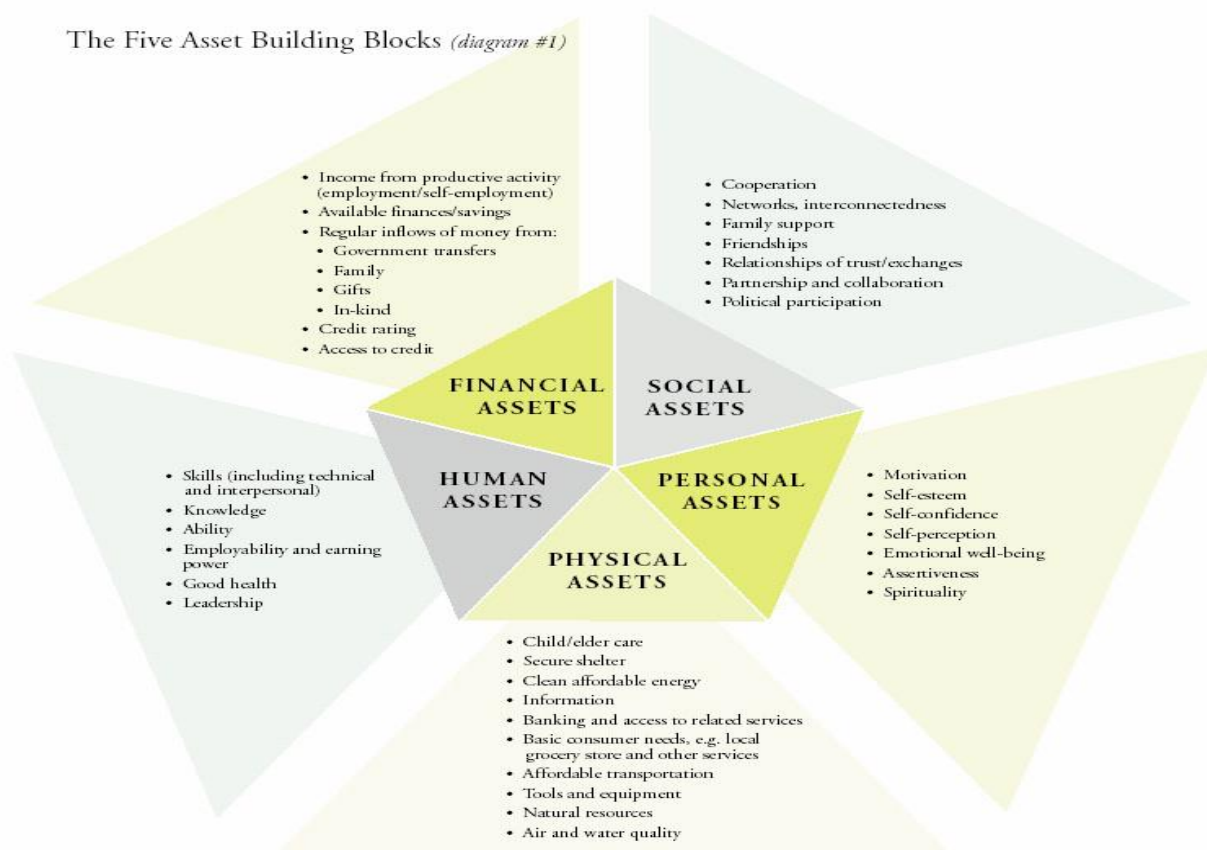
The specific objectives include:

- Conducting socio-economic status analysis and providing analyzed disaggregated data on the magnitude and nature of unemployment among youth (15-29) and vulnerable groups (female headed households and people with disabilities);
- Assessing and analyzing existing and potential job creation opportunities (on and off-farm) in the Woredas;
- Assessing mechanisms for linking potential job creation opportunities with companies(MSEs) and financial institutions (MFIs), and through the foundation of new companies in the region, zone and Woredas; and
- Mapping the current technical and vocational training programs in the region/zone (of the government and private).

III. Approaches and methodologies employed in the assessment

Sustainable Livelihood Framework analysis is used to assess and analyze the socioeconomic context of the target vulnerable groups and their unemployment conditions and also identify the employment

opportunities that fit them best. The approach helped to identify constraints and opportunities of the target group with respect to critical livelihood assets (financial, social, personal, physical, and human assets) as the building blocks of sustainable livelihoods. The following diagram depicts the sustainable livelihood framework.



Source: DFID: Sustainable Livelihood Framework

Figure 1 Sustainable livelihood framework

In this assessment (unless specified otherwise), unemployment is defined as a situation in which a person of working age (14 -60 years) is not able to get formal or informal and paid or self-employment but would like to be in full time employment (i.e., at least 39 hours per week). Thus, operationally the unemployed vulnerable target groups are defined to comprise all youth (15-29 years as defined by the project), female-family heads and people with disabilities of working age who were: a) without work/full-time work during the last six months or more, i.e. those who were not in formal or informal and paid or self-employment; b) currently available for work, i.e. were available for paid or self-employment during the last six months

or more; and c) seeking work, i.e. had taken specific steps in the last six months or more to seek paid employment or self-employment.

The assessment has been conducted in East and West Belesaworedas of Central Gonder Zone, Amhara region. However, national, regional and zonal level data have been also collected from secondary sources and key informants at all level. As detailed below, 664 semi-structured interviews, 14 in-depth interviews and 6 focus group discussions were conducted in six sample kebeles from the two Woredas (three kebeles from each). The sample kebeles were selected through purposive sampling method using level of urbanization (to represent urban, peri-urban and rural context) and proximity to Woreda capitals as criteria. The sample kebeles from East Bellesa are: Gohala (urban), Hamusit (peri-urban) and Chama Korach (rural) while Arbaya (urban), Kalay (peri-urban) and Tala (rural) are from West Bellesa.

Then from the six sample Kebeles, 664 interviewees for semi-structured interviews were sampled from a list of unemployed persons from each vulnerable groups (obtained from Woreda TVETs) using systematic random sampling technique. Six focus groups with 8-12 heterogeneous members represented from each vulnerable group of individuals were formed in each sample kebele. Moreover, individuals for in-depth interviews (a total of 8 male & female youth, 3 female family heads and 3 persons with disabilities) were selected purposively from the six sample kebeles.

Table 1Type and distribution of data collection units

| Target Group | East Belesa | | | | West Belesa | | | | Aggregate |
|-----------------------------------|----------------|----------------------|----------------------|-----|----------------|--------------------|--------------|-----|--------------------------------------|
| | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach (Rural) | Sum | Arbaya (Urban) | Kalay (Peri-Urban) | Tala (Rural) | Sum | |
| I-Semi-Structured Interview (SSI) | | | | | | | | | |
| 1. Female Family Heads | 18 | 9 | 11 | 38 | 33 | 32 | 32 | 97 | 135 |
| 2. People With Disability | 28 | 28 | 27 | 83 | 31 | 25 | 29 | 85 | 168 |
| 2.1 Male | 12 | 12 | 13 | 37 | 14 | 15 | 16 | 45 | 82 |
| 2.2 Female | 16 | 16 | 14 | 46 | 17 | 10 | 13 | 40 | 86 |
| 3. Unemployed youth | 73 | 66 | 74 | 213 | 47 | 51 | 50 | 148 | 361 |
| 3.1 Male | 23 | 22 | 30 | 75 | 22 | 26 | 23 | 71 | 146 |
| 3.2 Female | 50 | 44 | 44 | 138 | 25 | 25 | 27 | 77 | 215 |
| Total | 119 | 103 | 112 | 334 | 111 | 108 | 111 | 330 | 664 |
| II-In-Depth Interview | | | | | | | | | |
| Unemployed youth | 2 | 1 | 1 | 4 | 2 | 1 | 1 | 4 | 8 (4 male and 4 female interviewees) |

| Target Group | East Belesa | | | | West Belesa | | | | Aggregate |
|-------------------------------------|--------------------------|----------------------|----------------------|-----|--|--------------------|--------------|-----|--|
| | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach (Rural) | Sum | Arbaya (Urban) | Kalay (Peri-Urban) | Tala (Rural) | Sum | |
| Vulnerable groups (Women/FFH & PWD) | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | 6 (3 male and 3 female interviewees) |
| Total | 3 | 2 | 2 | 7 | 3 | 2 | 2 | 7 | 14 |
| III-Focus Group Discussion (FGD) | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | 6 (33 male and 33 female participants) |
| IV-Key informant interview (KII) | | | | | | | | | |
| Zone offices | 4(4 male Key Informants) | | | | | | | | 4 |
| Woreda offices | 8(8 male informants) | | | | 9 (8 male and 1 female Key Informants) | | | | 17 |

Note: List of key informants, in-depth interview and focus group discussion participants are presented in annex six of this report.

Quantitative and qualitative data were collected from primary and secondary sources, through: document review; key informant interview; focus group discussion; semi-structured interview with unemployed individuals and; less structured in-depth interview with persons from each vulnerability group in East and West Belesa Woredas. Accordingly:

- Relevant national and international reports, policies, strategies, programs and legislation are reviewed along with project documents and local level government documents to obtain the necessary secondary data.
- Trained enumerators, using tablets, collected quantitative data from 664 unemployed youth, female family heads and persons with disabilities. CSpro software was used to develop a bilingual (Amharic and English) electronic questionnaire that is used for the survey. The semi-structured questionnaire was developed using Sustainable Livelihood Framework (SLF) approach aiming to capture the endowment of the area, personal aspirations, and financial, human and social assets of the unemployed groups and the nature and magnitude of unemployment in the area. This questionnaire is annexed to this report (Annex-1)
- Key informant interviews were conducted with 17 Key Informants using interview guides. The key informants were project implementers at Zonal and Woreda level (i.e. CARE Ethiopia Project Office), focal persons or representatives from Zonal Offices of Labor and Social Affairs, TVET and Economic Development and Finance, Woreda offices in the two Woreda (TVET, Agriculture, Water and Mining, Trade and Industry, Cooperative Promotion, Micro Finance Institution, Labor and Social Affairs/Administration), and Association of Persons with Disabilities in West Belesa. The interviews focused on the causes, effects and nature of unemployment, the available natural

endowments and support system and job creation potentials. It is also used to verify the information gathered from FGDs, individual interviews and in-depth interviews. The key informant interview guide is annexed to this report (Annex-2)

- Using in-depth interview guide, 14 in-depth interviews were conducted and qualitative data is collected from selected unemployed youth, female family heads and people with disabilities from each sample Kebeles. Through these interviews, sufficient and detail information is gathered concerning the socio-economic status of each vulnerable group and their opportunities and challenges with respect to personal, human, social, financial and physical capital. Moreover, possible IGA and marketable skill development options that best fit each vulnerable group (unemployed youth, FFHs and PWDs) are identified. The in-depth interview guides are annexed to this report (Annex-3)
- Guided by a focus group discussion guide (annexed to this report as Annex-4) six focus group discussions are held with focus groups of each sample kebele. The focus groups in each kebele were composed of unemployed youth, female family heads and people with disability. Through the focus group discussions, community-level data focusing on unemployment characteristics (type, nature, cause, seasonality and extent of unemployment) are collected. Moreover, community level assets, natural endowments, available supports and possible Income Generating Activities (IGAs) and employment opportunities that are suitable for the clients are suggested.

The data analysis has been conducted by utilizing both quantitative and qualitative tools. Analysis of quantitative data was done using SPSS software. Different statistical analysis results such as percentages, cross tabulations, frequencies have been generated. The qualitative data analysis has been undertaken in such a way that it complements the quantitative analysis. Verbal and narrative responses from key informants, in-depth interviews and group discussions as well as the open-ended part of survey questionnaires have been analyzed using thematic data analysis techniques. During the data analysis, it is tried to see the available employment options with regard to: the available natural endowments in the area; the livelihood asset base of the target group; specific conditions of the target group and peoples understanding towards them; abilities and willingness of the target group to go out of the Woreda for a job; the available support systems to promote employment within the Woredas and finally people's preference/aspirations about their future IGA/job engagement. Taking all the above listed factors possible employment opportunities are identified.

The preliminary findings have been discussed with CARE staff in a round table discussion for enrichment and validation. Based on the analysis results and the input from the round table discussion, a draft report was prepared and comments were collected. Incorporating the comments, this report has been prepared.

IV. Findings

1. Relevant policies, strategies and programs in Ethiopia

According to Article 41 of the Constitution of the Federal Democratic Republic of Ethiopia ("Economic, social and cultural rights"), every Ethiopian national has the right to engage in economic activities and

pursue the occupation of her/his choice and to have equal access to publicly-funded social services. The Constitution also obligates the government to expand job opportunities for the unemployed and the poor, including through programs and public works projects. Based on the Constitution's provisions, the Government of Ethiopia has issued and implemented different policies, regulations and action plan to address the needs of youth and other vulnerable groups (people with disabilities and women). Among these, the following can be mentioned as the most relevant:

- ✓ National Employment Policy and Strategy of Ethiopia (2009)
- ✓ National Youth Policy (2004)
- ✓ Youth Development Strategy and Package (2017)
- ✓ Youth Revolving Fund Establishment Proclamation (Proclamation No. 995/2017)
- ✓ National Plan of Action of Persons with Disabilities (2012-2021)
- ✓ National Social Protection Policy (2015)
- ✓ National development plans (Safety Net Programs, and GTPII).

Both the National Employment Policy and Strategy (2009) NEPS and the fourth Productive Safety Net Program (PSNP-4) of Ethiopia recognize the link between unemployment, poverty and food gap. For example, as it is clearly indicated in the program implementation manual of PSNP-4, employment status is one of the locally relevant indicators of poverty that should be used by Kebele Food Security Task Forces to identify client households that have food gaps.²

The NEPS also states that in Ethiopia, where the largest endowment is labor relative to other productive factors, effective utilization of labor can make growth faster and more pro-poor. Employment and income derived from employment (self-employment or wage employment) is the main link between economic growth and poverty reduction. To attain poverty reduction in a sustained manner would require enhancing the employment content of growth and the distributional effect of growth through integrating disadvantaged groups, especially the youth, at the entry of the labor market and unskilled women and men in the process of growth. Thus, employment is an essential transmission channel from growth to poverty reduction³

Accordingly the NEPS, which mention enhancing social welfare, accelerating economic growth, and achieving political stability as three important dimensions identified the following policy actions:

- a) Accelerating private sector development for employment generation
- b) Ensuring effective and efficient public sector employment
- c) Improving and raising labor productivity
- d) Improving labor administration and strengthening labor market institutions
- e) Achieving a Demographic Transition
- f) Addressing the Employment Challenges of Globalization
- g) Protecting the rights of migrant workers
- h) Arresting Rural-Urban Migration
- i) HIV/AIDS and the workplace

² Productive Safty Net Program Phase IV-Program Implimentation Manual (2014)

³National Employment Policy and Strategy (2009)

- j) Mainstreaming Gender and Youth in Employment Generation
- k) Protection of children against child labor
- l) Environmental protection and resource conservation

i. Youth focused policies and strategies

The National Youth Policy-NYP (2005) defines youth as people who are between 15-29 years and recognizes that: high levels of poverty, economic and political marginalization are among the main factors restricting young people's potential energies and capabilities. As a result, the youth, especially female youth, are facing unemployment and job opportunities in urban areas are limited and the government alone cannot resolve the problem of unemployment. Hence, the policy aims to create favorable conditions for the youth to create new jobs for themselves and to enable the private sector to create job opportunities for them. It also advocates for policy interventions that shape both formal and informal employment opportunities and suggests that these can help address the under- and unemployment problems among youth. With regard to rural youth, ensuring access to land and expansion of off-farm activities are identified by the policy as part of the solution to youth unemployment.

The National Employment Policy and Strategy-NEPS (2009) also gives special emphasis to enhance youth employment recognizing that the structure of the population of Ethiopia is predominantly youth and the youth constitute the bulk of urban unemployment and accounts for the largest proportion of both international and internal migration, particularly rural-urban migration. So to promote youth-focused employment the strategies identified in the policy document include the following:

- ✓ Improving the quality of education and TVETs;
- ✓ Further enhance the implementation of the on-going youth package in a more structured manner;
- ✓ Supporting the creation of quality jobs in the formal and informal sectors;
- ✓ Fostering entrepreneurship and empowerment of youth;
- ✓ Facilitating youth entry into business and promoting additional youth employment initiatives that enhance youth employment.

The Youth Development Strategy and Package-YDSP (2017) recognized unemployment as one of the serious problems that require a coordinated response. It identified lack of adequate industrial extension services, the absence of effective, efficient and uniform service provision center, inadequate skill and entrepreneurship training, insufficient technology supply, lack / limited access to production and marketing spaces, and absence of adequate loan provisions and market opportunities to be the major causes of unemployment in urban areas. It also identified attitudinal problems of the youth, the society and the executive bodies, shortage of agricultural lands, agricultural inputs, and poor market and transaction opportunities to be the major causes of unemployment and impediments for the development of the youth in rural areas.

According to the YDSP, in urban areas, in addition to the creation of employment opportunities in the vast areas of economic development activities, investments, state-owned mega projects and governmental and non-governmental organizations, private institutions and urban food security programs, it is required to enhance youth benefits by enabling them to organize and establish their own enterprise and engage in the five selected development sectors: manufacturing, construction, urban agriculture, trade and services sectors using the local resources and potentials in their respective localities. Further, the strategy recommends introducing and implementing a mechanism that would curb land scarcity that rural youth

are facing and enable the youth to engage and benefit from crop production, livestock development, forestation, villagization, development of mountainous areas and horticulture development. YDSP promises rural youth will be given priority to work on lands held by their parents, communal and ownerless/free arable lands. It also promised that it will be worked out to engage the rural youth in non-agricultural development sectors, such as manufacturing, construction, mines development, trade and services sectors as well as rural food security.

The Second Growth and Transformation Plan (GTP-II) argues that youth employment is best addressed by organizing unemployed youth in Medium and Small Enterprises (SMEs). To this end, it set a goal of organizing 7.43 million unemployed youth in MSEs and 1.35 million in cooperative unions.

One of the very important and recent developments with regard to youth employment promotion is Ethiopian Youth Revolving Fund Establishment Proclamation (Proclamation No. 995/2017). Under this proclamation, “youth” means any male or female of Ethiopian Nationality falling within the age range of eighteen to thirty four. The proclamation declared that the federal government shall allocate 10 billion (ten billion) birr for the fund and the fund shall have the following objectives: 1) assist youth to employ their capabilities in creating job opportunities; 2) provide financial assistance for organized income generating activities conducted by youth; 3) ensure the all-rounded participation and benefit of youth. It also states the fund’s money shall be used for the following purposes: a) for the supply of capital goods necessary for implementing income generating projects proposed by beneficiaries that are supported by the appropriate authority and the micro financing institutions or the bank; b) to cover operating costs of the projects. It also declares the proceeds of the fund shall be transferred to beneficiaries on loan basis in accordance with the scheme of revolving fund.

ii. Women focused policies and strategies

Women are given special attention in the National Employment Policy and Strategy. The strategy argues that despite encouraging trends with regard to female participation in education and the labor force, women representation in the formal sector and in professional and white-collar jobs is not comparable with that of men. Women’s participation rate is lower than men’s (75% versus 88% in 2005), unemployment and underemployment are more prevalent among women than men. Moreover, more of the employed women are concentrated in the informal economy. Thus, poverty reduction hinges on addressing the specific constraints women are facing in the labor market. To deliver successful results in terms of improving women's labor force participation and improving their presence in the formal sector, the strategy planned to focus on skill development, increasing access to productive resources and social and economic protection through institutional support. The women-focused employment mainstreaming strategies identified include the following:

- Enforcing affirmative actions in such a way that a specified proportion of beneficiaries of mainstream programs and projects are women;
- Coordinating efforts to encourage institutions to target women as beneficiaries of skill and business development programs as well as schemes aimed at improving access to resources;
- Encouraging gender-friendly appropriate technology to reduce the drudgery of women's domestic and economic activity and enhance their productivity and incomes and income earning capacities;
- Facilitating the establishment of child-care centers for young working mothers.

The document also stressed that providing special support in terms of income generating opportunities to women-headed households and poor families with a large number of children will contribute towards reducing the incidence of child labor among such families.

iii. Disability focused policies and strategies

As one of the vulnerable group, people with disabilities are given special attention in the National Employment Policy and Strategy. The document states that persons with disabilities face discrimination both in the formal and informal sectors. It also recognizes that the conditions of persons with disabilities may hinder them from acquiring the necessary skills to join the formal job sector competitively, accessing information on employment opportunities, and winning competitions for employment. These constraints limit the labor market participation of persons with disabilities, and thereby, their income-earning opportunities. As a result, unemployment is widespread among persons with disabilities and their chance to come out of poverty has been impaired by such constraining factors. Thus, the strategies towards protecting persons with disabilities are designed to address issues starting from skill development to employment service provisions. These include the following:

- Improving and expanding training and other skill development services suited to the special needs of persons with disabilities;
- Supporting people with disability to start their own business, for it is often difficult for them to penetrate the formal private sector;
- Supporting and promoting associations of persons with disabilities so that they become better represented in different forums and their voices be heard;
- Providing special active labor market services for persons with disabilities in a manner suitable to their conditions;
- Providing better access to credit facilities;
- Promoting and making the formal private sector community aware and sensitive to the causes of persons with disabilities.

The National Plan of Action of Persons with Disabilities (2012-2021) stresses that employment opportunities for youth and adults with disabilities are limited. It states that although some PWDs are engaged in self-help, individual or group income-generating activities, and some educated PWDs have found salaried employment in government and the private sector the vast majority of working-age persons with disabilities in Ethiopia are unemployed. The plan of action refers to Article 27 of UN CRPD and states government should safeguard and promote the right to work by taking appropriate steps including;

Prohibit discrimination on the basis of disability with regard to all matters concerning all forms of employment, including conditions of recruitment, hiring and employment, the continuance of employment, career advancement and safe and healthy working conditions;

- Ensure that persons with disabilities are able to exercise their labor and trade union rights on an equal basis with others;
- Enable PWDs to have effective access to general, technical and vocational guidance programs, placement services and vocational and continuing training;
- Promote employment opportunities and career advancement for PWDs in the labor market, as well as assistance in finding, obtaining, maintaining and returning to employment;

- Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business;
- Employ PWDs in the public sector.

2. Global and National context of unemployment

According to the World Employment and Social Outlook compiled by the International Labor Organization (ILO), global unemployment in 2018 remains at a similar level to last year's. Peaking at 5.9% in 2009, once the most acute phase of the financial crises was over; the world unemployment rate started slowly decreasing. After 2014, it has essentially stabilized around the 5.5% mark, with a total number of estimated unemployed persons exceeding 192 million⁴.

The world's population is young. Currently, 1.2 billion youth (aged 15-24) live in the world and almost 88 % of them come from developing countries. Although this figure is expected to grow, employment opportunities for rural youth remain limited and of poor quality, particularly in developing countries. Over three-quarters of the world's poor live in rural areas (like East Belesa and West Belesa) and many of them depend on agriculture to earn a living. The majority of rural workers hold precarious and poorly remunerated jobs in the informal rural economy. Youth in particular face additional disadvantages in accessing productive and gainful jobs, due to their limited access to productive resources, including land and credit, as well as markets and organizations. This situation traps them in a vicious cycle of hunger and poverty, fueling distress migration⁵.

Rural women are key agents for development. They play a critical role in the achievement of transformational economic, environmental and social changes required for sustainable development. According to the World Bank (2015)⁶, the unemployment rate for women aged 15 to 24 was 1.26 times the rate faced by men in sub-Saharan Africa. Further young women are facing different constraints which stem from differential access to key resources which enable employment, such as skills, time, and capital, as well as (and related to) underlying norms and institutions that govern men's and women's economic and household roles (World Bank, 2015). Empowering them is essential, not only for the well-being of individuals, families and rural communities but also for overall economic productivity, given women's large presence in the agricultural workforce worldwide.

Global employment disparities exist between persons with and those without disabilities. Persons with disabilities, compared with persons without disabilities, are more likely to have lower educational

⁴ ILO (2018), *WORLD EMPLOYMENT SOCIAL OUTLOOK 2018: Greening with jobs*

⁵ FAO (2017). *Decent Rural Employment*

⁶ World Bank. (2015). *World Bank Databank Gender Statistics*

attainment, experience lower employment rates, have lower wages when employed, and are more likely to be poor (Mitra, Posarac & Vick, 2011; Groce et al. 2011)⁷

When it comes to Ethiopia, despite the direct relationship between employment and poverty/food security, according to the National Employment Policy and Strategy of Ethiopia-NESPS (2009), the overwhelming fact of the labor market in Ethiopia is the rapid growth of labor supply (many more young people entering the workforce each year than old people living the labor force). Employment creation for such a rapidly increasing labor force (4.4% per year) has become increasingly challenging as the employment generation capacity of the economy is very limited compared with the labor supply. Thus, unemployment and underemployment⁸ continue to be a serious social problem in Ethiopia.

Although unemployment rates are high, there has been clear progress with unemployment rates decreasing. As mentioned in the labor Force Survey by Central Statistical Agency (2013) the national rate of unemployment⁹, which stood at 12.5 % in 1999, declined to 7.8 % in 2005 and 6.5% in 2013. As clearly shown in Figure 2, female unemployment is significantly higher than male unemployment.

Ethiopia is experiencing the second-largest youth population in Africa, after Nigeria, the median age in Ethiopia is estimated to be 19. Of 102 million Ethiopians, an estimated 30 million are aged 15-29, and the number of young people in this age group could rise to 40 million by 2030. Many Ethiopian young people- especially those in rural areas and peri-urban neighborhoods live below or on the brink of poverty.¹⁰

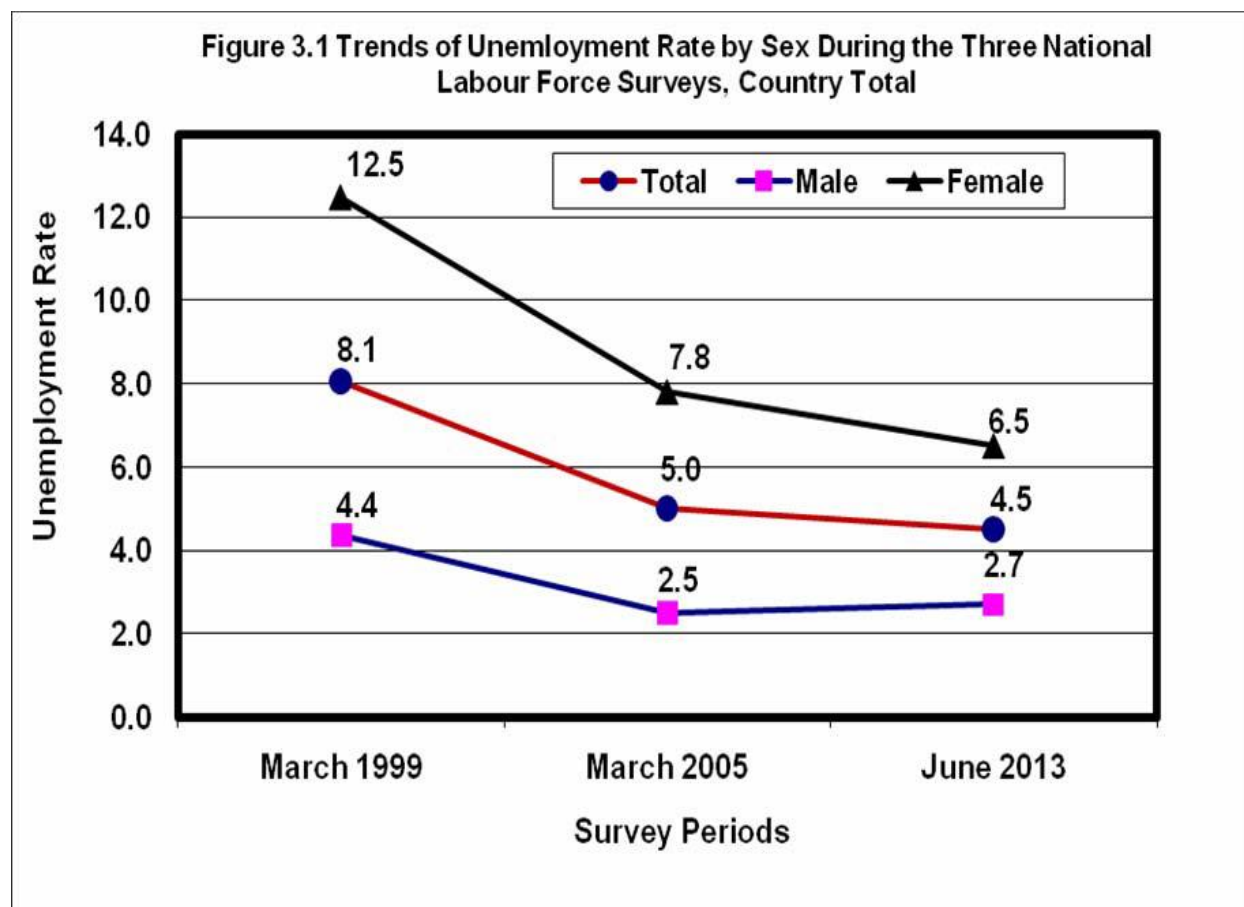
⁷Groce, N.E., Kembhavi, G., Wirz, S., Lang, R., Trani, J.-F. & Kett, M., 2011, *Poverty and disability – A critical review of the literature in low and middle-income countries*.

Mitra, S., Posarac, A. & Vick, B., 2011, *Disability and poverty in developing countries: A snapshot from the world health survey*, Discussion Paper Series. Social Protection and Labor: World Bank.

⁸Under employment is a situation under which employed people are working less than they are capable of. It can be in terms of time(visible under-employment) or type of work (invisible under-employment)

⁹ The proportion of those without work while they are available and are seeking for work to the total workforce

¹⁰USAID (2018). USAID/Ethiopia Cross-sectional Youth Assessment Situational Analysis



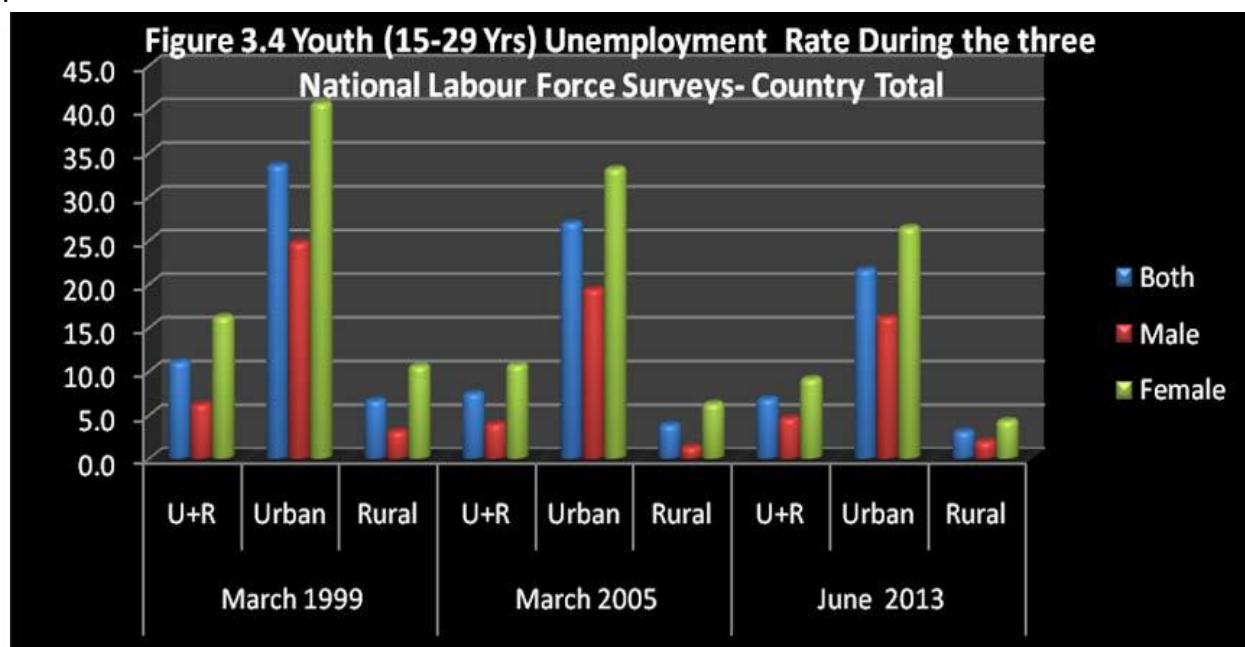
Source: The National Labor Force Survey of the Federal Democratic Republic of Ethiopia (2014)

Figure 2 Trends in unemployment during the last three national labor force surveys (disaggregated by sex)

According to the National Labor Force Survey of the Federal Democratic Republic of Ethiopia (2014), in the Ethiopian context, youth comprises those persons aged 15-29 years. Youth are the group of the population who are highly affected by the incidence of unemployment. The rate of youth unemployment in Ethiopia in June 2013 was 6.8 per cent of which the unemployment of male was 4.6 percent and female 9.1 percent. With respect to the place of residence, youth in urban areas (21.6 percent) are unemployed than the rural one (3.1 percent). Figure 3 also portray youth unemployment in Ethiopia decline from time to time. The reduction of youth unemployment over time in urban and rural areas of the country is also noticeable.

In Ethiopia, almost 80% of the Ethiopian population is living in rural areas and the majority of the rural population is young people with limited access to land and other means of agricultural production. Majority of these young people in the rural areas plan to quit agricultural production in near future.

Generally, rural non-farm employment opportunities are quite limited. Lack of job opportunities in rural areas is among the core reasons for migration of young people to urban areas¹¹.



Source: The National Labor Force Survey of the Federal Democratic Republic of Ethiopia (2014)

Figure 3 Trends in youth unemployment during the last three national labor force surveys (disaggregated by sex)

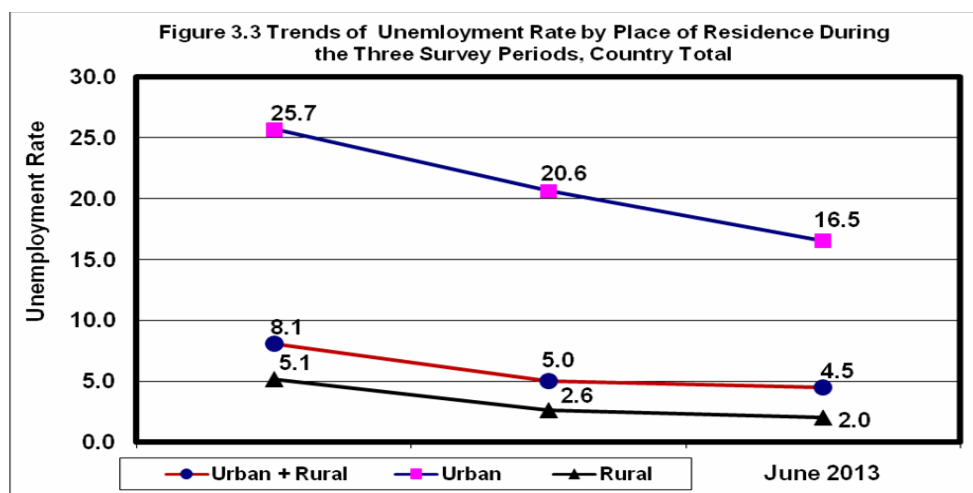
As reported by the National Labor Force Survey of the Federal Democratic Republic of Ethiopia (2014), unemployment is more a predominant problem of urban areas than rural areas. As shown in Figure 4 below, the unemployment rate at the country urban level has declined from 25.7 in March 1999 to 20.6 percent in March 2005 and further reaches 16.5 percent in June 2013. On the contrary, an insignificant rate of unemployment has been observed in rural areas. Generally, the rate has shown a declining trend from March 1999 to June 2013 in both urban and rural areas.

World Bank also reported, compared to rural Ethiopia, unemployment rates are persistently high in urban Ethiopia and especially in Addis Ababa. Unemployment rates have been decreasing in all cities since 2004 but remain high and increase with city size.¹² As the NESPS explained, generally, open unemployment¹³ is not a common problem in rural areas whereas underemployment is a phenomenon of rural areas. However, this does not mean that underemployment is not a problem in urban areas.

¹¹Atnafu, A., Oucho, L., &Zeitlyn, B. (2014).Poverty, Youth and Rural-Urban Migration in Ethiopia.

¹² World Bank Group: 5TH ETHIOPIA ECONOMIC UPDATE – WHY SO IDLE? WAGES AND EMPLOYMENT IN A CROWDED LABOR MARKET

¹³ Open unemployment is a condition in which people have no work to do even though they are able and willing to work.



Source: The National Labor Force Survey of the Federal Democratic Republic of Ethiopia (2014)

Figure 4 Trends in unemployment rate by place of residence during the last three national labor force surveys

There are no reliable, up-to-date national statistics available on disability in Ethiopia. However, some unofficial estimates show that the employment rate of people with disability in 1990 was 54.3% and decreased to 45.9% in 2001. As reported by Seyoum (2017), in Ethiopia, 95 per cent of all persons with disabilities are estimated to live in poverty. Many depend on family support and begging for their livelihoods and the reason behind that lack of the equitable opportunities in all aspect of services. He reported that a study in Oromia region found that 55 percent of the surveyed persons with disabilities depend on family, neighbors and friends for their living, while the rest generate meager income through self-employment, begging and providing house maid services. He also mentioned that there is quite a range of employment opportunities for persons with disabilities in both governmental and nongovernmental organizations as well as the private sectors. However, disability-based biases and misconceptions held by the employers are widespread. Common problems encountered in finding employment include unwillingness on the part of the management to hire persons with disabilities, unfair and rigid criteria of employment which exclude persons with disabilities, lack of knowledge about the potential of persons with disabilities and mismatch between interest and job assignments are among the challenges people with disabilities face.¹⁴

¹⁴ Employment Opportunities and Challenges of People with Disabilities in Dire-Dawa, Ethiopia: Policy and Practice. Seyoum, Journal of Education, Society and Behavioural Science (2017):

3. The nature of unemployment and socio-economic context of the target groups in East and West Belesa Woredas

i. The nature of unemployment in East and West Belesa Woredas

To explain the nature of unemployment in the two Woredas, information obtained from the secondary data, semi-structured individual interview, key informant interviews, in-depth interviews with members of vulnerable groups and focus group discussions are summarized in the following three categories: the magnitude, causes and effects of unemployment.

The magnitude of unemployment in East and West Belesa Woredas

Though the government issued relevant policies, strategies and programs to combat unemployment, efforts to specifically target the vulnerable target groups (youth, people with disability and women family heads) in the study area have been less apparent and successful. Thus, unemployment in the two Woredas is still a very serious challenge. The unemployment rate is higher in urban areas than in rural areas even though the number of unemployed persons in rural areas is larger than that of urban areas (see Table 2).

Despite the fact that there is a lack of accurate, consistent and well-disaggregated data, available information indicated that the problem of unemployment is a very serious problem in the area and is increasing from time to time. For example, the Central Gondar Zone Labor and Social Affairs (ZoLSA) recent report (2010EC) indicated that out of the total 149,708 job seekers in the zone, more than 99% of them have been jobless for two years and above. The Central Gondar Zone Technical and Vocational Training Enterprise Development Agency (TVTEDA) also reported that the overall unemployment¹⁵ rate in the zone among 18-49 years of age is 16.83%. As shown in Table 2 below, the registered unemployment in West Belesa is 10.47 % (41% for urban and 8% for rural) while it is 13.22 % in East Belesa (14 % for urban and 10 % for rural). The same office reported that the feature of unemployment is more serious in PSNP Woredas (Woredas characterized by food gaps) like East and West Belesa than non-safety net Woredas. The Key Informant Interview (KII) held with the two Woredas TVTEDA offices also confirmed the same.

Table 2 Magnitude of unemployment in East and West Belesa Woredas

| Woredas | Total Population | | | | | | Productive Age group (18-60) | | | | | | Registered Unemployed | |
|--------------------|------------------|------|-------|-------|-------|--------|------------------------------|------|-------|-------|-------|-------|-----------------------|-------|
| | Urban | | | Rural | | | Urban | | | Rural | | | Urban | Rural |
| | M | F | Total | M | F | Total | M | F | Total | M | F | Total | | |
| West Belesa | 1939 | 2121 | 4060 | 81091 | 80540 | 161631 | 1500 | 1800 | 3300 | 31420 | 30559 | 61979 | 1357 | 5131 |

15 TVTEDAs in the two woredas register a person as an employed if he/she is in the age of 15/18-64 years, has no source of income and is assetless.

| | | | | | | | | | | | | | | |
|-------------------------|-------|-------|-------|-------|-------|--------|------|------|-------|-------|-------|-------|------|------|
| East Bellesa | 11390 | 14158 | 25548 | 61216 | 55409 | 116625 | 4875 | 6335 | 11210 | 21992 | 23840 | 45832 | 1552 | 4508 |
|-------------------------|-------|-------|-------|-------|-------|--------|------|------|-------|-------|-------|-------|------|------|

Source: Central Gonder zone TVTEDA (2009 Et.Ca)

The quantitative data showed that, out of the 334 respondents interviewed in East Belesa Woreda, 83% of them are currently unemployed (i.e., they don't have either seasonal or permanent paid or self employment that provide them income) and only 17% of the respondents said they are currently employed. Among the respondents who reported that they are currently employed, half of them (51%) are engaged in seasonal or irregular employment, one third (31%) are self-employed and the remaining 18% are engaged in both seasonal and self-employment. On the other hand, all the 330 interviewees in West Belesa replied that they are not currently working. When these groups were asked how long they have been staying out of job, 60% of them (i.e. 35% in East Belesa and 85% in West Belesa) responded that they are unemployed for the last one year and above whereas 11% (i.e. 16% in East and 6% in West Belesa) of the respondents said that they have never been employed for the last six months to one year. Only 28% (i.e. 49% in East and 8% in West Belesa) reported that they are unemployed for the last six months and below. Nevertheless, 88% of them are still ready and actively searching for jobs in both Woredas.

Table 3 Current employment status of 664 survey respondents (disaggregated by target group and residence type)

| Target Group | Currently employed | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|------------------------|--------------------|----------------|----------------------|--------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Sum | Percentage |
| Female Family Heads | YES | 4 | 6 | 7 | 17 | 44.7% | 0 | 0 | 0 | 0 | 0.0% | 17 | 12.6% |
| | NO | 14 | 3 | 4 | 21 | 55.3% | 33 | 32 | 32 | 97 | 100.0% | 118 | 87.4% |
| | Total | 18 | 9 | 11 | 38 | 100.0% | 33 | 32 | 32 | 97 | 100.0% | 135 | 100.0% |
| People With Disability | YES | 7 | 7 | 6 | 20 | 24.1% | 0 | 0 | 0 | 0 | 0.0% | 20 | 11.9% |
| | NO | 21 | 21 | 21 | 63 | 75.9% | 31 | 25 | 29 | 85 | 100.0% | 148 | 88.1% |
| | Total | 28 | 28 | 27 | 83 | 100.0% | 31 | 25 | 29 | 85 | 100.0% | 168 | 100.0% |
| Unemployed Youth | YES | 18 | 21 | 35 | 74 | 34.7% | 0 | 0 | 0 | 0 | 0.0% | 74 | 20.5% |
| | NO | 55 | 45 | 39 | 139 | 65.3% | 47 | 51 | 50 | 148 | 100.0% | 287 | 79.5% |
| | Total | 73 | 66 | 74 | 213 | 100.0% | 47 | 51 | 50 | 148 | 100.0% | 361 | 100.0% |
| Total | YES | 29 | 34 | 48 | 111 | 33.2% | 0 | 0 | 0 | 0 | 0.0% | 111 | 16.7% |

| | | | | | | | | | | | | | |
|--|-------|-----|-----|-----|-----|--------|-----|-----|---------|---------|--------|-----|--------|
| | NO | 90 | 69 | 64 | 223 | 66.8% | 111 | 108 | 11 1 | 33 0 | 100.0% | 553 | 83.3% |
| | Total | 119 | 103 | 112 | 334 | 100.0% | 111 | 108 | 11 1 | 33 0 | 100.0% | 664 | 100.0% |

Except for the Woreda TVTEA, all KII respondents of East Belesa explained that the magnitude of youth unemployment is higher than other vulnerable groups (female family heads and persons with disabilities). Among youth, the degree of unemployment is more pronounced for educated youths than uneducated youths. The informant from the East Belesa Woreda TVTEDA on the contrary believes that, unemployment among female family heads in East Bellesa Woreda is more severe than among youth and people with disabilities. This respondent argues that because youth unemployment (especially that of university graduates) draws the attention of the government, other vulnerable groups are being forgotten and many of the concerned government offices are voicing the issue of unemployed youths more loudly than the issue of other groups. The informant concludes, regardless of the numbers, that persons with disabilities and female family heads are the most vulnerable groups of all unemployed persons.

On the other hand, both East Belesa and West Belesa FGD results confirmed that the magnitude of youth unemployment is higher than the unemployment of other vulnerable groups in the two Woredas. With respect to gender disparity, the two FGDs conducted in the urban kebeles of each Woreda confirmed that female unemployment is more pronounced than male unemployment among youth group. On the contrary, the FGDs' results from the peri-urban and rural areas of the two Woredas showed that there is no unemployment difference with respect to gender whereas quantitative survey results showed that female youth unemployment is slightly lower than that of male youth while female unemployment is higher than that of male in the case of people with disability (see Fig. 5 below). All FGDs witnessed that the degree of unemployment among graduates is very high. In terms of its effect, the unemployment of female family heads and peoples with disability is more devastating than youth unemployment.

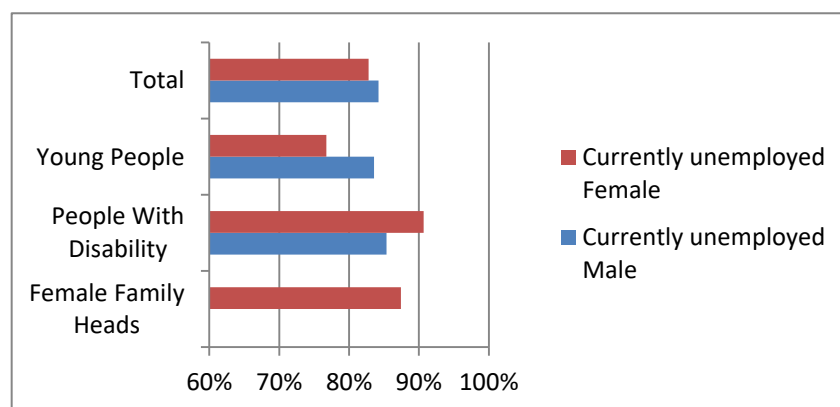


Figure 5 Percentage of currently unemployed persons of the 664 survey respondents (disaggregated by target group and gender)

Based on the data obtained from Woreda TVTEDAs, the current number of unemployed youth and people with disability in West Bellesa and East Bellesa Woredas are summarized in Table 4

Table 4 Number of unemployed youth and people with disabilities in West Belesa Woreda

| Woreda | Target Group | Number of unemployed persons | | |
|-------------|--|------------------------------|--------|-------|
| | | Male | Female | Total |
| West Belesa | 1. Unemployed youth (15-29 year old) | 4,459 | 1,418 | 5,877 |
| | 2. Person with Disability | 885 | 814 | 1699 |
| | 2.1. Persons with disabilities (physical impairment) | 268 | 197 | 465 |
| | 2.2. Persons with disabilities (vision impairment) | 252 | 300 | 552 |
| | 2.3. Persons with disabilities (hearing impairment) | 226 | 200 | 426 |
| | 2.4. Persons with disabilities (mental disability) | 139 | 117 | 256 |
| East Belesa | 3. Unemployed youth (15-29 year old) | 4,235 | 2,196 | 6,461 |
| | 4. Person with Disability | 93 | 187 | 280 |

Source: West Belesa and East Belesa TVTEDAs (2010 Et.Ca)

Causes of unemployment in East Belesa and West Belesa Woredas

A number of factors were mentioned as drivers of unemployment in the area. Key informants of the two Woredas explained that population growth, land shortage, poor performance of the economy interims of employment creation, absence of mega (sizable) programs in the area, low level of public and private investments, poor performance of the government programs (especially that of youth employment creation program), limited credit facility, educational system that focuses too much on knowledge, rather than skills, and peoples' inclination to rely on paid employment in the formal sector are major causes of unemployment.

The quantitative survey has revealed that out of 664 (334 in East and 330 in West) interviewees, 63% of the respondents feel that lack of opportunity is the major cause of unemployment while poor health condition, lack of interest on available opportunities, lack of skill and gender-based marginalization are mentioned as causes of unemployment in the area by 30%, 14%, 12% and 4% of the respondents respectively. This percentage varies between East and West Belesa as shown in Table 5. Regarding the causes of urban unemployment, most KII respondents believe that rural to urban migration from within

and outside of the Woreda have remarkably escalated the urban unemployment rate. They mentioned that this is instigated by high population growth and limited availability of cultivable land.

Generally, low capacity of government institutions to generate jobs, non-suitability of group IGAs, lack of finance, land shortage to most people, lack of government attention are mentioned by the FGDs of East Belesa as major causes of unemployment. Similarly, shortage of finance to engage in off-farm activities, shortage of land to engage in agricultural activities, lack of skill and technology, lack of interventions or programs that create opportunities, absence of quality education, lack of workspace, high level of illiteracy, exaggerated success reports of government offices are mentioned by the FGDs of the West Belesa as the major causes of unemployment in the area.

Table 5 causes of unemployment in East and West Belesa Woredas

| Target Group | Reason for unemployment | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|-------------------------------|-------------------------|----------------|----------------------|----------------------|-----------|------------|----------------|--------------------|--------------|-----------|------------|------------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach (Rural) | Sum | Percentage | Arbaya (Urban) | Kalay (Peri-Urban) | Tala (Rural) | Sum | Percentage | Total | percentage |
| Female Family Heads | Lack of Skills | 4 | 2 | 2 | 8 | 21.1 % | 0 | 9 | 2 | 11 | 11.3 % | 19 | 14.1 % |
| | Lack of Opportunity | 12 | 5 | 5 | 22 | 57.9 % | 23 | 16 | 24 | 63 | 64.9 % | 85 | 63.0 % |
| | Lack of Interest | 1 | 4 | 2 | 7 | 18.4 % | 1 | 1 | 0 | 2 | 2.1% | 9 | 6.7% |
| | Health-related | 4 | 3 | 5 | 12 | 31.6 % | 7 | 13 | 7 | 27 | 27.8 % | 39 | 28.9 % |
| | Gender-related | 2 | 1 | 3 | 6 | 15.8 % | 0 | 2 | 0 | 2 | 2.1% | 8 | 5.9% |
| | Total | 18 | 9 | 11 | 38 | | 33 | 32 | 32 | 97 | | 135 | |
| People With Disability | Lack of Skills | 5 | 6 | 6 | 17 | 20.5 % | 0 | 1 | 0 | 1 | 1.2% | 18 | 10.7 % |
| | Lack of Opportunity | 21 | 8 | 14 | 43 | 51.8 % | 11 | 4 | 7 | 22 | 25.9 % | 65 | 38.7 % |
| | Lack of Interest | 10 | 5 | 10 | 25 | 30.1 % | 2 | 2 | 0 | 4 | 4.7% | 29 | 17.3 % |
| | Health-related | 23 | 22 | 17 | 62 | 74.7 % | 21 | 22 | 22 | 65 | 76.5 % | 127 | 75.6 % |
| | Gender-related | 3 | 7 | 5 | 15 | 18.1 % | 1 | 4 | 9 | 14 | 16.5 % | 29 | 17.3 % |
| | Total | 28 | 28 | 27 | 83 | | 31 | 25 | 29 | 85 | | 168 | |

| Target Group | Reason for unemployment | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|------------------|-------------------------|----------------|----------------------|----------------------|------------|------------|----------------|--------------------|--------------|------------|------------|------------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach (Rural) | Sum | Percentage | Arbaya (Urban) | Kalay (Peri-Urban) | Tala (Rural) | Sum | Percentage | Total | percentage |
| Unemployed Youth | Lack of Skills | 11 | 14 | 11 | 36 | 16.9 % | 0 | 5 | 1 | 6 | 4.1% | 42 | 11.6 % |
| | Lack of Opportunity | 39 | 47 | 57 | 36 | 68.1 % | 39 | 44 | 41 | 124 | 83.8 % | 267 | 74.6 % |
| | Lack of Interest | 18 | 15 | 21 | 54 | 25.4 % | 0 | 0 | 3 | 3 | 2.0% | 57 | 15.8 % |
| | Health-related | 8 | 9 | 10 | 27 | 12.7 % | 1 | 4 | 1 | 6 | 4.1% | 33 | 9.1% |
| | Gender-related | 4 | 4 | 1 | 9 | 4.2% | 0 | 0 | 0 | 0 | 0.0% | 9 | 2.5% |
| | Total | 73 | 66 | 74 | 213 | | 47 | 51 | 50 | 148 | | 361 | |
| Total | Lack of Skills | 20 | 22 | 19 | 61 | 18.3 % | 0 | 15 | 3 | 18 | 5.5% | 79 | 11.9 % |
| | Lack of Opportunity | 72 | 60 | 76 | 208 | 62.3 % | 73 | 64 | 72 | 209 | 63.3 % | 417 | 62.8 % |
| | Lack of Interest | 29 | 24 | 33 | 86 | 25.7 % | 3 | 3 | 3 | 9 | 2.7% | 95 | 14.3 % |
| | Health-related | 35 | 34 | 32 | 101 | 30.2 % | 29 | 39 | 30 | 98 | 29.7 % | 199 | 30.0 % |
| | Gender-related | 7 | 9 | 6 | 22 | 6.6% | 0 | 2 | 0 | 2 | 0.6% | 24 | 3.6% |
| | Total | 119 | 103 | 112 | 334 | | 111 | 108 | 111 | 330 | | 664 | |

The gender disaggregation of the reason for unemployment under each target group shows that there is no high variation between female and male respondents except 10.4 % female respondents responded that there is gender related reasons for their unemployment (Fig.6).

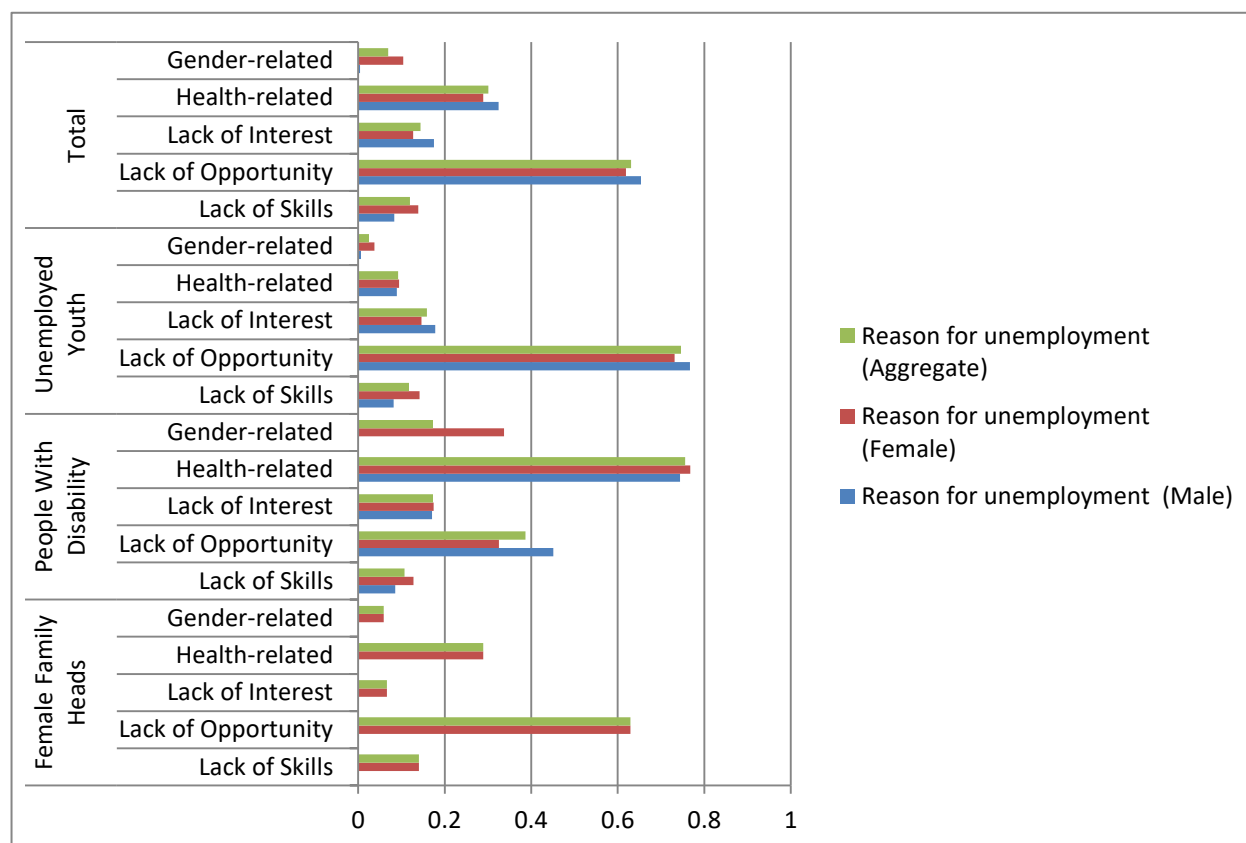


Figure 6 Gender disaggregation of the reasons for unemployment

In-depth interviews (IDIs) conducted with various groups of individuals (female youths, male youths, female family heads and persons with disabilities) have raised a number of issues that could be major causes and effects of their unemployment. In East Belesa, in addition to the aforementioned causes of unemployment across vulnerable groups, people with disabilities mentioned that their impairments coupled with people's perception towards them are deemed to be the major cause of their unemployment (this is in line with the quantitative data-see table 5 above). Likewise, people with disabilities in West Belesa believe that impairment makes it difficult for people with disabilities to engage in agricultural activity which is the major source of employment in the area. Similarly, female family heads from East Belesa reported that poor family background, lack of self-confidence and low level of self-esteem are among the causes of unemployment for people like them. Female youths from rural West Belesa mentioned that and lack of access to modern irrigation system as causes of unemployment in their area.

Effects of unemployment in East Belesa and West Belesa Woredas

Unemployment in the area has resulted in a number of negative socio-economic and political consequences. KIIs and FGDs respondents of the two Woredas largely agree that the effect of unemployment in the area include: theft/robbery, addiction, and instability (social and political unrest), conflict in family & communities, migration, transactional sex, labor exploitation, high family dependency, increased street dwellers, and despair. The FGD respondents further articulated that whenever

graduated/educated elder sisters or brothers are unemployed, parents are losing interest to invest in the education of their younger children feeling the investment in education is worthless. Younger children are also discouraged to go to school. A key informant from East Belesa TVETA explained that, due to unemployment, female family heads are forced to live in deprivation, and are being forced to be the mistress of married men.

FGDs and in-depth interviews of the two Woredas have listed the following as major effects of unemployment in the area regardless of vulnerability groups:

- Unable to send one's children to school
- Forced to depend on others
- Violence & Crime
- Failure to achieve personal goals and failure to support one's family
- Migration to other places, to sesame producing low land areas, to Sudan and to Arab countries
- Despair
- Conflict (among persons, within families & in the society, in some cases between races)
- Theft & robbery
- Forced marriage of young girls,
- Transactional sex
- Increased number of beggars
- Poor livelihood
- Wastage of trained manpower.

Generally it is a well established fact that unemployment has direct effect on income and thereby food security.

ii. Natural endowments of the area

According to zonal key informants, the natural endowments of the two Woredas are suitable for the promotion of irrigation based IGAs in the low land areas, construction, mining (sand and stone production) and animal husbandry. According to the key informant from Central Gondar ZoLSA, there is huge potential for agriculture, livestock production, apiculture in the zone at large and in East & West Belesa in particular. Secondly, there is a huge potential for mining (Sand & Stone) in West Belesa. There is also a potential for construction, handicrafts, and ICT based businesses to engage the community in general and the target group in particular. However, he mentioned that the market linkage is the most crucial aspect to promote these activities.

To identify what natural endowments are available in the areas, in each focus group discussions, participants were asked to list the available endowments. In addition to that, they were facilitated to make a pair wise ranking to determine the relative abundance of each of these resources. Accordingly, FGD results from West Belesa Woreda indicate that irrigable land is the most abundant resource followed by minerals (sand and stone) while the protected forest is the third abundant resource. The key informants from the Woreda mentioned that there is potential for mining (sand and stone); water resource for irrigation (third in the region, but not utilized) and fertile black soil/vertisols; and forest resources, hay and crop residue for animal feed. Likewise, according to East Belesa FGDs results, minerals (sand and stone) are the first abundant resource, followed by forest resource (gum and incense), grassland, irrigable land and suitable agro-ecology for the production of sesame and mung-bean. Key

informants of this Woreda agree that the natural endowment of the Woreda is suitable to promote livestock production, gum and incense production, mining (stone and sand production), construction material (blocks) production, irrigation-based agriculture, apiculture and handcrafting.

In the quantitative survey, 664 interviewees (330 from West Belesa and 334 from East Belesa) were asked to determine the availability of critical resources that are needed to promote employment in the area and the result is summarized in Table 6 and Figure 7.

Table 6 Number and Percentage of quantitative survey respondents who witnesses availability of critical resources

| Target Group | Resource | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|------------------------|--------------------------|----------------|----------------------|----------------------|-----------|------------|----------------|--------------------|--------------|-----------|------------|------------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach (Rural) | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | percentage |
| Female Family Heads | Irrigable land | 2 | 2 | 8 | 12 | 31.6 % | 27 | 19 | 19 | 65 | 67.0 % | 77 | 57.0 % |
| | Grass land | 5 | 2 | 10 | 17 | 44.7 % | 11 | 20 | 10 | 41 | 42.3 % | 58 | 43.0 % |
| | Protected forest | 2 | 7 | 10 | 19 | 50.0 % | 21 | 14 | 19 | 54 | 55.7 % | 73 | 54.1 % |
| | Mineral (sand and stone) | 7 | 0 | 6 | 13 | 34.2 % | 17 | 13 | 15 | 45 | 46.4 % | 58 | 43.0 % |
| | Total | 18 | 9 | 11 | 38 | | 33 | 32 | 32 | 97 | | 135 | |
| People With Disability | Irrigable land | 12 | 6 | 11 | 29 | 34.9 % | 18 | 20 | 19 | 57 | 67.1 % | 86 | 51.2 % |
| | Grass land | 7 | 7 | 9 | 23 | 27.7 % | 9 | 10 | 14 | 33 | 38.8 % | 56 | 33.3 % |
| | Protected forest | 4 | 12 | 10 | 26 | 31.3 % | 12 | 18 | 21 | 51 | 60.0 % | 77 | 45.8 % |
| | Mineral (sand and stone) | 6 | 12 | 6 | 24 | 28.9 % | 9 | 10 | 7 | 26 | 30.6 % | 50 | 29.8 % |
| | Total | 28 | 28 | 27 | 83 | | 31 | 25 | 29 | 85 | | 168 | |
| Unemployed Youth | Irrigable land | 16 | 14 | 43 | 73 | 34.3 % | 28 | 39 | 24 | 91 | 61.5 % | 164 | 45.4 % |
| | Grass land | 13 | 13 | 41 | 67 | 31.5 % | 8 | 16 | 14 | 38 | 25.7 % | 105 | 29.1 % |

| | | | | | | | | | | | | | |
|--------------|-----------------------------------|------------|------------|------------|------------|-----------|------------|------------|------------|------------|-----------|------------|-----------|
| | Protecte d forest | 18 | 26 | 41 | 85 | 39.9 % | 22 | 33 | 20 | 75 | 50.7 % | 160 | 44.3 % |
| | Mineral (sand and stone) | 13 | 15 | 22 | 50 | 23.5 % | 32 | 34 | 19 | 85 | 57.4 % | 135 | 37.4 % |
| | Total | 73 | 66 | 74 | 213 | | 47 | 51 | 50 | 148 | | 361 | |
| Total | Irrigable land | 30 | 22 | 62 | 114 | 34.1 % | 73 | 78 | 62 | 213 | 64.5 % | 327 | 49.2 % |
| | Grass land | 25 | 22 | 60 | 107 | 32.0 % | 29 | 46 | 38 | 113 | 34.2 % | 220 | 33.1 % |
| | Protecte d forest | 24 | 45 | 61 | 130 | 38.9 % | 55 | 65 | 60 | 180 | 54.5 % | 310 | 46.7 % |
| | Mineral (sand and stone) | 26 | 27 | 34 | 87 | 26.0 % | 58 | 57 | 41 | 156 | 47.3 % | 243 | 36.6 % |
| | Total | 119 | 103 | 112 | 334 | | 111 | 108 | 111 | 330 | | 664 | |

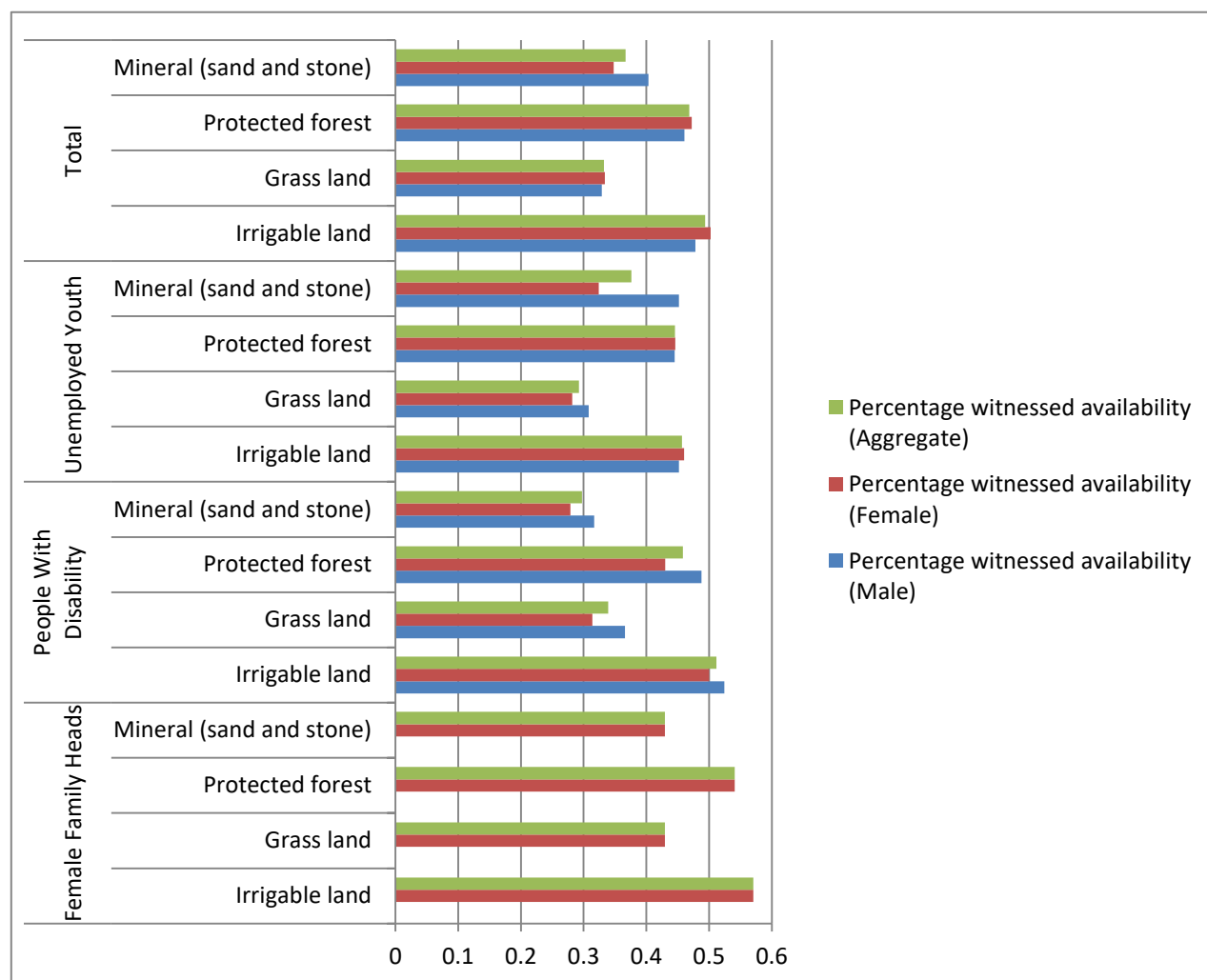


Figure 7 Percentage of respondents that witnessed availability of critical resources for IGAs

iii. Livelihood asset base of the target group

To identify constraints and opportunities of the unemployed people in the three target groups; their livelihood assets (personal, social, human, physical and financial) were assessed using sustainable livelihood analysis framework.

Status of personal capital

Survey results showed that the personal assets of the respondents, in general, are good. The first parameter used to assess the personal assets of the target group is the level of optimism and self-efficacy in the target groups. Thus, 664 surveyed people were asked from the two Woredas if they are an optimist and believe in themselves that they will get the job or IGA they aspire. Accordingly, 90.63 % in East Belesa and 87.27 % in West Belesa (88.96 % in aggregate) responded that they are an optimist and believe in themselves that they will get the job or IGA they aspire. When asked why they are not an optimist and they do not believe that they will get the job or IGA they aspire, the pessimist respondents mentioned the reasons listed in Table 7 and Figure 8.

Table 7 Reasons mentioned by respondents for pessimism and lack of self-efficacy

| Target Group | Reasons | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|------------------------|---|-------------|----------------------|----------------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala | Hamusit (Peri-Urban) | Chama Korach (Rural) | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | percentage |
| Female Family Heads | Lack of skill and knowledge | 0 | 0 | 0 | 0 | 0.0% | 0 | 0 | 4 | 4 | 40.0% | 4 | 26.7% |
| | Lack of financial resource | 1 | 0 | 0 | 1 | 20.0% | 0 | 1 | 2 | 3 | 30.0% | 4 | 26.7% |
| | Lack of social capital | 1 | 0 | 1 | 2 | 40.0% | 0 | 1 | 1 | 2 | 20.0% | 4 | 26.7% |
| | Lack of facilities (tools, equipment, work place) | 1 | 0 | 1 | 2 | 40.0% | 0 | 0 | 2 | 2 | 20.0% | 4 | 26.7% |
| | Lack of assertiveness | 1 | 0 | 1 | 2 | 40.0% | 0 | 1 | 4 | 5 | 50.0% | 7 | 46.7% |
| | Total | 4 | 0 | 1 | 5 | | 1 | 5 | 4 | 10 | | 15 | |
| People With Disability | Lack of skill and knowledge | 1 | 0 | 0 | 1 | 6.7% | 1 | 3 | 1 | 5 | 16.1% | 6 | 13.0% |
| | Lack of financial resource | 4 | 2 | 1 | 7 | 46.7% | 5 | 4 | 1 | 10 | 32.3% | 17 | 37.0% |
| | Lack of social capital | 2 | 1 | 1 | 4 | 26.7% | 1 | 4 | 3 | 8 | 25.8% | 12 | 26.1% |
| | Lack of facilities (tools, equipment, work place) | 3 | 3 | 1 | 7 | 46.7% | 4 | 3 | 1 | 8 | 25.8% | 15 | 32.6% |
| | Lack of assertiveness | 2 | 3 | 0 | 5 | 33.3% | 6 | 7 | 3 | 16 | 51.6% | 21 | 45.7% |
| | Total | 4 | 3 | 8 | 15 | | 9 | 13 | 9 | 31 | | 46 | |
| Unemployed Youth | Lack of skill and knowledge | 1 | 0 | 1 | 2 | 18.2% | 0 | 0 | 0 | 0 | 0.0% | 2 | 16.7% |
| | Lack of financial resource | 5 | 0 | 2 | 7 | 63.6% | 0 | 0 | 0 | 0 | 0.0% | 7 | 58.3% |
| | Lack of social capital | 1 | 0 | 0 | 1 | 9.1% | 0 | 0 | 0 | 0 | 0.0% | 1 | 8.3% |
| | Lack of facilities (tools, equipment, work place) | 5 | 0 | 1 | 6 | 54.5% | 0 | 0 | 0 | 0 | 0.0% | 6 | 50.0% |

| Target Group | Reasons | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|--------------|---|-------------|----------------------|----------------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala | Hamusit (Peri-Urban) | Chama Korach (Rural) | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | percentage |
| | Lack of assertiveness | 2 | 0 | 0 | 2 | 18.2% | 0 | 0 | 0 | 0 | 0.0% | 2 | 16.7% |
| | Total | 7 | 0 | 4 | 11 | | 0 | 0 | 1 | 1 | | 12 | |
| Total | Lack of skill and knowledge | 2 | 0 | 1 | 3 | 9.7% | 1 | 3 | 5 | 9 | 21.4% | 12 | 16.4% |
| | Lack of financial resource | 10 | 2 | 3 | 15 | 48.4% | 5 | 5 | 3 | 13 | 31.0% | 28 | 38.4% |
| | Lack of social capital | 4 | 1 | 2 | 7 | 22.6% | 1 | 5 | 4 | 10 | 23.8% | 17 | 23.3% |
| | Lack of facilities (tools, equipment, work place) | 9 | 3 | 3 | 15 | 48.4% | 4 | 3 | 3 | 10 | 23.8% | 25 | 34.2% |
| | Lack of assertiveness | 5 | 3 | 1 | 9 | 29.0% | 6 | 8 | 7 | 21 | 50.0% | 30 | 41.1% |
| | Total | 15 | 3 | 13 | 31 | | 10 | 18 | 14 | 42 | | 73 | |

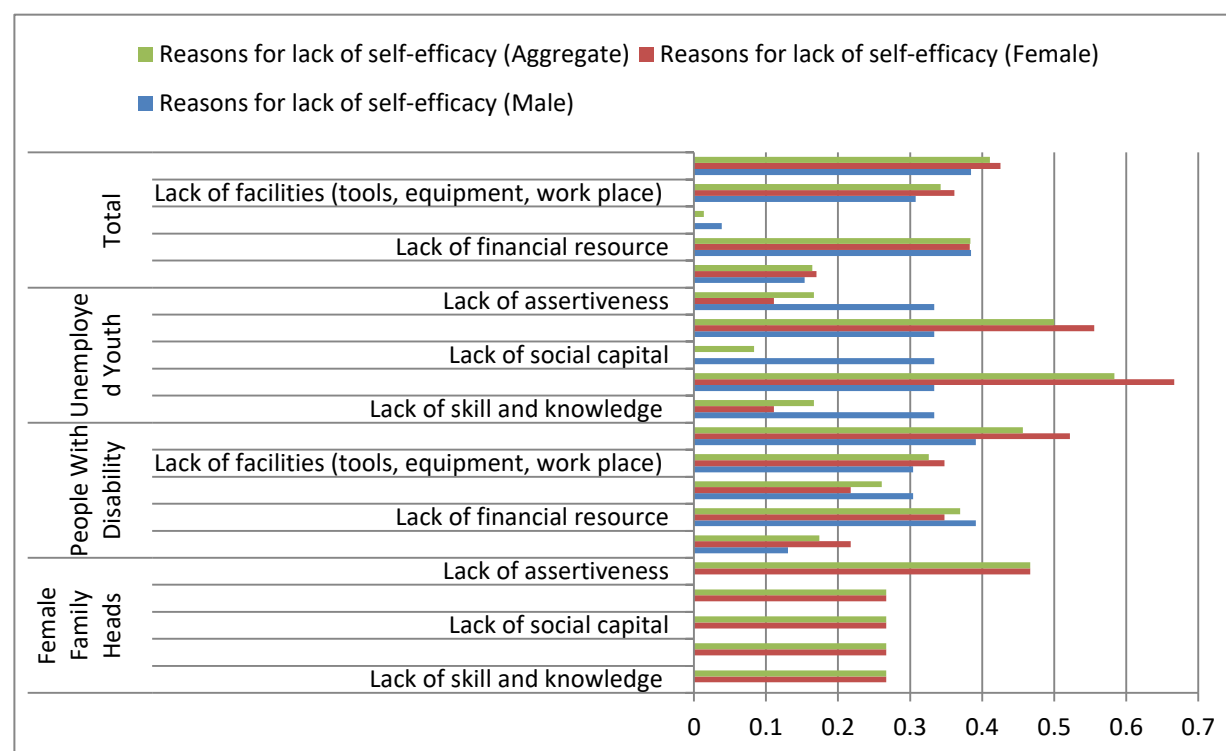


Figure 8 Reasons for low self-efficacy (disaggregated by gender and target group)

The second parameter used to assess their personal capital was their views towards the responsibilities of one's success or failure. Surprisingly, 84.89% of respondents in East Belesa and 95.15 % of respondents in West Belesa (90 % in aggregate) responded in favor of the view "Each person is primarily responsible for his/her success or failure in life". While 15.11% of respondents in East Belesa and 4.85 % of respondents in West Belesa responded in favor of the view "One's success or failure in life is a matter of his/her destiny".

The third parameter used to assess their personal capital was their views towards hard work versus luck as determinants of success. Again here, 84 % of respondents in East Belesa and 94.55 % of respondents in West Belesa (89.26 % in aggregate) responded in favor of the view "To be successful, above all one needs to work very hard", While 16% of respondents in East Belesa and 5.45 % of respondents in West Belesa responded in favor of the view "To be successful above all one needs to be lucky".

Relatively, the personal asset is stronger among the unemployed youth group and moderate among the female family heads and extremely weak among peoples with disabilities.

Status of social Capital

The next most important asset is social capital, which includes the sum of a person's co operations, networks, interconnectedness, family support, friendships, and relationships of trust, exchanges and the likes. The assessment results showed that the social capital of the target groups is fairly good. To assess this, 664 respondents were asked if they think that they have enough social capital to engage in the job or IGA they are aspiring. The response obtained from 662 respondents showed that 64.16 % of respondents in East Belesa and 69.39 % of respondents in West Belesa (66.77 % in aggregate) responded that they have enough social capital to engage in the job or IGA they are aspiring. The result as indicated in Table 6 shows that there is a difference in the social capital among youths, female family heads and people with disability and also among Woredas.

Table 8 Percentage of respondents that have enough social capital for the IGA they aspire

| Target group | East Belesa | | West Belesa | |
|----------------------------------|-------------|--------|-------------|-----|
| | Yes | No | Yes | No |
| 1. Female family heads | 60.53% | 39.47% | 70% | 30% |
| 2. People with disability | 53.01% | 46.99% | 53% | 47% |
| 3. Unemployed Youth | 69.19% | 30.81% | 78% | 22% |
| Total | 64.16% | 35.84% | 69% | 31% |

Gender disaggregation of the quantitative survey data showed that a higher percentage of male feel that they have enough social capital as compared to their female counterparts both in unemployed youth and people with disabilities (see fig 9 bellow).

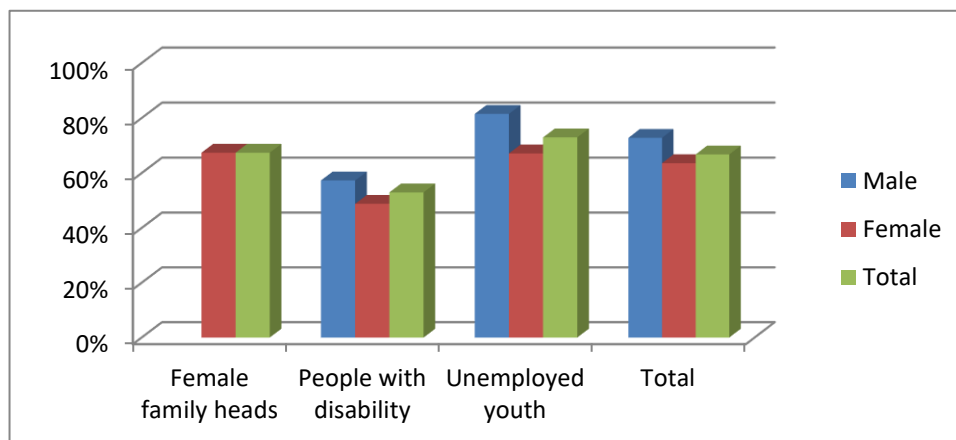


Figure 9 Percentage of respondents that feel they have enough social capital for the IGA/job they aspire

The sources of their social capital are families, relatives, friends; age group, religious group, and gender group in descending order (see Table 9 and Figure 10 below). This shows that communities in the study area are endowed with robust social networks that provide informal community-and family-based protection services to young and unemployed individuals. However, PWDs in both Woredas don't have enough social capital to the extent that they are rejected from the participation of social gatherings such as 'Ekub' and 'Iddir'.

Table 9 Sources of social capital of the respondents that responded they have social capital

| Target Group | Source of social capital | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|---------------------|--------------------------|----------------|----------------------|--------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | Percentage |
| Female Family Heads | Close families | 2 | 6 | 7 | 15 | 65.2 % | 21 | 13 | 18 | 52 | 76.5 % | 67 | 73.6 % |
| | Relatives | 1 | 4 | 5 | 10 | 43.5 % | 21 | 14 | 16 | 51 | 75.0 % | 61 | 67.0 % |
| | Friends | 3 | 3 | 5 | 11 | 47.8 % | 17 | 10 | 13 | 40 | 58.8 % | 51 | 56.0 % |
| | Religious groups | 1 | 3 | 3 | 7 | 30.4 % | 11 | 0 | 8 | 19 | 27.9 % | 26 | 28.6 % |
| | Age groups | 2 | 3 | 5 | 10 | 43.5 % | 11 | 2 | 8 | 21 | 30.9 % | 31 | 34.1 % |
| | Gender groups | 2 | 3 | 4 | 9 | 39.1 % | 8 | 2 | 8 | 18 | 26.5 % | 27 | 29.7 % |
| | Others | 4 | 4 | 5 | 13 | 56.5 % | 10 | 1 | 7 | 18 | 26.5 % | 31 | 34.1 % |

| Target Group | Source of social capital | East Belesa | | | | | | West Belesa | | | | Aggregate | |
|------------------------|--------------------------|----------------|----------------------|--------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | Percentage |
| | Total | 8 | 8 | 7 | 23 | | 27 | 17 | 24 | 68 | | 91 | |
| People With Disability | Close families | 6 | 6 | 10 | 22 | 50.0 % | 14 | 9 | 9 | 32 | 71.1 % | 54 | 60.7 % |
| | Relative s | 5 | 3 | 9 | 17 | 38.6 % | 12 | 6 | 8 | 26 | 57.8 % | 43 | 48.3 % |
| | Friends | 6 | 6 | 9 | 21 | 47.7 % | 12 | 5 | 8 | 25 | 55.6 % | 46 | 51.7 % |
| | Religiou s groups | 4 | 7 | 7 | 18 | 40.9 % | 3 | 1 | 1 | 5 | 11.1 % | 23 | 25.8 % |
| | Age groups | 4 | 6 | 9 | 19 | 43.2 % | 5 | 3 | 1 | 9 | 20.0 % | 28 | 31.5 % |
| | Gender groups | 4 | 9 | 6 | 19 | 43.2 % | 2 | 2 | 0 | 4 | 8.9% | 23 | 25.8 % |
| | Others | 5 | 8 | 5 | 18 | 40.9 % | 3 | 4 | 0 | 7 | 15.6 % | 25 | 28.1 % |
| | Total | 11 | 17 | 16 | 44 | | 22 | 10 | 13 | 45 | | 89 | |
| Unemploye d youth | Close families | 35 | 31 | 28 | 94 | 64.4 % | 33 | 22 | 26 | 81 | 69.8 % | 175 | 66.8 % |
| | Relative s | 24 | 15 | 25 | 64 | 43.8 % | 26 | 19 | 24 | 69 | 59.5 % | 133 | 50.8 % |
| | Friends | 19 | 20 | 21 | 60 | 41.1 % | 21 | 20 | 17 | 58 | 50.0 % | 118 | 45.0 % |
| | Religiou s groups | 7 | 14 | 20 | 41 | 28.1 % | 18 | 7 | 15 | 40 | 34.5 % | 81 | 30.9 % |
| | Age groups | 11 | 18 | 18 | 47 | 32.2 % | 19 | 17 | 12 | 48 | 41.4 % | 95 | 36.3 % |
| | Gender groups | 3 | 14 | 14 | 31 | 21.2 % | 15 | 3 | 11 | 29 | 25.0 % | 60 | 22.9 % |
| | Others | 5 | 18 | 14 | 37 | 25.3 % | 19 | 14 | 11 | 44 | 37.9 % | 81 | 30.9 % |
| | Total | 49 | 52 | 45 | 146 | | 40 | 34 | 42 | 116 | | 262 | |
| Total | Close families | 43 | 43 | 45 | 131 | 61.5 % | 68 | 44 | 53 | 165 | 72.1 % | 296 | 67.0 % |
| | Relative s | 30 | 22 | 39 | 91 | 42.7 % | 59 | 39 | 48 | 146 | 63.8 % | 237 | 53.6 % |

| Target Group | Source of social capital | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|--------------|--------------------------|----------------|----------------------|--------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | Percentage |
| | Friends | 28 | 29 | 35 | 92 | 43.2 % | 50 | 35 | 38 | 123 | 53.7 % | 215 | 48.6 % |
| | Religious groups | 12 | 24 | 30 | 66 | 31.0 % | 32 | 8 | 24 | 64 | 27.9 % | 130 | 29.4 % |
| | Age groups | 17 | 27 | 32 | 76 | 35.7 % | 35 | 22 | 21 | 78 | 34.1 % | 154 | 34.8 % |
| | Gender groups | 9 | 26 | 24 | 59 | 27.7 % | 25 | 7 | 19 | 51 | 22.3 % | 110 | 24.9 % |
| | Others | 14 | 30 | 24 | 68 | 31.9 % | 32 | 19 | 18 | 69 | 30.1 % | 137 | 31.0 % |
| | Total | 68 | 77 | 68 | 213 | | 89 | 61 | 79 | 229 | | 442 | |

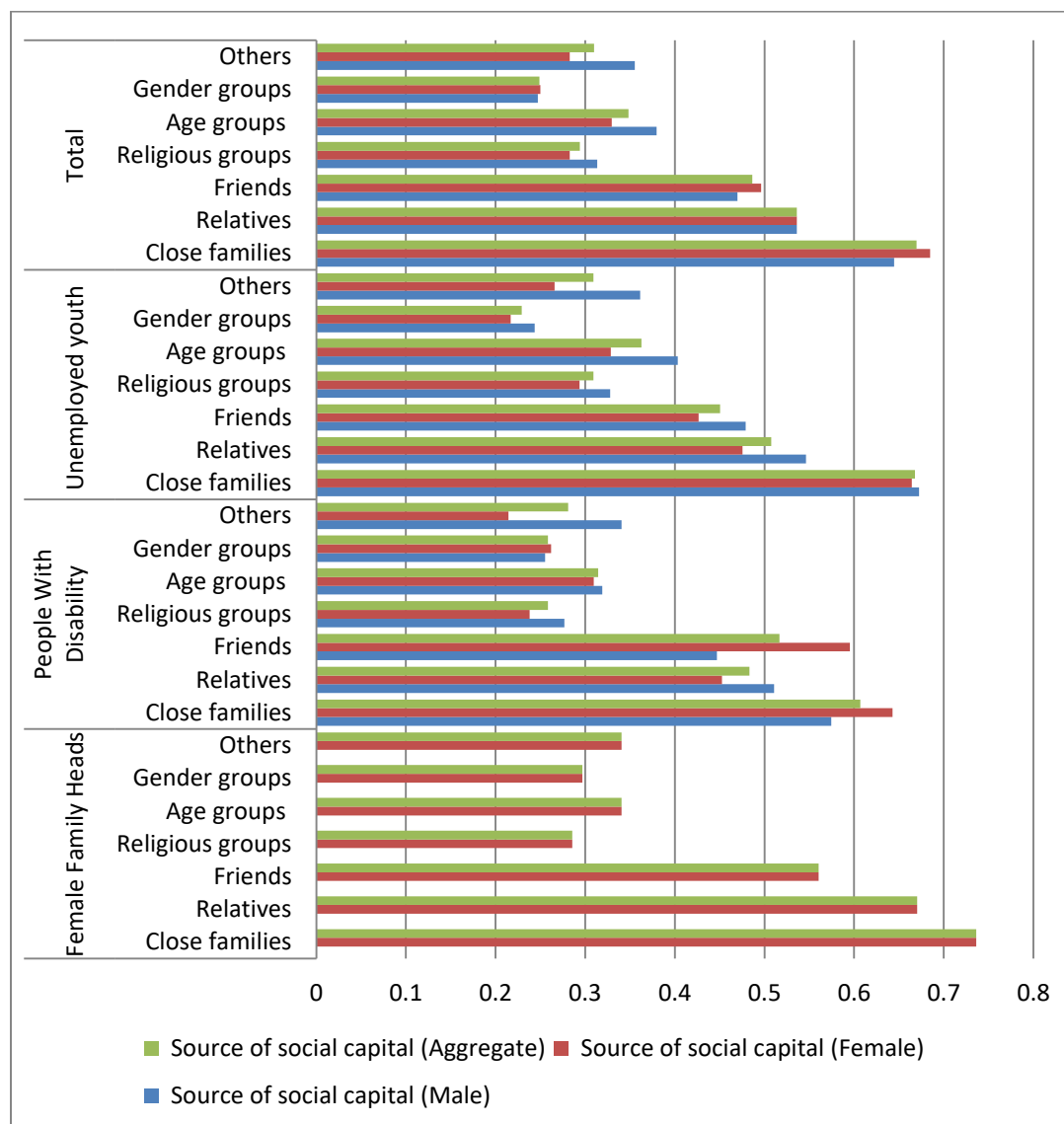


Figure 10 Respondents source of social capital (disaggregated by vulnerability and gender)

The respondents were asked from whom they prefer to get social support to engage and be successful in the employment they aspire. The responses indicated that the most preferred source of social support is close family followed by relatives across all groups; while friends are the third preferred sources of social support for unemployed Youth and people with disabilities. The findings are summarized in Table 10 and Figure 11 below.

Table 10 Preferred sources of social support of respondents to engage and be successful in the employment they prefer

| Target Group | Preferred source of social capital | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|------------------------|------------------------------------|----------------|----------------------|--------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | Percentage |
| Female Family Heads | Close families | 10 | 5 | 3 | 18 | 47.4 % | 8 | 16 | 11 | 35 | 36.1 % | 53 | 39.3 % |
| | Relatives | 3 | 5 | 2 | 10 | 26.3 % | 6 | 13 | 10 | 29 | 29.9 % | 39 | 28.9 % |
| | Friends | 2 | 3 | 4 | 9 | 23.7 % | 4 | 6 | 6 | 16 | 16.5 % | 25 | 18.5 % |
| | Religious groups | 5 | 3 | 4 | 12 | 31.6 % | 5 | 5 | 7 | 17 | 17.5 % | 29 | 21.5 % |
| | Age groups | 2 | 3 | 4 | 9 | 23.7 % | 4 | 4 | 7 | 15 | 15.5 % | 24 | 17.8 % |
| | Gender groups | 3 | 2 | 2 | 7 | 18.4 % | 4 | 3 | 7 | 14 | 14.4 % | 21 | 15.6 % |
| | Others | 2 | 4 | 3 | 9 | 23.7 % | 4 | 4 | 8 | 16 | 16.5 % | 25 | 18.5 % |
| | Total | 18 | 9 | 11 | 38 | | 33 | 32 | 32 | 97 | | 135 | |
| People With Disability | Close families | 8 | 8 | 11 | 27 | 32.5 % | 15 | 11 | 9 | 35 | 41.2 % | 62 | 36.9 % |
| | Relatives | 4 | 5 | 7 | 16 | 19.3 % | 9 | 8 | 9 | 26 | 30.6 % | 42 | 25.0 % |
| | Friends | 12 | 8 | 5 | 25 | 30.1 % | 8 | 4 | 6 | 18 | 21.2 % | 43 | 25.6 % |
| | Religious groups | 5 | 6 | 6 | 17 | 20.5 % | 2 | 6 | 5 | 13 | 15.3 % | 30 | 17.9 % |
| | Age groups | 2 | 9 | 8 | 19 | 22.9 % | 1 | 2 | 3 | 6 | 7.1% | 25 | 14.9 % |
| | Gender groups | 4 | 11 | 3 | 18 | 21.7 % | 3 | 4 | 3 | 10 | 11.8 % | 28 | 16.7 % |
| | Others | 11 | 10 | 2 | 23 | 27.7 % | 3 | 2 | 3 | 8 | 9.4% | 31 | 18.5 % |
| | Total | 28 | 28 | 27 | 83 | | 31 | 25 | 29 | 85 | | 168 | |
| Unemployed Youth | Close families | 37 | 28 | 32 | 97 | 45.5 % | 19 | 16 | 16 | 51 | 34.5 % | 148 | 41.0 % |
| | Relatives | 24 | 15 | 19 | 58 | 27.2 % | 13 | 9 | 14 | 36 | 24.3 % | 94 | 26.0 % |

| Target Group | Preferred source of social capital | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|--------------|------------------------------------|----------------|----------------------|--------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | Percentage |
| | Friends | 18 | 16 | 19 | 53 | 24.9 % | 7 | 7 | 4 | 18 | 12.2 % | 71 | 19.7 % |
| | Religious groups | 17 | 14 | 15 | 46 | 21.6 % | 2 | 10 | 2 | 14 | 9.5 % | 60 | 16.6 % |
| | Age groups | 12 | 15 | 22 | 49 | 23.0 % | 4 | 3 | 2 | 9 | 6.1 % | 58 | 16.1 % |
| | Gender groups | 17 | 16 | 15 | 48 | 22.5 % | 4 | 9 | 2 | 15 | 10.1 % | 63 | 17.5 % |
| | Others | 9 | 14 | 22 | 45 | 21.1 % | 3 | 9 | 3 | 15 | 10.1 % | 60 | 16.6 % |
| | Total | 73 | 66 | 74 | 213 | | 47 | 51 | 50 | 148 | | 361 | |
| | | | | | | | | | | | | | |
| Total | Close families | 55 | 41 | 46 | 142 | 42.5 % | 42 | 43 | 36 | 121 | 36.7 % | 263 | 39.6 % |
| | Relatives | 31 | 25 | 28 | 84 | 25.1 % | 28 | 30 | 33 | 91 | 27.6 % | 175 | 26.4 % |
| | Friends | 32 | 27 | 28 | 87 | 26.0 % | 19 | 17 | 16 | 52 | 15.8 % | 139 | 20.9 % |
| | Religious groups | 27 | 23 | 25 | 75 | 22.5 % | 9 | 21 | 14 | 44 | 13.3 % | 119 | 17.9 % |
| | Age groups | 16 | 27 | 34 | 77 | 23.1 % | 9 | 9 | 12 | 30 | 9.1 % | 107 | 16.1 % |
| | Gender groups | 24 | 29 | 20 | 73 | 21.9 % | 11 | 16 | 12 | 39 | 11.8 % | 112 | 16.9 % |
| | Others | 22 | 28 | 27 | 77 | 23.1 % | 10 | 15 | 14 | 39 | 11.8 % | 116 | 17.5 % |
| | Total | 119 | 103 | 112 | 334 | | 111 | 108 | 111 | 330 | | 664 | |

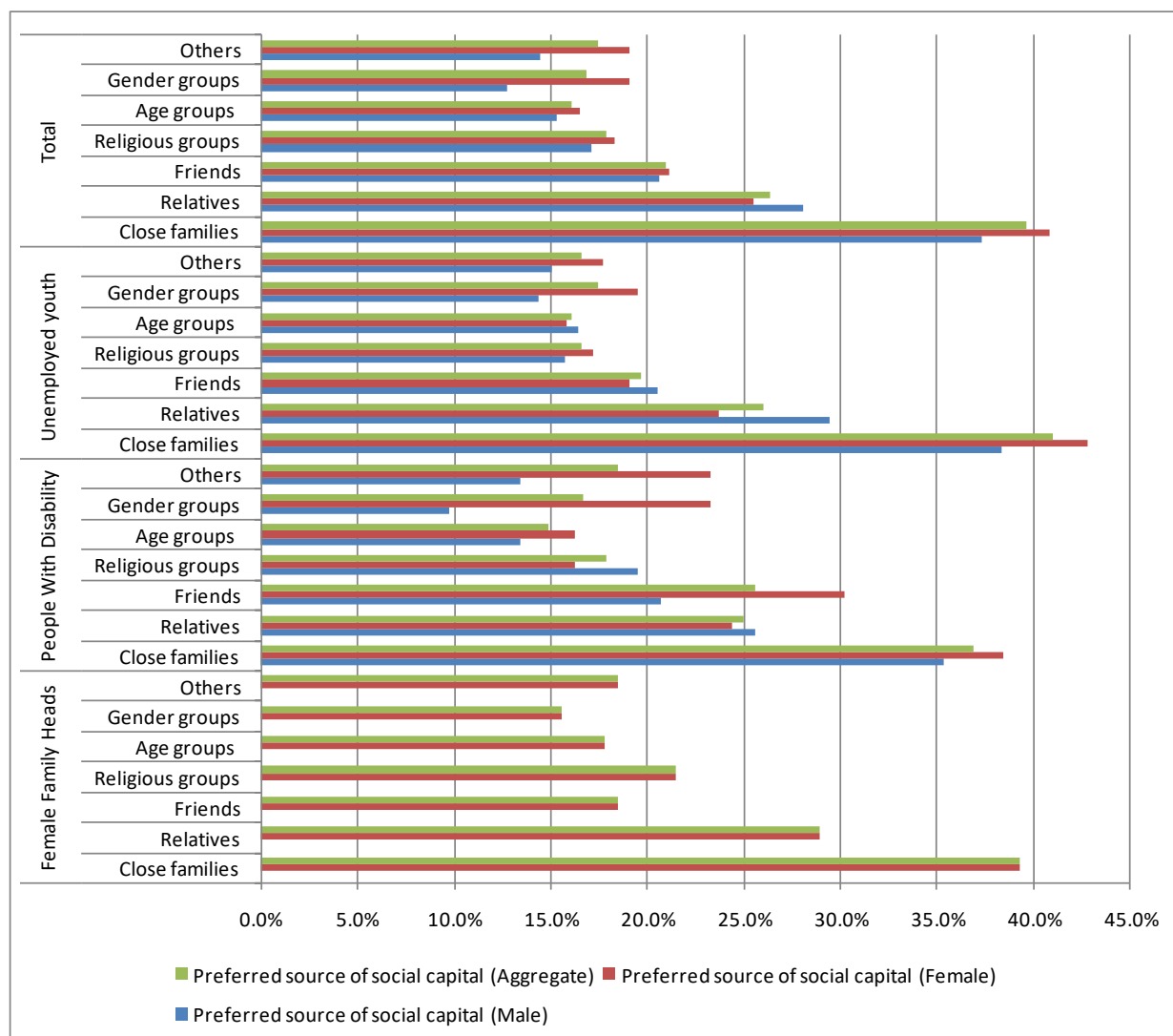


Figure 11 Respondents' preferred source of social capital (disaggregated by gender and vulnerability)

Status of Human Capital

The third important asset is human capital which is viewed in the lens of skills, knowledge, ability, employability and earning power, good health and leadership. Accordingly, the personal profile of the respondents have shown that nearly half of the respondents (48% in East and 50% in West Belesa) are not educated (are illiterate), 23% in East and 15% in West Belesa are educated up to the primary level, 15% in East and 20% in West Belesa are educated up to the high school level and 13% in East and 14% in West Belesa are educated up to diploma level and above (see Table 11 and Figure 12 below).

Table 11 Educational attainments of respondents (disaggregated by residence and vulnerability)

| Target Group | Educational attainment | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|------------------------|--------------------------|----------------|----------------------|--------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | Percentage |
| Female Family Heads | Illiterate | 16 | 5 | 10 | 31 | 81.58 % | 28 | 31 | 31 | 90 | 92.78 % | 121 | 89.63 % |
| | Primary | 1 | 2 | 1 | 4 | 10.53 % | 2 | 1 | 1 | 4 | 4.12% | 8 | 5.93 % |
| | High school | 0 | 1 | 0 | 1 | 2.63 % | 3 | 0 | 0 | 3 | 3.09% | 4 | 2.96 % |
| | Diploma (10+2) and above | 1 | 1 | 0 | 2 | 5.26 % | 0 | 0 | 0 | 0 | 0.00% | 2 | 1.48 % |
| | Total | 18 | 9 | 11 | 38 | | 33 | 32 | 32 | 97 | 100.00 % | 135 | |
| People With Disability | Illiterate | 13 | 19 | 16 | 48 | 57.83 % | 21 | 14 | 21 | 56 | 65.88 % | 104 | 61.90 % |
| | Primary | 13 | 2 | 9 | 24 | 28.92 % | 5 | 6 | 8 | 19 | 22.35 % | 43 | 25.60 % |
| | High school | 1 | 6 | 2 | 9 | 10.84 % | 5 | 4 | 0 | 9 | 10.59 % | 18 | 10.71 % |
| | Diploma (10+2) and above | 1 | 1 | 0 | 2 | 2.41 % | 0 | 1 | 0 | 1 | 1.18% | 3 | 1.79 % |
| | Total | 28 | 28 | 27 | 83 | | 31 | 25 | 29 | 85 | | 168 | |
| Unemployed Youth | Illiterate | 22 | 18 | 41 | 81 | 38.03 % | 0 | 1 | 18 | 19 | 12.84 % | 100 | 27.70 % |
| | Primary | 7 | 14 | 29 | 50 | 23.47 % | 5 | 3 | 20 | 28 | 18.92 % | 78 | 21.61 % |
| | High school | 20 | 18 | 3 | 41 | 19.25 % | 23 | 23 | 9 | 55 | 37.16 % | 96 | 26.59 % |
| | Diploma (10+2) and above | 24 | 16 | 1 | 41 | 19.25 % | 19 | 24 | 3 | 46 | 31.08 % | 87 | 24.10 % |
| | Total | 73 | 66 | 74 | 213 | | 47 | 51 | 50 | 148 | | 361 | |
| Total | Illiterate | 51 | 42 | 67 | 160 | 47.90 % | 49 | 46 | 70 | 165 | 50.00 % | 325 | 48.95 % |

| Target Group | Educational attainment | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|--------------|--------------------------|----------------|----------------------|--------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | Percentage |
| | Primary | 21 | 18 | 39 | 78 | 23.35 % | 12 | 10 | 29 | 51 | 15.45 % | 129 | 19.43 % |
| | High school | 21 | 25 | 5 | 51 | 15.27 % | 31 | 27 | 9 | 67 | 20.30 % | 118 | 17.77 % |
| | Diploma (10+2) and above | 26 | 18 | 1 | 45 | 13.47 % | 19 | 25 | 3 | 47 | 14.24 % | 92 | 13.86 % |
| | Total | 119 | 103 | 112 | 334 | | 111 | 108 | 111 | 330 | | 664 | |

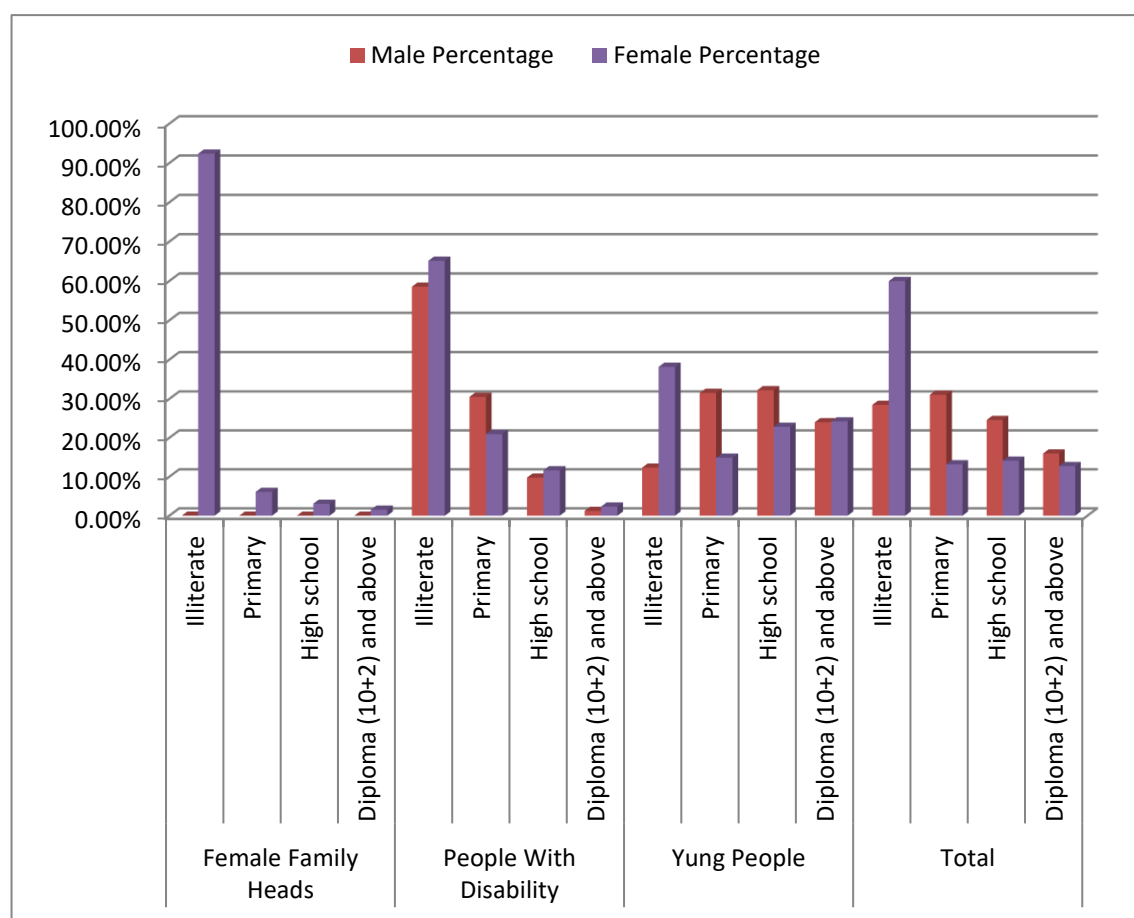


Figure 12: Educational attainment of the 664 respondents (disaggregated by gender and vulnerability)

Nevertheless, 83% of the respondents (84% in East and 81% in West Belesa) think that they have the necessary skills to engage in IGAS/jobs they aspire. However, a high majority of them (75.6%) still needs additional training to enhance their capacity (see Table 12 below). As regards to their employability and earning power, respondents in East Belesa said that they have abilities such as carpentry, food and beverage preparation, agriculture, animal production, weaving, pottery and metal works. Likewise, respondents in West Belesa said that they have an important skill such as carpentry, masonry, and weaving.

Table 12 Need for training to engage in IGA of their wish

| Target Group | Need Additional training? | SEX | | | |
|------------------------|---------------------------|------|--------|-------|------------|
| | | Male | Female | Total | Percentage |
| Female Family Heads | Yes | 0 | 102 | 102 | 75.6% |
| | No | 0 | 33 | 33 | 24.4% |
| | Total | 0 | 135 | 135 | |
| People With Disability | Yes | 58 | 58 | 116 | 69.0% |
| | No | 24 | 28 | 52 | 31.0% |
| | Total | 82 | 86 | 168 | |
| Unemployed Youth | Yes | 116 | 166 | 282 | 78.8% |
| | No | 30 | 46 | 76 | 21.2% |
| | Total | 146 | 212 | 358 | |
| Total | Yes | 174 | 326 | 500 | 75.6% |
| | No | 54 | 107 | 161 | 24.4% |
| | Total | 228 | 433 | 661* | |

*Note: Response is missing from three female young respondents.

Status of physical Capital

The fourth critical asset is physical capital which includes natural resources, infrastructures, shelters, financial institutions, information and clean energy, tools and equipment and workspaces. The study results showed that physical capital is one of the most constraining livelihood assets of the target group. In the capital towns of both East and West Belesa, there are people who lack shelter, one of the basic needs of human being. In relation to financial institutions, both Woreda towns (Arbaya and Guhala) have one government bank (i.e. Commercial Bank of Ethiopia) and one microfinance institution known as Amhara Credit and Saving Institute (ACSI). Other private financial institutions are not available in the area. Hydroelectric power is accessible in the two urban towns and one peri-urban (East Belesa) but frequent interruption is common. Potable water is available in urban areas, though it is often interrupted. The rural and peri-urban area of both Woredas lacked potable water. Telecom service is available in both Woredas. In comparison to East Belesa, rural roads are in a poor condition in West Belesa. The quantitative survey also revealed that out of the total number of respondents, only 16% of the respondents (19% in East and 13% in West Belesa) feel that they have enough physical capital related to tools, equipment and workspaces, whereas 22% of the interviewees, 14% in East and 30% in West Belesa Woreda, feel that they do not have enough of those capitals. Hence, 62% in aggregate (67% in East and 56% in West Belesa) reported that they have no physical capital (workplace, tools and equipment etc) at all (see Table 13).

Table 13 Physical capital status of responses (disaggregated by residence and vulnerability)

| Target Group | Status of physical capital | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|------------------------|----------------------------|----------------|----------------------|----------------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach (Rural) | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | Percentage |
| Female Family Heads | Yes | 3 | 1 | 4 | 8 | 21.05 % | 1 | 9 | 4 | 14 | 14.43 % | 22 | 16.30 % |
| | Yes but not sufficient | 0 | 2 | 2 | 4 | 10.53 % | 8 | 19 | 16 | 43 | 44.33 % | 47 | 34.81 % |
| | No | 15 | 6 | 5 | 26 | 68.42 % | 24 | 4 | 12 | 40 | 41.24 % | 66 | 48.89 % |
| | Total | 18 | 9 | 11 | 38 | | 33 | 32 | 32 | 97 | | 135 | |
| People With Disability | Yes | 2 | 3 | 3 | 8 | 9.64 % | 2 | 9 | 3 | 14 | 16.47 % | 22 | 13.10 % |
| | Yes but not sufficient | 1 | 5 | 6 | 12 | 14.46 % | 6 | 7 | 11 | 24 | 28.24 % | 36 | 21.43 % |
| | No | 25 | 20 | 18 | 63 | 75.90 % | 23 | 9 | 15 | 47 | 55.29 % | 110 | 65.48 % |
| | Total | 28 | 28 | 27 | 83 | | 31 | 25 | 29 | 85 | | 168 | |
| Unemployed Youth | Yes | 13 | 13 | 20 | 46 | 21.60 % | 2 | 4 | 11 | 17 | 11.49 % | 63 | 17.45 % |
| | Yes but not sufficient | 10 | 8 | 12 | 30 | 14.08 % | 2 | 10 | 20 | 32 | 21.62 % | 62 | 17.17 % |
| | No | 50 | 45 | 40 | 135 | 63.38 % | 43 | 37 | 19 | 99 | 66.89 % | 234 | 64.82 % |
| | Total | 73 | 66 | 74 | 213 | | 47 | 51 | 50 | 148 | | 361 | |
| Total | Yes | 18 | 17 | 27 | 62 | 18.56 % | 5 | 22 | 18 | 45 | 13.64 % | 107 | 16.11 % |
| | Yes but not sufficient | 11 | 15 | 20 | 46 | 13.77 % | 16 | 36 | 47 | 99 | 30.00 % | 145 | 21.84 % |

| Target Group | Status of physical capital | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|--------------|----------------------------|----------------|----------------------|----------------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach (Rural) | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | Percentage |
| | No | 90 | 71 | 63 | 224 | 67.07 % | 90 | 50 | 46 | 186 | 56.36 % | 410 | 61.75 % |
| | Total | 119 | 103 | 112 | 334 | | 111 | 108 | 111 | 330 | | 664 | |

Gender disaggregation of the quantitative survey data for each vulnerability type with respect to physical asset status is shown in Figure 13 bellow.

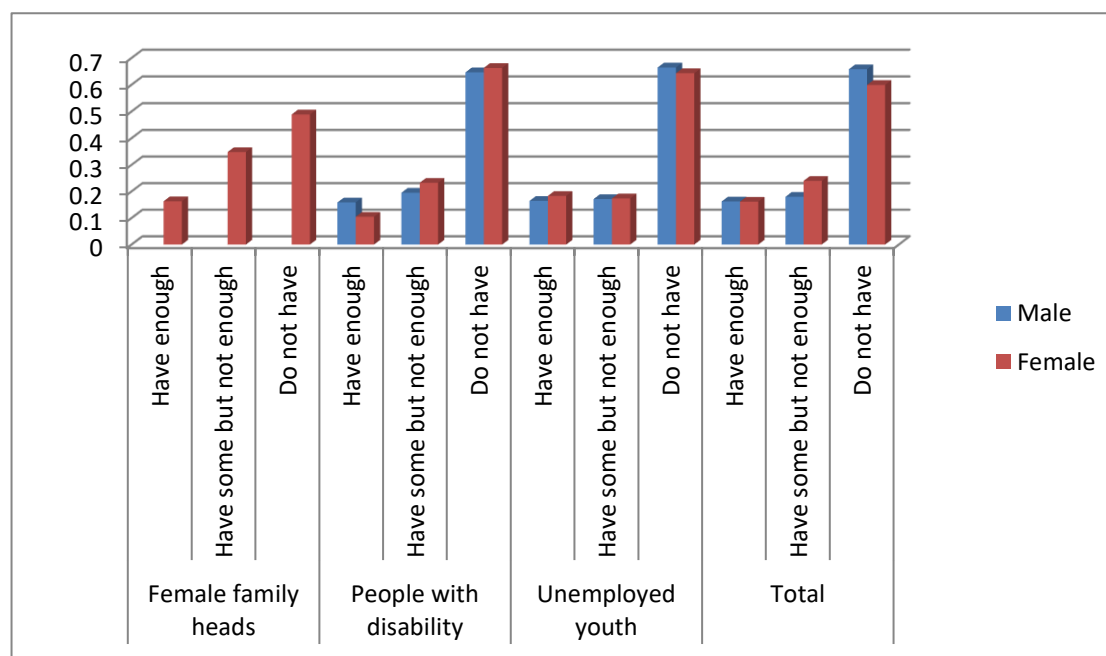


Figure 13 Physical capital status of the quantitative survey respondents (disaggregated by gender and vulnerability class)

Status of financial Capital

The fifth and most critical asset is financial capital and is the most missing asset of all the five building blocks of sustainable livelihoods. One FGD participants from Kalay Kebele said: *“our livelihood is hand-to-mouth livelihood and our financial capacity is very low as agriculture is the only means of livelihoods and its productivity is very poor due to the shortage of rain and we don’t have an additional source of income”*. As shown in Table 14 and Figure 14 below, if measured with respect to general access only 5.57 % of the 664 respondents have financial access that enables them to engage in the IGA/job they aspire.

Table 14 Respondents’ financial access to engage in the IGA/job they aspire (disaggregated by residence and vulnerability)

| Target Group | Financial Access to engage in IGA/Job they aspire | East Belesa | | | | | West Belesa | | | | | Aggregate | |
|------------------------|---|----------------|----------------------|----------------------|-----|------------|----------------|--------------------|--------------|-----|------------|-----------|------------|
| | | Guhala (Urban) | Hamusit (Peri-Urban) | Chama Korach (Rural) | Sum | Percentage | Arbaya (Urban) | Kalay (Peri Urban) | Tala (Rural) | Sum | Percentage | Total | percentage |
| Female Family Heads | Yes | 1 | 0 | 0 | 1 | 2.63% | 1 | 3 | 0 | 4 | 4.12% | 5 | 3.70% |
| | No | 17 | 9 | 11 | 37 | 97.37 % | 32 | 29 | 32 | 93 | 95.88 % | 130 | 96.30 % |
| | Total | 18 | 9 | 11 | 38 | | 33 | 32 | 32 | 97 | | 135 | |
| People With Disability | Yes | 3 | 0 | 1 | 4 | 4.82% | 0 | 3 | 1 | 4 | 4.71% | 8 | 4.76% |
| | No | 25 | 28 | 26 | 79 | 95.18 % | 31 | 22 | 28 | 81 | 95.29 % | 160 | 95.24 % |
| | Total | 28 | 28 | 27 | 83 | | 31 | 25 | 29 | 85 | | 168 | |
| Unemployed youth | Yes | 5 | 5 | 8 | 18 | 8.45% | 0 | 2 | 4 | 6 | 4.05% | 24 | 6.65% |
| | No | 68 | 61 | 64 | 193 | 90.61 % | 47 | 49 | 46 | 142 | 95.95 % | 335 | 92.80 % |
| | Total | 73 | 66 | 74 | 213 | | 47 | 51 | 50 | 148 | | 361 | |
| Total | Yes | 9 | 5 | 9 | 23 | 6.89% | 1 | 8 | 5 | 14 | 4.24% | 37 | 5.57% |
| | No | 110 | 98 | 101 | 309 | 92.51 % | 110 | 100 | 106 | 316 | 95.76 % | 625 | 94.13 % |
| | Total | 119 | 103 | 112 | 334 | | 111 | 108 | 111 | 330 | | 664 | |

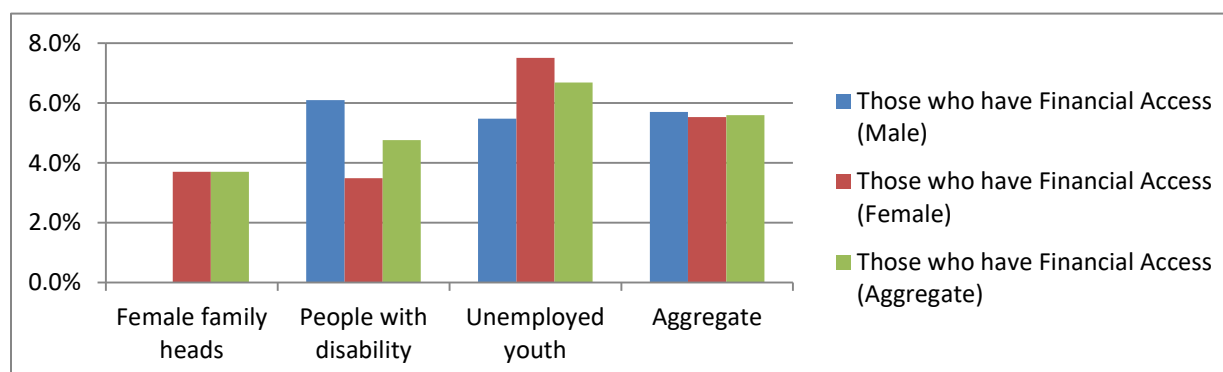


Figure 14 Respondents' financial access to start IGA

As mentioned previously, Commercial Bank of Ethiopia (CBE) and Amhara Credit and Saving Institute (ACSI) are the two formal institutions that can provide financial services. However, CBE's credit service is

totally inaccessible for the target group due to its loan criteria. With all the limitations, the MFI (ACSI) is the only formal financial institution within the reach of the unemployed people. The key informants from both Woredas ACSI offices claim that saving and credit service is accessible for the target groups. Moreover, they also assert that the youth employment generation fund is available for youths at 8% interest rate. Similarly, government offices in the two Woredas (TVTEDA and WoLSA in East Belesa; WTI office in West Belesa) reported that credit services are available from the government's revolving fund that is injected through ACSI. However, a key informant interview with Central Gonder Zone TVTEDA indicated that ACSI's policy, which requires 97% of the loan distributed in the Woreda to be collected back before providing the next loan, is arresting the utilization of the youth employment revolving fund since only 19% of the disbursed fund was paid back so far. So, needy unemployed youth are deprived of financial access. The key informant added that the mandatory saving (10%) and guarantee/collateral requirement marginalize poor people like people with disabilities and female family heads from benefiting from credit services.

On the other hand, as explained above, the quantitative survey result has shown that only 6% (7% in East and 4% in West Belesa) of the respondents responded that they have financial access for the IGA they aspire, indicating how poor financial access is in the area. With regard to past access to formal financial institution loan services, the quantitative survey result showed that only 15.3 % (26.5 % in East and 3.9 % in West Belesa) have the experience of formal financial institutions loan. Among the many social and institutional loan sources, ACSI is reported as major loan sources of the informants (19%), followed by saving group (12%), NGOs/CBOs, family members, input suppliers, money lenders, friends/neighbors and local traders as indicated in figure 15 below.

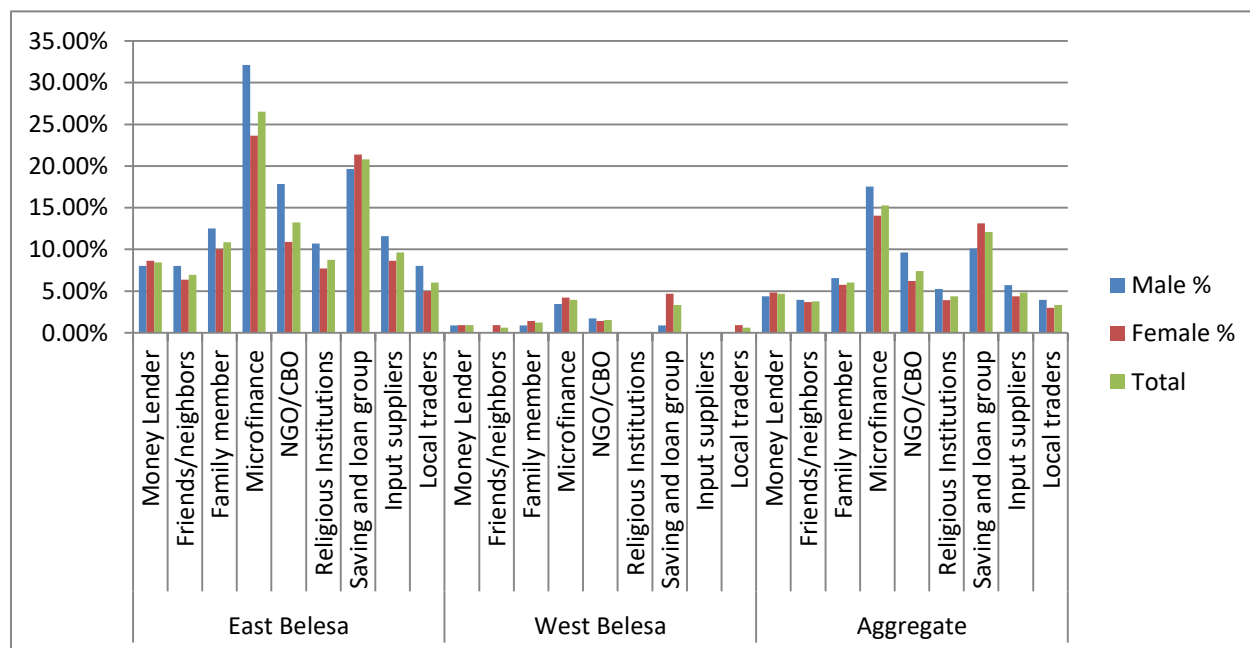


Figure 15 Loan sources disaggregated by gender and Woreda

With regards to cash saving, the quantitative survey results showed that only 29% (31% in East and 27% in West Belesa) of the respondents confirmed that they have cash saving. The majority (71%) reported

they do not have cash saving. Among those who have cash saving, female family heads have stronger cash saving habit while people with disability have no cash saving habit at all. However, the key informant interview with the association of peoples with disabilities at Arbaya town and with West Belesa Labor and Social Affairs office showed that members of the association have 5 Birr monthly savings.

Over half of the respondents, that is 60% (65% in East and 50% in West Belesa), said they save at home; 53% (50% in East and 57% in West Belesa) said they save at CBE; and 39% (49% in East Belesa and 28% in West Belesa) said they save in community-saving groups and 19% (21% in East and 8% in West Belesa) have the experience of saving at ACSI. Among those who have cash savings, 90% (87% in East and 93% in West Belesa) save mainly for emergency, 79% (71% in East and 89% in West Belesa) save to buy non-agricultural commodities, 50% (73% in East and 53% in West Belesa) save to start a business and 19% (28% in East and 9% in west Belesa) are having cash saving for the purpose of agricultural input purchase.

The informants have also responded that they accessed loans for various purposes: to feed families, pay fees, purchase agricultural inputs and start business. Among these purposes, 39% (66% in East and 13% West) of the respondents are accessing to invest in business, 19% (36% in East and 2% West) to purchase inputs, 12% (19% in East and 6% in West Belesa) to feed families and 10% (18% in East and 2% in West Belesa) pay fees (Table 15).

Table 15 Purposes of loans taken by respondents disaggregated by gender and vulnerability

| Target Groups | Feed family | | | Pay fees | | | purchase inputs | | | Business capital | | |
|-------------------------------|-------------|-----|-----|----------|-----|-----|-----------------|-----|-----|------------------|-----|-----|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Female Family Heads | 0% | 17% | 17% | 1% | 6% | 7% | 1% | 13% | 15% | 1% | 23% | 24% |
| People With Disability | 13% | 26% | 20% | 16% | 19% | 17% | 16% | 16% | 16% | 32% | 27% | 29% |
| Unemployed Youth | 7% | 8% | 7% | 5% | 10% | 8% | 20% | 24% | 22% | 45% | 54% | 50% |
| Total | 9% | 14% | 12% | 9% | 10% | 10% | 19% | 19% | 19% | 40% | 39% | 39% |

Generally, the saving and loan access of people in West Belesa is much lower than those people in East Belesa which may imply that financial literacy training might be needed in West Belesa. The survey result has also revealed that there are 84.74 % (73.49 % in East and 96.06 % in West Belesa) who didn't access formal financial institution loan in the past. Reasons of respondents for not taking loan from formal financial institution (disaggregated by vulnerability and gender) are summarized in Table 16.

Table 16 Reasons of respondents for not taking intuitional loan (disaggregated by gender and vulnerability)

| Target Groups | Reasons mentioned by respondents |
|---------------|----------------------------------|
|---------------|----------------------------------|

| | I didn't need | | | Couldn't find a loan that met my needs | | | Afraid I couldn't pay back | | | No loan provider in my area | | |
|-------------------------------|---------------|-----|-----|--|-----|-----|----------------------------|-----|-----|-----------------------------|-----|-----|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| Female Family Heads | 1% | 19% | 19% | 3% | 17% | 20% | 0% | 35% | 35% | 1% | 19% | 20% |
| People With Disability | 22% | 31% | 27% | 23% | 20% | 21% | 24% | 28% | 26% | 18% | 17% | 18% |
| Unemployed Youth | 29% | 33% | 31% | 39% | 29% | 33% | 13% | 19% | 16% | 28% | 29% | 29% |
| Total | 27% | 28% | 28% | 34% | 24% | 27% | 17% | 26% | 23% | 25% | 24% | 24% |

iv. Conditions of the target group

Female family heads

With the limited income they have (poor financial capital), female family heads struggle to support their children and send them to school. Even though they feel that they have the necessary skill to start the IGA/job they aspire, their human capital is at a low level and 90 % (82% in East and 93% in West Belesa) are illiterates. They are in fact the most uneducated target group. Being a single parent, usually, they are subject to being the mistress of married men which exposes them to different problems. In urban and peri-urban areas of East Belesa, some of the female family heads face underestimation from some irrational community members. Generally, next to people with disability, they are the most vulnerable groups who feel that they lack social capital. Despite these challenges, 87% of them in East Belesa and 90% in West Belesa (80% in aggregate) are optimist that they will engage in IGA or employment they prefer and become productive. 92% of them in East Belesa and 87% in West Belesa (88% in aggregate) are actively searching for employment opportunities (employment or self-employment).

Persons with disability

Persons with disabilities generally are deprived of both financial and physical capital. Moreover, they are the most socially excluded vulnerable groups. Usually, they are excluded from social engagements like Edir and Ekub. The communities do not perceive them as able and productive citizens, rather they are considered to be only beggars. In both Woredas, the only support they obtain is from Churches and family members. As a result of all these, their social capital is poor. Only 48% of the respondents with disability (50% in East and 46% in West Belesa) feel that they have enough social capital to engage in IGAs/employment. This is the least of all target groups (compared with youths 73% and female family heads 67%).

Consequently, their personal capital is also negatively affected and they are the least optimist of all the target groups. Only 68 % of PWDs (80% in East and 56% in West Belesa) are optimist that they will engage in IGA or employment they prefer and become productive while 97% of the youth (95% in East and 99% in West Belesa) and 89% of the FHH (87% in E Belesa and 90% in W Belesa) are optimist that they can engage and be productive with IGAs/employment of their choice. Consequently, this people with disabilities are less ready for employment /IGAs than other target groups. Only 67% of PWDs (77% in East

and 57% in West Belesa) are ready to engage in employment/IGAs. Thus this target group needs psycho-social support before any economic engagement.

“I personally lack self-confidence for I consider myself below my peers. The same feeling would be observed by other people like me. Even when we are stripped of our right by force, we are sitting sadly for we don't have the ability to confront and challenge our counterpart. For instance, I have been hired as a cash collector for the communal water point and one person kicked me out. When I present my case to the attention of the Kebele, it kept quiet and gave no solution. So I and people like me are usually deprived of our right”. A person with a disability from Chama Korach

Unemployed Youth

Survey results showed that the perception of the community towards unemployed youth (across gender groups) is generally positive and uniform. However, the problem comes when it is about the unemployed youth. In some cases, unemployed male are considered as criminals and this makes them feel rejected.

“Because I am unemployed I feel people don't trust me and I don't feel the community has acceptance toward me. So I feel lonely and sometimes become aggressive”. Unemployed male youth from Guhala

Likewise, unemployed female youths feel that they are a burden for their family and they want to migrate to other areas. Youth unemployment is more painful for the graduate/educated than the uneducated ones. Moreover, unemployment of graduated youths has negative structural consequences in the society - people are discouraged to send their children to school.

“Female youth unemployment has a bad consequence to the society. People are discouraged to send their children to school because the graduated youths are sitting idle and become a burden to families”. A female graduate youth from Guhala (East Belesa)

Generally, unemployed youth have the greatest personal and human capital, compared to other target groups. With respect to gender, female youth are more illiterate than male youth. More than 97% of the youth (95% in East and 99% in West Belesa) are optimist that they can engage and be productive with IGAs/employment of their choice. Moreover, 90% of the youth respondents supported the statement that success or failure is her/his own responsibility and 89% supported that success or failure is a factor of hard work, rather than luck. On the other hand, 83 % of the youths feel that they have the necessary skills for the IGAs/employment they aspire for. However, the unemployed youth critically lack physical and financial resources. A very small portion of youths (6%) responded that they have financial access to engage in the IGAs/employment of their preference. Only 16% of youths (no gender difference) reported that they have the necessary physical assets to engage in IGAs/employment of their choice.

v. Ability and willingness of the target groups to move to other areas for a job

Generally, unemployed youth are able and willing to move to other places for employment. However, moving to other places is difficult for female family heads (because of their family responsibility) and people with disabilities (because of their impairments). The assessment results showed that all key informants at zonal and Woreda level unanimously agree that unemployed youth are able and willing to

go to other places if they get employment opportunities. The key informant from the Central Gonder zone expressed that unemployed youth are able and willing to work in mega-projects, big construction sites and big commercial farms if they get the chance. However, the attempts made to link the unemployed youth with these opportunities are so far very minimum or non-existent. Despite this, according to this key informant, it is apparent that considerable numbers of youths have been engaged in seasonal or irregular jobs in West Gonder low land areas during the time of sesame harvesting.

A number of other key informants from the two Woredas also witnessed that, in the past, youths have experience of moving to Humera, Metema and Sudan for harvesting tasks (male youths) and Arab countries for domestic tasks (female youths). Nevertheless, currently, they feel the risk to move to these places due to high risk of attacks based on ethnic/racial and religious discrimination. They are also constrained by lack of cash to search job in other areas. Generally, the survey result showed that irrespective of gender, 70% of unemployed youth (61% in East and 83% in west Belesa) are willing and ready to go to other areas if they get employment.

vi. Available support that promote employment for the target group

The in-depth interview participants said that they seek support to start IGA. These include startup capital, workplace, training, infrastructure (power & water), materials (machines) and follow-up. Majority of the respondents in both Woredas said that they didn't receive any support from the government except the 2016 revolving fund which has never been satisfactory and was inadequate to address the demand of the unemployed youths. Few respondents, however, mentioned that they have received credit and are provided with workplaces.

On the other hand, the key informants at Zonal and Woreda level said that they offer full support for the formation of group IGAs, the creation of employment opportunity, and linkage with employing GOs and NGOs and private enterprises. The availability of employment/self-employment policy and skilled officers are mentioned as enabling factors for the creation of IGAs. In addition, NGOs (like ORDA) that promote IGAs are considered as a plus in the area. However, the absence of projects or programs that can embrace a large number of unemployed persons makes the progress very slow and insignificant.

The Woreda key informant interviews in both Woredas disclose that the procedures that must be fulfilled to establish an enterprise through group IGA (i.e. IGA owned and run by two or more people) are lengthy (about twenty requirements). The major ones which toil the youths are: 10% forced saving, getting a license from Office of Trade & Industry, and getting the seal of the enterprise. Here, most of the KIIs of both Woredas have a big concern on the mandatory saving (amounting to 10% of the expected loan) which is a major criterion by ACSI. This is mainly a concern of the Woreda TVTEDA of both Woredas. They, therefore, suggested that the government brings an alternate financial service mechanism that can enhance loan access.

Similarly, the support provided for established group IGA enterprises is not satisfactory. They indicated that due to the shortage of capacity (vehicles finance etc), they usually don't visit the enterprises already established and this affects the success rate. Consequently, as a result of the low supportive supervision as well as lack of proper business development plan, it is apparent that most group IGAs collapse and the groups disintegrate.

They also mentioned that the job creation task forces composed of different sector offices (TVTEDA, WoLSA, Livestock, Youth and Women and Children, Trade & Industry, Agriculture, MFI, WWM, Environment) in both Woredas are not effective. Thus, the IGA promotion and provision of necessary support is usually slow and uncoordinated.

“After we form the IGA groups and establish the enterprise and pass them to respective offices like trade and industry for license and registration, the trade and industry office may not issue the license promptly and send them to the microfinance institution that provides the loan. As a result of this cumbersome bureaucratic procedure, the established IGAs will lose hope and dissolve gradually”. A key informant from East Belesa Wereda TVTEDA

“Except for discussions and inefficient planning during the task force meeting, with respect to youth unemployment, there is no coordinated effort in providing finance and material to the enterprises established as group IGA. However, there is widespread production of the false report. Practically the unemployment problem in the area is not being solved”. A key informant from West Belesa Labor and Social Affairs Office

Concerning skill training that builds the human capital and increases the employability of the target group, there are different efforts being done by GOs and NGOs operating in the Woredas. However, the majority of them follows a piecemeal approach and is meant for specific purposes that the interventions stand for. The most coordinated and sizeable intervention with this regard is that of Technical & Vocational Training program of the government. These are summarized below in Table 17. They normally provide five to fifteen days skill training for any group of people who are interested to acquire a skill that helps to start an IGA. Trainees as a group are expected to pay a small fee to cover some part of the trainers cost. As per the KIIs in both Woredas the training duration is very short for one to acquire enough skills. Moreover, their trainees are not starting and sustaining their IGAs because of finance, working space/shade and market constraints.

Table 17 Technical and vocational training programs of the government

| Agriculture related trainings | Non Agricultural trainings |
|---|---------------------------------------|
| Regular | Regular |
| 1. Natural Resource | 1. Masonry |
| 2. Animal Production (Fattening, dairy, poultry, Apiculture) | 2. Road construction |
| 3. Crop Production(Fruit & vegetables, Irrigation) | 3. Surveying |
| | 4. Electric and sanitary installation |
| | 5. Furniture making |
| | 6. Metal work |
| | 7. ICT (Data base) |

| Agriculture related trainings | Non Agricultural trainings |
|-------------------------------|----------------------------|
| Regular | Regular |
| Short Term | Short term |
| 1. Fattening | 1. Cobble stone |
| 2. Apiculture | 2. Artesian |
| | 3. Sand production |

vii. Available employments and target groups preference/aspirations

With respect to current efforts and available IGAs, key informants from East Belesa said that currently, they have created job opportunities for over 2,500 unemployed persons in different sectors with the financial support of the Federal Government that amounts nearly to 17million Birr. These are crop production, animal production, construction, forest use and service and petty trading. Likewise in West Bellesa employment opportunity is created for 179 enterprises (986 unemployed youths) in areas of agriculture, animal fattening, tailoring, grocery business, milling business, parking business, mining (sand and stone) and construction of government project with the help of 21,345,000 birr revolving fund allocated from the federal government.

According to zonal level key informants, educated youths prefer paid jobs, unlike the uneducated ones who prefer to engage in any IGAs options. Similar responses were also made by key informants from Woreda offices. The qualitative assessment, as summarized in Table 18, indicates that the majority of the respondents prefer to engage in agriculture and the least preferred is handcrafting. Moreover, individual IGA is highly preferred (84%) than group IGA (Table 19).

Table 18 Employment preference of quantitative survey respondents (disaggregated by gender and vulnerability)

| Target Group | Preferred employment | Male | | Female | | Total | |
|------------------------|----------------------------------|------|-----|--------|-----|-------|-----|
| | | # | % | # | % | # | % |
| Female Family Heads | Agriculture/Livestock production | 2 | 50% | 79 | 60% | 81 | 60% |
| | Service | 1 | 25% | 33 | 25% | 34 | 25% |
| | Handcrafting | 0 | 0% | 15 | 11% | 15 | 11% |
| | Paid job in the formal sector | 1 | 25% | 4 | 3% | 5 | 4% |
| | Total | 4 | | 131 | | 135 | |
| People With Disability | Agriculture/Livestock production | 32 | 39% | 24 | 28% | 56 | 33% |
| | Service | 26 | 32% | 36 | 42% | 62 | 37% |
| | Handcrafting | 14 | 17% | 18 | 21% | 32 | 19% |

| Target Group | Preferred employment | Male | | Female | | Total | |
|------------------|----------------------------------|------|-----|--------|-----|-------|-----|
| | | # | % | # | % | # | % |
| | Paid job in the formal sector | 10 | 12% | 8 | 9% | 18 | 11% |
| | Total | 82 | | 86 | | 168 | |
| Unemployed Youth | Agriculture/Livestock production | 51 | 35% | 92 | 43% | 143 | 40% |
| | Service | 41 | 28% | 43 | 20% | 84 | 23% |
| | Handcrafting | 13 | 9% | 13 | 6% | 26 | 7% |
| | Paid job in the formal sector | 41 | 28% | 65 | 31% | 106 | 30% |
| | Total | 146 | | 213 | | 359 | |
| Total | Agriculture/Livestock production | 85 | 37% | 195 | 45% | 280 | 42% |
| | Service | 68 | 29% | 112 | 26% | 180 | 27% |
| | Handcrafting | 27 | 12% | 46 | 11% | 73 | 11% |
| | Paid job in the formal sector | 52 | 22% | 77 | 18% | 129 | 19% |
| | Total | 232 | | 430 | | 662 | |

Table 19 Preferred mode of IGA (group Vs individual) engagement disaggregated by gender and vulnerability

| Target Group | Preferred IGA | Male | | Female | | Total | |
|------------------------|---------------|------|------|--------|-----|-------|-----|
| | | # | % | # | % | # | % |
| Female Family Heads | Individual | 4 | 100% | 121 | 92% | 125 | 93% |
| | Group | 0 | 0% | 8 | 6% | 8 | 6% |
| | Indifferent | 0 | 0% | 2 | 2% | 2 | 1% |
| | Total | 4 | | 131 | | 135 | |
| People With Disability | Individual | 61 | 74% | 67 | 78% | 128 | 76% |
| | Group | 12 | 15% | 10 | 12% | 22 | 13% |
| | Indifferent | 9 | 11% | 9 | 10% | 18 | 11% |
| | Total | 82 | | 86 | | 168 | |
| Unemployed Youth | Individual | 123 | 84% | 180 | 85% | 303 | 84% |
| | Group | 10 | 7% | 20 | 9% | 30 | 8% |
| | Indifferent | 13 | 9% | 13 | 6% | 26 | 7% |
| | Total | 146 | | 213 | | 359 | |

| Target Group | Preferred IGA | Male | | Female | | Total | |
|--------------|---------------|------|-----|--------|-----|-------|-----|
| | | # | % | # | % | # | % |
| Total | Individual | 188 | 81% | 368 | 86% | 556 | 84% |
| | Group | 22 | 9% | 38 | 9% | 60 | 9% |
| | Indifferent | 22 | 9% | 24 | 6% | 46 | 7% |
| | Total | 232 | | 430 | | 662 | |

According to key informants, the following are preferred IGAs under each category (more or less listed in order of importance).

Agricultural IGAs: Fruit and vegetable production with irrigation; Sheep and Goat production; Apiculture; Poultry production; Fattening; Gum and Incense production; Honey processing; Sesame Production; Seedling production and Dairy

Non agricultural IGAs: Wood and metal work; construction material production and supply; construction and artisanship; boutique, cafe and restaurant; weaving; sewing; shop; milling ; food items and spices processing; stationary and ICT based services; mining; poetry; bathing service; production and marketing of fuel saving stove; Bajaj; garage; parking; and gas station and car wash

To know people's preference of IGA, in each focus group discussions, participants were asked to list the preferred IGAs. In addition to that, they were facilitated to make a pair wise ranking to determine the relative rank of each of these IGAs. The results of each of the FGDs and corresponding in-depth interviews are compiled in the following Table 20.

Table 20 Ranked preferences of IGAs (FGDs result)

| Target Group | Preferred IGA (from most preferred to least preferred) | | |
|------------------------|--|---|--|
| | Rural | Peri Urban | Urban |
| | <i>East Belesa</i> | | |
| Female Family Heads | 1. Hotel 2. Petty trade 3. Poultry 4. Local drink 5. Pottery | 1. Sewing 2. Small shops 3. Beauty salon 4. Homemade spices 5. Milling 6. Cafe restaurant 7. Bakery | 1. Construction 2. Wood and metal work 3. Hotel 4. Fattening 5. Mining 6. Trade |
| People With Disability | 1. Small shop 2. Beauty salon | 1. Small shops 2. Weaving | |

| Target Group | Preferred IGA (from most preferred to least preferred) | | |
|------------------------|--|--|--|
| | Rural | Peri Urban | Urban |
| Unemployed Youth | 3. Handcraft 4. Knitting | 3. ICT photocopy 4. Sewing 5. Pottery | |
| | 1. Sheep & goat 2. Petty trade 3. Construction 4. Fattening 5. Poultry 6. Mining 7. Service (Café, barber) | 1. Metal & wood work 2. Gum & Incense 3. Mining (sand and stone) 4. Oil & flour factory 5. Bakery 6. Animal production 7. Apiculture | |
| <i>West Belesa</i> | | | |
| Female Family Heads | 1. Poultry 2. Dairy 3. Trade | 1. Dairy 2. Sheep & goat 3. Poultry 4. Fattening | 1. Trade (boutique, wholesale, minimart) 2. Animal Production |
| People With Disability | 1. Trade 2. Poultry | 1. Milling & grain trade 2. Weaving 3. Maintenance service 4. Sheep & goat | 3. Minerals 4. Service (car wash& parking, café,) |
| Unemployed Youth | 1. Minerals 2. Irrigation 3. Fattening | 1. Fattening 2. Trade 3. Poultry, Sheep & Goat 4. Mining (sand and stone) 5. Vegetables & fruits 6. Beekeeping 7. Tailoring | |

4. Possible Employment options for the target groups

To come up with a list of employment option for each target group, the available and suggested employment options were screened by considering: the available natural endowments in the area; the livelihood asset base of the target group; specific conditions of the target group and people's understanding towards them; the available support systems to promote employment within the Woredas people's preference/aspirations about their future IGA/job engagement and finally the effectiveness of the option (its capacity to generate employment with a unit resource). Accordingly, the following employment options are suggested to be promoted:

Table 21 Identified employment options for East and West Belesa Woredas

| LIST OF OPTION | Target Group | Specific actions needed |
|--|---|--|
| <u>I-Crop production</u> | | |
| 1. Irrigation based agriculture (focused on horticulture including fruits) | Mostly for unemployed youth and as appropriate for female family heads | Training, technical support, input supply system, marketing support, land tenure arrangements (e.g. land rent arrangement) |
| 2. Rain-fed sesame and mung bean production | For unemployed youth' | Training, technical support, input supply system, marketing support, land tenure arrangements |
| <u>II-Animal production</u> | | |
| 3. Sheep and Goat production | Mostly for female family heads and as appropriate for unemployed youth | Training, technical support and forage development and veterinary service |
| 4. Poultry Production | Mostly for female family heads and as appropriate for people with disability | Training, technical support and poultry feed and veterinary service |
| 5. Apiculture | Mostly for unemployed youth and as appropriate for female family heads and for people with disability | Training, technical support and bee colony and beehive supply |
| 6. Dairy | Mostly for female family heads and as appropriate for unemployed youth | Training, technical support ,forage development, veterinary service and marketing support |
| 7. Fattening | Mostly for unemployed youth and female family heads and as appropriate for | Training, technical support ,forage development, veterinary service and marketing support |

| LIST OF OPTION | Target Group | Specific actions needed |
|---|---|---|
| | people with disability | |
| III-Mining (sand and stone) production | For unemployed youth | Group formation, training, infrastructure development, machinery and regulatory adjustments |
| <u>IV-Construction and marketable skill development</u> | | |
| 8. Masonry | For unemployed youth | Training and employment linkage |
| 9. Carpentry | For unemployed youth | Training and employment linkage |
| 10. Unskilled Labor | For unemployed youth | Training and employment linkage |
| 11. Production of construction Materials | Primarily for unemployed youth and for female household heads and as appropriate for people with disability | Training, work space provision and market linkage |
| 12. Fuel saving stove production | Primarily for female household heads and as appropriate for people with disability | Training, mold provision, input linkage and market linkage |
| <u>IV-Forest Based IGAs</u> | | |
| 13. Gum & Incense | For unemployed youth | Tapping training, tool provision, market linkage and regulatory adjustments |
| 14. Seedling production & marketing | Primarily for unemployed youth and for female household heads and as appropriate for people with disability | Training, input provision, availing land and market linkage |

| LIST OF OPTION | Target Group | Specific actions needed |
|--|---|---|
| 15. Fodder harvesting & selling (cut & carry) | For unemployed youth | Natural Resource Management and forage development training, land tenure adjustment and market linkage |
| <u>V-Hand crafting</u> | | |
| 16. Wood work (including beehive supply for the Woredas) | Primarily for unemployed youth and as appropriate for female household heads and for people with disability | Training, work space, tool provision and market linkage |
| 17. Metal work | Primarily for unemployed youth and as appropriate for female household heads and for people with disability | Training, work space, tool provision and market linkage |
| 18. Weaving | For all but focus on people with disability as appropriate | Training, work space, tool provision and market linkage |
| <u>VII-Processing</u> | | |
| 19. Food and local beverage preparation (bakery, tea room, small restaurant, “Baltna”, Local drink/Tej,Tela,Katikala/) | For female unemployed youth and for female household heads and as appropriate for people with disability | Training on hygiene and food preparation/processing techniques, work space, material provision and market linkage |
| 20. Honey and Milk processing | For female unemployed youth and for female household heads and as appropriate for people with disability | Training on hygiene and milk and honey processing techniques, processing equipment provision and market linkage |

| LIST OF OPTION | Target Group | Specific actions needed |
|---|--|---|
| 21. Edible oil production | For female unemployed youth and for female household heads and as appropriate for people with disability | Training on hygiene and edible oil production techniques, processing equipment provision and market linkage |
| <u>VIII-Service</u> | | |
| 22. Bath service | Exclusively for appropriate people with disability | Construction of bathrooms, training on financial recording and management |
| 23. Sewing | For female unemployed youth, for female family heads and also for people with disability as appropriate | Provision of sewing machine, training and market linkage |
| 24. Milling | For female unemployed youth, for female family heads and also for people with disability as appropriate | Provision of grinding mill, group formation and training on financial recording and management |
| IX-Petty trade | For female unemployed youth, for female family heads and also for people with disability as appropriate | Provision of business training and two side market linkages |
| 25. (grain, egg, honey, butter, cheese, vegetables) | Mostly for female and rarely for male | Provision of business training and input and output market linkages |
| 26. Agricultural input supply (agro dealer) | For unemployed youth | Provision of shop and materials, business training and two side market linkages |

| LIST OF OPTION | Target Group | Specific actions needed |
|--|--|--|
| 27. Consumption supplies (micro franchise) | For all but focus on female household heads | Provision of business training and two side market linkages |
| <u>IX-Wash & Irrigation based business</u> | | |
| 28. Spare part supply | For youth | Provision of business training and two side market linkages |
| 29. Maintenance service | For unemployed youth | Provision of maintenance tools, maintenance and business training and market linkages |
| 30. Sanitary material production | Primarily for unemployed youth and female family heads and as appropriate for people with disability | Training, mold provision, input linkage and market linkage |
| <u>X- Employment linkage</u> | For unemployed youth | Labor market assessment, hard skill training for the youth (based on the labor market demand), soft skill training (financial literacy, personal hygiene, HIV/AIDS, work readiness- work ethics and conduct, inter personal communication, problem solving, goal setting, team work and other), employment linkage |

Note; all suggested provisions to individuals and small groups should be through credit except those which are for communal use.

V. Conclusions

- Ethiopia has relevant policies, legislation and somewhat programs in place that are essential to promote employment opportunities and there is increasing attention and commitment from the government which is expressed in terms of resource allocation. However, a full-fledged and well-structured employment promotion program (like PSNP) is lacking on the ground. So efforts of the different stakeholders are not well coordinated and streamed to address the employment problems of the target groups.
- Unemployment is a serious problem in the country in general and East Belesa and West Belesa in particular which is heavily affecting the development of the country in broad and most specifically the livelihoods of the target groups in the two Woredas.
- As clearly stated in the baseline survey of this project, every sampled household has food gap at least for five months. In such a food deficit area, it is unquestionable that unemployment is primarily a food security

concern than any other concern. Thus for any initiative that aims to address food security, it is wise to address the unemployment prevailing in the two Woredas. With this regard, especially alleviating the female family heads unemployment will have a direct and strong impact on household level food security as it is highly likely (compared with the youth PWDs group) that the large portion of the income they earn goes to the household basket than individual consumption.

- The fact that the two Woredas are food-deficient doesn't mean that the Woredas are resource less. On the contrary, there are natural endowments like water resource and irrigable land, grassland, protected forests, mining potential suitable for stone and sand production. These and other resources are not yet fully developed and utilized. Making efficient use of these untapped resources will have a paramount contribution for employment generation, to boost household income and narrow food gap and increase the productivity and production of the Woreda and thereby improving the food security situation at Woreda level.
- The target groups have serious financial and physical capital constraints to start the IGAs that they aspire. The personal capital of the youth is relatively stronger, while that of the female family heads is moderate and that of people with disability is poor. Generally, the majority of the target group members are illiterate and their human capital is low. However, the majority of them have the necessary skills to start the IGAs they want to engage in. Concerning social capital, people with disabilities are the most deprived followed by female family heads and then Unemployed Youth. Thus, people with disabilities and female family heads can benefit from psycho-social and social support respectively.
- The locally available employment opportunities may not accommodate all unemployed people in the Woreda. On the other hand, it is mostly very difficult to move to go for jobs in other places for people with disability (because of their impairments) and for female family heads (because of their family responsibility). However, despite the increased risk of ethnic or religion based attack, the majority of unemployed youth are willing to go to other regions of the country to get employment.
- With regard to the support system, there is a revolving fund, training opportunity, technical support and other supports which are being delivered in an uncoordinated manner and sometimes are not timely and user-friendly.

VI. Recommendation

- Strengthen the employment creation taskforces to serve as a strong platform for all relevant stakeholders and capacitate it to deal with labor market assessment, capacity building, employment linkage, IGA expansion, creating financial and market access, regulatory amendments and other important enabling measures. It would be advisable to start at Woreda level and then proceed to regional level with a well-tested and structured modality. This can be taken as an immediate and critical action of the project.
- Capacitate TVTEDA's capacity and expand tailored skills and technical training for vulnerable groups to enhance their human capital and increase their employability.
- Create strong linkages with financial institutions and encourage MFIs to improve loan accessibility and suitability to target groups.
- Expand the VESA approach to the youth, so that they gradually build their financial capital, address social issues (like dependency, aspiration, work habit, disability and gender rights and others)
- Carry out massive community awareness focusing on improving work culture, attitude towards widowed and divorced women and especially towards people with disability.
- Provide strong psycho-social support for persons with disability so that they build their personal and social capital and get ready for economic activities.
- Continually identify labor demand (in quantity and quality) in mega projects, provide technical and life skill training that enhance the employability of the unemployed vulnerable groups, link them with the employment opportunities in the mega projects.

- For forest-based IGAs (incense & gums, forest management): At first, youths must gain sufficient tapping skill training. Secondly, the using right or land tenure issue must be resolved by the government; thirdly, encourage youths and other groups to get involved in the use of non-extractive forest production system such as apiculture, fodder harvesting & marketing, traditional medicine etc, The market channel must be corrected to sustain the sound use of forest resources with fair benefits to youths.
- For crop-based IGAs: the land tenure issue needs to be resolved by the government. Access to land rental markets should be promoted to provide an alternative to the youth group to engage in agriculture. In this regard, relaxing frictions in the land rental market and providing the young generation access to agricultural land in general and irrigable land, in particular, are highly recommendable. Promotion of high-value crops like sesame and mung bean is also vital.
- For Mining based IGAs: the regional government needs to revise the directives No 27/2009 that states “investors or mining enterprise are not allowed to renew their license after two years” in order to encourage youths in the sector.
- For Livestock based IGAs: encourage youths to engage in modern livestock farming through the provision of technical and entrepreneurial skills and necessary inputs (improved breeds and artificial insemination services, forage seeds, veterinary services etc). Secondly, making an arrangement of market linkages that can attract private investors to build modern market channels in the area such as scalable processing industries (slaughterhouse, milk processing & packaging, honey processing & packaging) so that youths could be linked easily is important to develop the livestock value chain. Thirdly, encouraging youths and other target groups to involve in rural animal product processing & marketing such as honey processing and packaging, milk products processing and packaging, forage seed production and marketing, forage seedling production and marketing are essential measures.

In addition to the above general recommendations, the following are the key actions that need to be taken by CARE- *SWEEP* in the short and midterm, to promote both paid and self employment in the area.

Table 22 Key actions to promote employment in the project Woredas

| Issue | Action | Role |
|---|--|---|
| Creating a more enabling environment | Map out what disincentives are there and what incentives are lacking for one to get paid employment or be self employed | CARE- <i>SWEEP</i> together with TVETDAs and OLSAs shall generate evidence based ideas and table them for multi-stakeholder platform discussion |
| | Make a participatory institutional capacity assessment of relevant Woreda and Zonal stakeholders with respect to employment promotion and design and implement a capacity development plan | CARE- <i>SWEEP</i> together with regional TVETDA and BoLSAs shall make the assessment, plan and implement the capacity building |
| Increasing finance /Credit accesses | Improve the revolving efficiency of the youth employment revolving fund (make it less | CARE- <i>SWEEP</i> shall bring the issue in to the attention of the multi-stakeholder platform and |

| Issue | Action | Role |
|---|--|--|
| | bureaucratic and ensure timely collection of disbursed loan) | do the follow-up. ACSI shall take the prime responsibility |
| | Identify possible financing source that is suitable for non youth project target groups that are not entitled to access the youth employment revolving fund (people less than 18 years and more than 34 years of age) | CARE- <i>SWEEP</i> shall bring the issue in to the attention of the multi-stakeholder platform and do the follow-up. TVETDAs and OLSAs shall take the prime responsibility |
| | Promote VESA so that project target groups exercise saving and credit services and engage in small IGAs which in the process enhances their business skill and increase their 'credit worthiness' and also build their aspiration. | CARE- <i>SWEEP</i> shall take the prime responsibility and work with RUSACCOs and ACSI for the sustainability of VESAs and their linkage to bigger financial sources |
| Working space / shed preparation | Build cost effective sheds in urban and peri urban areas by taking into consideration the amount of employment generated per unit of investment | CARE- <i>SWEEP</i> shall bring the issue in to the attention of the multi-stakeholder platform and do the follow-up and allocate some budget. TVETDAs and OLSAs shall take the prime responsibility and mobilize resources for the purpose |
| Skill creation/building | Identify the skills needed to promote self-employment within the project area and train project beneficiaries accordingly | CARE- <i>SWEEP</i> shall facilitate the process TVETDAs shall take the prime responsibility and work with concerned line offices to mobilize resources and carry out the training |
| | Identify marketable skills which are needed in the big labor markets of the country (mega projects and big farms) and train project beneficiaries accordingly | CARE- <i>SWEEP</i> together with regional TVETDA and BoLSAs shall identify the marketable skills so that TVETDAs and OoLSAs shall take the prime responsibility of mobilizing resources and training the beneficiaries |

| Issue | Action | Role |
|---------------------------|--|---|
| Employment linkage | Linking both skilled and unskilled labor of the project Woredas to employment opportunities within and outside the region, but within the country | CARE- <i>SWEEP</i> together with regional TVETDA and BoLSA and corresponding Woreda offices, more specifically PSNP IV (the employment livelihood pathway), shall assess both the demand and supply side and create employment linkage particularly for the youth |
| Promoting self employment | Promote selected IGAs which are feasible under current condition (from Table 23) as start up. These may include sheep and goat rearing, fattening, poultry, apiculture, fodder harvesting & selling (cut & carry), food and local beverages, petty trade, WASH related businesses including bath service etc,. | CARE- <i>SWEEP</i> shall facilitate the process and allocate some resource while TVETDAs shall take the prime responsibility and work with concerned line offices to mobilize additional resources and engage beneficiaries in the selected IGAs. |

VII. Annexes

ANNEX-1: SEMI-STRUCTURED INTERVIEW QUESTIONER

Socio-Economic Status Analysis for Potential Job Creation Interventions (East and West Belesa Woredas of Central Gonder Zone, Amhara Regional State) y

በአማራክልልበማዕከላዊጎንደርዞንበምስራቅእናበምራብበለሳወረዳዎችዉስጥስለስራፈጠራመሰረታዊመረጃበመሰብሰብብዩሚደረግዩማሀበረኢኮኖሚጥናት

Instruction: The data collector introduces himself/herself and explains the objective of the survey. S/He explains that CARE ETHIOPIA needs to assess and analyze the magnitude and nature of unemployment among youth (15-29), women and other vulnerable target groups; and also determine the possible job creation opportunities in your areas for the unemployed youth (15-29) and other vulnerable groups. CARE ETHIOPIA has commissioned CC.CONSULT to undertake this study. I am one of the team members who participate in data collection of the assessment. Thank you for the opportunity to speak with you. These questions in total will take approximately 45 minutes to complete and your participation is entirely voluntary. If you agree to participate, you can choose to stop at any time or to skip any questions you do not want to answer. Your answers will be completely confidential.

መመሪያ፡መረጃሰብሳቢዉ/ዋራሷንበቅድሚያ/ታስተዋዉቅእናየጥናቱንዓላማግለፅ/ትግለፅ፡፡በመቀጠልኬርኢትዮጵያ እድሜያቸዉከ15-29

በሆኑወጣቶች፤ሴቶችእናጉዳትያለባቸዉንሰዎችየስራዓጥነትመንስኤ፤በሀሪ፤አናይዘትበጥልቀትለማወቅናለንዚህየሀብረ ተሰብክፍሎችዩሚሆንምንዓይነትየስራዕድልበአካባቢዉእንዳለመረዳትይፈልጋል፤፤ለዚህምጥናትሲሲ.ኮንሰልትለተባለ አማካሪድርጅትጥናቱንእንዲያጠናቀጥሮል፡፡እኔምየዚህጥናትአባልበመሆንመረጃዉንሰበስባለሁ፡፡እንዳናግረህስለፈቀ ድክአመሰግናለሁ፡፡ጥያቄዬቢበዛ

1ሰአትያቆየንናልእናፈቃደኝነትህንበቅድሚያእጠይቃለሁ፡፡በመቀጠልመለስየማትፈልገዉንጥያቄማለፍእናማቆምከ ፈለክበማንኛዉምሰዓትማቋረጥትችላለህ፡፡የምትነግረኝነገሮችሁሉለማንምሰስተኛወገንዓይተላለፉም፡፡

ኸፍጼ

MODULE 1: UNEMPLOYED YOUTH, FHH, and PWD SOCIO-DEMOGRAPHIC INFORMATION

ክፍል1:የስራአጥወጣቶችሴትእማወራዎችእናየአካልጉዳተኞችመሠረታዊመረጃ

| | | 103: Woreda | 104: Kebele | 105:Code of the Respondent |
|--------|---------------------|----------------------------------|----------------------------------|----------------------------|
| Amhara | Central Gonder Zone | 1. East Belesa 2. West Belesa | 1.K01 2.K02 3.K03 4.K04 | |

| | | | | |
|-----------------------------------|--|--|---|---|
| | | | 5.K05 6.K06 | |
| 106: Sex ፆታ | 107: Age ዕድሜ | 108: Education የት/ት ደረጃ | 109. Permanent Resident 1=Urban 2=Peri-urban 3=Rural ቋሚ አድራሻ 1=ከተማ 2,ከተማ ዙሪያ 3 ገጠር | 110. Type of Vulnerability/ የተጎጂው አይነት |
| 1. Male ወንድ 2. Female ሴት | 1. 15-18 2. 19-24 3. 25-29 4. >30 | 1. None ያልተማረ 2. Primary አንደኛ ደረጃ 3. High school graduate ሁለተኛ ደረጃ ያጠናቀቀ 4. Diploma (10+2) and above ዲፕሎማና ከዚያ በላይ | 1. Yes አዎ 2. No የለም | 1. Female headed ሴት እማወራ 2. Visual impairment ማየት የተሳናቸው 3. Physical disability አካል ጉዳተኛ 4. Mentally disabled አዕምሮ ዘገምተኛ 5. Hearing problem መስማት የተሳናቸው 6. Marginalized due to gender and marital status በፆታቸው በጋብቻ ሁኔታቸው ምክንያት የተገለሉ |
| 111. Enumerator Name የመረጃ ሰብሳቢ ስም | 112. Date of Survey dd/mm/year መረጃው የተሰነበሰበበት ቀን/ወር/ዓ.ም | | | |
| | | | 2018 | |

MODULE 2: EMPLOYMENT PROFILE/HISTORY AND ASPIRATION

ክፍል 2፡ የስራ ሁኔታ/ትርክትና ፍላጎት

| | | |
|-----|---|--|
| 201 | Are you currently working? አሁን በመስራት ላይ ነህ/ሽ | 1. Yes አዎ 2. No (If no, skip to question #204) የለም ካለ ወደ #204 ጥያቄ እለፍ |
| 202 | If yes, how long? መልሱ አዎ ከሆነ ምን ያህል ጊዜ ሆነዉ | 1. Less than 6 months ከ6ወር በታች 2. 6 months-1 year ከ6ወር እስከ 1ዓመት 3. Over 1 year ከ1 ዓመት በላይ if 2 or 3 then the sample is not valid- move to the next person (መልሳቸዉ 2 ወይም 3 ከሆነ ወደሚቀጥለዉ ክፍል እለፍ) |
| 203 | Describe this work. Is it...(If you are working multiple jobs, check all that apply) ሥራህን/ሽን ግለፅልን/ግለጭልን (የተለያዩ ሥራዎች ላይ ከተሰማሩ በዝርዝር ያስረዱ) | 1. Seasonal or irregular (EX. Farming/agriculture, day laborer) ሲገኝ የሚሰራ ስራ (ምሳሌ፡-እርሻ፡ የቀን ሥራ) 2. Self-employed የግል ሥራ |
| 204 | If you are not working, how long have you been unemployed? ሥራ ከሌለህ ምን ያህል ጊዜ ሆነህ? | 1. Less than 6 months ከ6ወር በታች 2. 6 months-1 year ከ6ወር እስከ 1ዓመት 3. Over 1 year ከ1 ዓመት በላይ |
| 205 | If you are unemployed, is it because of ... (multiple response possible) ሥራ ከሌለህ ምክንያቱ ምንድን ነዉ? (በርካታ መልሶች ሊኖሩ ይችላሉ) | 1. Lack of skill/ability ችሎታ/ክህሎት ማጣት 2. Lack of opportunity ዕድል አለማግኘት 3. Lack of interest ፍላጎት ማጣት 4. Poor health/disability የጤና ዕክል 5. Gender based marginalization ፆታ ተኮር ማግለል 6. Others (specify with note) ሌላ ካለ ያብራሩ |
| | | 1. |

| | | |
|-----|---|--|
| 206 | <p>Do you feel that you are currently prepared or ready to find a job or start a business</p> <p>አሁን አንተ ሥራ ለማግኘት ወይም የራሥህን ንግድ ለመጀመር ዝግጁ ነኝ ብለህ ታስባለህ?</p> | <p>1. Yesአዎ</p> <p>2. No (Skip Q#207) አይ(ጥያቄ 207 እለፍ) (if yes skip to question 208) መልሱ አዎ ከሆነ ወደ 208 እለፍ</p> |
| 207 | <p>If no what is the reason?</p> <p>መልሱ አይ ከሆነ ምንድን ነጂ ምክንያቱ?</p> | <p>1. Lack of skill/ability ችሎታ/ክህሎት ማጣት</p> <p>2. Lack of opportunityዕድል አለማግኘት</p> <p>3. Don't get a job of my interestየሚስበኝ ስራ ስላለገኘሁ</p> <p>4. Poor health/disability የጤና ዕክል</p> <p>5. Gender based marginalization ፆታ ተኮር ማግለል</p> <p>6. Others (specify with note) ሌላ ካለ ያብራሩ</p> |
| 208 | <p>If yes , what type of job or IGA you are aspiring (Make multiple responses possible)</p> <p>መልሱ አዎ ከሆነ ምን ዓይነት ሥራ ወይም የገቢ ማሥገፋሻ ላይ ለመሰማራት ትፈልጋለህ ?</p> | <p>1. Crop production ሠብል ማምረት</p> <p>2. Livestock እንስሳት ማርባት</p> <p>3. Handcrafting የእደ ጥበብ</p> <p>4. Sell of skilled labour እዉቀትን በመሸጥ</p> <p>5. Trade በንግድ</p> <p>6. Get employed በቅጥር</p> <p>7. Other (specify with note) ሌላ ካለ ይግለጽ</p> |
| 209 | <p>Are you optimist and do you believe in your self that you will get the job or IGA you are aspiring</p> <p>አንተ የምትመኘውን ሥራ ለማግኘት ወይም ያሰብከው የገቢ ማስገፋሻ ላይ ለመሰማራት ዝግጁና በራስ መተማመን አለህ ?</p> | <p>1. Yes (skip question #211) አለኝ (ካለ ወደ ጥያቄ #211 እለፍ)</p> <p>2. No የለኝም</p> |
| 210 | <p>IF you are not optimist and you don't believe in yourself that you will get the job or IGA you are aspiring, what is the reason (make multiple responses possible)</p> <p>አንተ የምትመኘውን ሥራ ለማግኘት ወይም ያሰብከውን የገቢ ማስገፋሻ ላይ ለመሰማራት ዝግጁና በራስ መተማመን ከሌለህ ምንድን ነጂ ምክንያቱ?</p> | <p>1. I don't have the confidence on my skill and knowledge ባለኝ እዉቀትና ችሎታ ላይ እምነት የለኝም</p> <p>2. I don't have financial resource የገንዘብ አቅም የለኝም</p> <p>3. My social capital is not strong to support me ማህበራዊ አቅሜ ጠንካራ ባለመሆኑ ግንኙነቱ ስለሌለኝ ነጂ</p> <p>4. I don't have the facilities (tools, equipment, work place)</p> |

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| | | <p>የመስሪያ ቦታና መሳሪያ ስለሌለኝ ነዉ</p> <p>5. Personally, I am not strong enough to materialize my dream</p> <p>በግሌ ህልጫን ለማሳካት ያንን ያህል ጠንካራ አይደለሁም</p> <p>6. Others (Specify with notes) ሌላ ካለ ማስታወሻ ያዝ</p> |
| 211 | <p>Please tell me which one of these two views you most agree with.</p> <p>ከሚከተሉት ሀሳቦች መካከል በየትኛው ላይ አንተ የበለጠ ትስማማለህ</p> | <p>1. “Each person is primarily responsible for his/her success or failure in life”.</p> <p>በኑሮ ሂደት እያንዳንዱ ሰው ለሚያገኘው ስኬትም ሆነ ዉድቀት ሐላፊነቱ የራሱ ነዉ።</p> <p>2. “One’s success or failure in life is a matter of his/her destiny”.</p> <p>በኑሮ ሂደት እያንዳንዱ ሰው ለሚያገኘው ስኬትም ሆነ ዉድቀት ቀድሞ የተወሰነ ነዉ።</p> |
| 212 | <p>Please tell me which one of these two views you most agree with.</p> <p>ከሚከተሉት ሀሳቦች መካከል በየትኛው ላይ አንተ የበለጠ ትስማማለህ</p> | <p>1. “To be successful, above all one needs to work very hard”.</p> <p>ሥኬታማ ለመሆን ከምንም በላይ ጠንክሮ መሥራት ያስፈልጋል።</p> <p>2. “To be successful above all one needs to be lucky”.</p> <p>ሥኬታማ ለመሆን ከምንም በላይ ዕድል ያስፈልጋል።</p> |
| 213 | <p>Are you willing to move somewhere else to improve your life?</p> <p>ኑሮህን ለመለወጥ ወደ ሌላ አካባቢ ለመሄድ ፈቃደኛ ነህ?</p> | <p>1. Yes ነኝ</p> <p>2. No አይደለሁም</p> |
| 214 | <p>Do you communicate regularly with at least one person outside the village?</p> <p>ከመንደርህ ዉጪ ቢያንስ አንድ ሰው ለመገናኘት/ለመግባባት ትሞክራለህ?</p> | <p>1. Yes አዎ</p> <p>2. No አይ</p> |
| 215 | <p>During the past week, have you engaged in any economic activities with people outside of your village? For example, farming, trading, employment, borrowing or lending money.</p> <p>ባለፉት ሳምንታት ውስጥ ከሌላ አካባቢ ሰዎችጋር ማንኛውም የስራ ግንኙነት አድርገሃል? ለምሳሌ፡ በእርሳ፡ በንግድ፡ በቅጥር፡ ገንዘብ በመበደርና በማበደር</p> | <p>1. Yes አዎ</p> <p>2. No አይ</p> |

MODULE 3:HUMAN,FINANCIAL AND PHYSICAL ASSET BASES OF THE CLIENTS AND THE SUPORT THEY NEED

ክፍል3፤ የደንበኞች ሰብአዊ፤ ፋይናንሻልና ቁሙሳ ሐብቶች መሠረትና የሚፈልጉት እገዛ

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| 301 | <p>Do you have the appropriate knowledge and skill that is needed for the job or IGA you are aspiring?</p> <p>አንተ የምትመኘውን ሥራ ለመሥራት ወይም የገቢ ማስገኛ ሥራ ላይ ለመሰማራት ተገቢው እውቀትና ችሎታ አለህ?</p> | <p>1. Yes አዎ</p> <p>2. No የለኝም</p> |
| 302 | <p>Do you think you need further training to engage in the job or IGA you are aspiring?</p> <p>አንተ በምትመኘው ሥራ ወይም የገቢ ማስገኛ ሥራ ላይ ለመሰማራት ተጨማሪ ሥልጠና ያስፈልገኛል ብለህ ታስባለህ?</p> | <p>3. Yes አዎ</p> <p>4. No (Skip question #303) አላስብም (ወደ ጥያቄ #303 እለፍ)</p> |
| 303 | <p>If yes to #302, what kind of training would you like to pursue (make multiple choice possible)</p> <p>በጥያቄ #302 ላይ መልስህ አዎ ከሆነ ምን ዓይነት ስልጠና ለመከታተል ትፈልጋለህ?</p> | <p>1. Continue secondary/tertiary የሁለተኛ ደረጃ /ከፍተኛ ትምህርትን መቀጠል</p> <p>2. Formal vocational training መደበኛ የሙያ ሥልጠና</p> <p>3. tailored skill training (like masonry, carpentry etc) አጭር የክህሎት ማሳደጊያ (እንደ ግንበኝነት እንጨት ስራ የመሳሰሉት)</p> <p>4. Business/entrepreneurship skills የንግድ እውቀት የሚያሳድግ</p> <p>5. Other (specify with note) ሌላ ካለ ግለፅ</p> |
| 304 | <p>Do you have the necessary financial access needed for you to engage in the job or IGA you are aspiring?</p> <p>አንተ በምትመኘው ሥራ ወይም የገቢ ማስገኛ ሥራ ላይ ለመሰማራት በቂ የገንዘብ ምንጭ አለህ?</p> | <p>1. Yes አዎ</p> <p>2. No (skip to question # 306) የለኝም (ወደ ጥያቄ # 306 እለፍ)</p> |
| 305 | <p>If yes to #304, what is your financial source</p> | <p>1. Own saving የግል ቁጠባ</p> <p>2. Support from family and friends የቤተሰብ እና የዳደኛ እገዛ</p> <p>3. Loan ብድር</p> |

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| | ለጥያቄ #304 መልስህ አዎ ከሆነ ከየት ነው የገንዘብ ምንጭህ? | | |
| 306 | <p>Do you think you need additional financial access to engage in the job or IGA you are aspiring?</p> <p>አንተ በምትመኘው ሥራ ወይም የገቢ ማስገኛ ሥራ ላይ ለመሳማራት ተጨማሪ የገንዘብ ምንጭ ያስፈልግሃል?</p> | <p>1. Yes አዎ</p> <p>2. No (Skip question #308) አያስፈልገኝም (ወደ ጥያቄ #308 እለፍ</p> | |
| 307 | <p>If yes to #306, how much?</p> <p>ለጥያቄ #306 መልስህ አዎ ከሆነ ምን ያህል</p> | <p>1. 500-1000 birr</p> <p>2. 1000-2000 birr</p> <p>3. 2000-3000 birr</p> <p>4. 3000-4000 birr</p> <p>5. 4000-5000 birr</p> <p>6. 5000-6000 birr</p> <p>7. 6000-7000 birr</p> <p>8. 7000-8000 birr</p> <p>9. 8000-9000 birr</p> <p>10. 9000-10000 birr</p> <p>11. >10000 birr</p> | |
| 308 | <p>If you want to start your own IGA, can you tell me what types of potential resources are available in the wereda/kebele (make multiple responses possible)</p> <p>የራስህን የገቢ ማስገኛ ለመጀመር በቀበሌው ወይም በወረዳው ምን አይነት እምቅ ሐብት እንዳለ ልትነግረን ትችላለህ?</p> | A. Available የሚገኝ | B. Lacking የማይገኝ |
| | | <p>1) Irrigable land በመስኖ የሚለማ መሬት</p> <p>2) Water bodies (river, spring, wells etc) የውሐ አካላት (እንደ ወንዝ፡ ምንጭ፡ ኩሬ የመሳሰሉት)</p> <p>3) Grass land የሳር ቦታ</p> <p>4) Protected forest land ጥብቅ የደን መሬት</p> <p>5) Mining areas (sand, stone, coal, etc) የማእድን ሥፍራ (አሸዋ፡ ድንጋይ፡ የድንጋ ከሰል የመሳሰሉት)</p> <p>6) Tourist sites ቱሪስት የሚጎበኘው ቦታ</p> | <p>1) Irrigable land በመስኖ የሚለማ መሬት</p> <p>2) Water bodies (river, spring, wells etc) የውሐ አካላት (እንደ ወንዝ፡ ምንጭ፡ ኩሬ የመሳሰሉት)</p> <p>3) Grass land የሳር ቦታ</p> <p>4) Protected forest land ጥብቅ የደን መሬት</p> <p>5) Mining areas (sand, stone, coal, etc) የማእድን ሥፍራ (አሸዋ፡ ድንጋይ፡ የድንጋ ከሰል የመሳሰሉት)</p> <p>6) Tourist sites ቱሪስት የሚጎበኘው ቦታ</p> |

| | | 7) Other (specify with note) ሌላ ካለ በማስታወሻ ይዘርዘር | 7) Other(specify with note) ሌላ ካለ በማስታወሻ ይዘርዘር |
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| 309 | <p>Do you have the necessary tools, equipment and work space for the IGA you are aspiring?</p> <p>አንተ ለምትመኘው የገቢ ማስገኛ ሥራ የሚያገለግል የስራ መሳሪያዎችና መገልገያዎች: የስራ ቦታ አለህ?</p> | <p>1. Yes (skip question # 310) አዎ (ወደ ጥያቄ # 310 እለፍ)</p> <p>2. Yes but not sufficient አዎ ግን በቂ አይደለም</p> <p>3. No የለም</p> | |
| 310 | <p>If 2 and 3 are the answers for question #309, how much will it costs you to have what you are lacking?</p> <p>ለጥያቄ #309 2 እና 3 ከተመለሱ: ያጣህዉን ለማግኘት ምን ያህል ገንዘብ ያስፈልግህል?</p> | <p>1. 500-1000 birr</p> <p>2. 1000-2000 birr</p> <p>3. 2000-3000 birr</p> <p>4. 3000-4000 birr</p> <p>5. 4000-5000 birr</p> <p>6. >5000 birr</p> | |
| 311 | <p>Do you think that you have enough social capital to engage in the job or IGA you are aspiring?</p> <p>አንተ በምትመኘው ሥራ ወይም የገቢ ማስገኛ ሥራ ላይ ለመሳማራት በቂ የማህበራዊ ሐብት ወይም ትስስር አለኝ ብለህ ታስባለህ?</p> | <p>1. Yes (skip question # 313 and # 314) አዎ (ወደጥያቄ # 313 እና # 314 እለፍ)</p> <p>2. No(skip question #312) አይ (ወደጥያቄ # 312 እለፍ)</p> | |
| 312 | <p>If you think that you have enough social capital to engage in the job or IGA you are aspiring, from whom you are getting it? (Make multiple responses possible)</p> <p>አንተ በምትመኘው ሥራ ወይም የገቢ ማስገኛ ሥራ ላይ ለመሳማራት በቂ የማህበራዊ ሐብት ወይም ትስስር አለኝ ብለህ ካሰብክ ታዲያ ከማን ልታገኝ ትችላለህ ?</p> | <p>1. From close families ከቅርብ ቤተሰቦች</p> <p>2. From relatives ከዘመዶች</p> <p>3. From friends ከዳደሮች</p> <p>4. Religious groups ከሐይማኖት ተዳዳሮች</p> <p>5. Age groups ከእድሜ እኩዮች</p> <p>6. Gender groups ከማህበራዊ ፆታ ቡድን</p> <p>7. Professional groups ከሙያ አጋሮች</p> <p>8. Others (specify with note) ሌላ ካለ በማስታወሻ ያዝ</p> | |
| 313 | <p>If you think that you don't have enough social capital to engage in the job or IGA you are aspiring, from whom you would like to get additional support? (Make multiple response possible)</p> | <p>1. From close families ከቅርብ ቤተሰቦች</p> <p>2. From relatives ከዘመዶች</p> <p>3. From friends ከዳደሮች</p> <p>4. Religious groups ከሐይማኖት ተዳዳሮች</p> <p>5. Age groups ከእድሜ እኩዮች</p> | |

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| | አንተ በምትመኘው ሥራ ወይም የገቢ ማስገኛ ሥራ ላይ ለመሰማራት በቂ የማህበራዊ ሐብት ወይም ትስስር የላኝም ብለህ ካሰብክ ታዲያ ከማን ልታገኝ ትችላለህ ? | 6. Gender groups ከማህበራዊ ፆታ ቡድን 7. Professional groups ከሙያ አጋሮች 8. Others (specify with note) ሌላ ካለ በማስታወሻ ያዝ |
| 314 | If you are expecting social capital to engage in the job or IGA you are aspiring, what type of support you are expecting? (Make multiple responses possible) አንተ በምትመኘው ሥራ ወይም የገቢ ማስገኛ ሥራ ላይ ለመሰማራት የማህበራዊ እገዛ ካስፈለገህ ምን ዓይነት ሐብት ወይም ትስስር ትጠብቃለህ? | 1. Networking መተሳሰር 2. Partnership ጉድኝት 3. Collaboration ትብብር 4. Other (specify) ሌላ ካለ |

MODULE 4: EMPLOYMENT OPPORTUNITY AND IGAs OPTIONS IN THE LOCALITY

ክፍል4፤ በአካባቢው ያሉ የሥራ ዕድሎችና የገቢ ማስገኛ ሥራዎች

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| 401 | What types of job opportunities are the most available in your area for youth, women headed households or persons with disabilities? (make multiple responses possible) ለወጣቶች፡ ለሴት እማወራዎች ወይም ለአካል ጉዳተኞች የሚሆኑ ምን ዓይነት የስራ እድሎች በብዛት አሉ ? | 1. Agriculture የእርሻ ሥራ 2. Service የአገልግሎት ሥራ 3. Manufacturing/processing አነስተኛና ጥቃቅን 4. Other (specify with note) ሌላ |
| 402 | Which type of job you are seeking most to engage? (make multiple responses possible) በየትኛው የስራ ዘርፍ ይበልጥ ለመሰማራት ትፈልጋለህ ? | 1. Agriculture/Livestock production እርሻ/እንስሳት ማርባት ዘርፍ 2. Service በአገልግሎት ዘርፍ 3. Manufacturing አነስተኛና ጥቃቅን 4. Hire to GOV or other institution by profession በቅጥር |
| 403 | What type of job you are seeking list to engage? በየትኛው የስራ ዘርፍ ለመሰማራት ብዙ ፍላጎት የለህም ? | 1. Agriculture/Livestock production እርሻ/እንስሳት ማርባት ዘርፍ 2. Service በአገልግሎት ዘርፍ 3. Manufacturing በጎጆ ኢንዱስትሪ |

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| | | 4. Hire to GOV or other institution by profession በቅጥር |
| 404 | How do you want to engage in this job? በመረጥከዉ የስራ ዘርፍ እንዴት ለመስማራት ትፈልጋለህ | 1. Individual በግል 2. Group በቡድን 3. Indifferent በተገኘበት |
| 405 | Why are you interested in individual or group IGA or indifferently engage in any job? በግል ወይም በቡድን ለመስማራት የፈለክበት ወይም ያልፈለክበት ምክንያት ምንድን ነዉ? | 1. Group job has low success performance በቡድን መስራት ብዙ ጊዜ ዉጤታማ አይደለም 2. Individual job has low success performance በግል መስራት ብዙ ጊዜ ዉጤታማ አይደለም 3. Group job demands common interest, but usually not virtual በቡድን ለመስራት የሚያስፈልገዉ የጋራ ፍላጎት በአብዛኛዉ የለም 4. Group job is liable to fraud በቡድን መስራት ለምዝበራ ያጋልጣል 5. The fruit of ind. Job is for oneself በግል በመስራት የሚገኝ ትረፍ የግል በመሆኑ 6. Individual job has no fraud በግል መስራት ከምዝበራ ነፃበመሆኑ 7. Others ሌላ ካለ ይገለ |

MODULE 5: ACCESS TO FINANCIAL SERVICES (SAVINGS AND CREDIT)**ክፍል 5፤ የፋይናንስ አገልግሎት ማግኘት (ቁጠባና ብድር)**

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| 501 | Do you have cash saving? የገንዘብ ቁጠባ አለህ? | 1. Yes አዎ |
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| | | 2. No (Skip to question #504) የለኝም (ወደ#504 ጥያቄ እለፍ) |
| 502 | Where is the saving held?(multiple responses are possible) የት ነዉ የምትቆጥበዉ? (ከ1 በላይ መልስ ሊኖር ይችላል) | 1. In cash at home እቤት 2. With MFI ማይክሮ ፋይናንስ 3. With Bank ባንክ 4. With Savings group በቁጠባ ቡድን 5. Other ሌላ |
| 503 | What is the primary purpose of the saving? (multiple responses are possible) የምትቆጥብበት ዋነኛ ዓላማ ምንድን ነዉ ? (ከ1 በላይ መልስ ሊኖር ይችላል) | 1. To use in emergencies በተቸገርኩ ጊዜ ለመጠቀም 2. To buy agricultural inputs የእርሻ ግብአት ለመግዛት 3. For non-agriculture እርሻ ነክ ላልሆኑ ሥራዎች 4. business investment ለንግድ ስራ 5. Other ሌላ |
| 504 | Have you taken out a loan in the last few year (cash or in-kind)? ባለፉት አመታት ብድር ወስደሁል (በገንዘብ ወይም በአይነት) | 1. Yes(Skip to Q506) አዎ (ወደ 506 እለፍ) 2. No (Skip # 506 and #507) አልወሰድኩም (#506 እና 507ን እለፍ) |
| 505 | If no, why not? (multiple responses are possible) ካልወሰድክ ለምን?(ከ1 በላይ መልስ ሊኖር ይችላል) | 1. Didn't need አለስፈለገኝም 2. Couldn't find a loan that met my needs" (i.e. "is appropriate" in terms of size, terms, sharia-compliant, etc); ፍላጎቴን የሚያረክ ብድር ስለሌለ (ማለትም በመጠኑ፣ በመክፈያ ጊዜዉ፣ በመሳሰሉት) 3. Afraid I couldn't pay back ብድሩን ላልመልስ እችላለሁ ከሚል ስጋት ነዉ 4. No loan providers in my area በአካባቢዬ አበዳሪ ስለሌለ 5. Other (specify) ሌላ ካለ ይገለጽ |
| 506 | If yes, list all the source of the loan (multiple responses are possible) አዎ ካለ የብድሩን ምንጭ ዘርዝርልን (ከ1 በላይ መልስ ሊኖር ይችላል) | 1. Money lender ከአራጣ አበዳሪዎች 2. Friend/Neighbor ከዳደሮች/ከጎረቤቶች |

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| | | 3. Family member ከቤተሰብ አባላት 4. Micro credit ማይክሮ ክሬዲት 5. Bank ባንክ 6. NGO/CBO መንግስታዊ ካልሆኑ 7. Religious institution የሐይማኖት ተ 8. Savings group የቁጠባ ቡድን 9. Input supplier ግብአት አቅራቢ 10. Local trader የአካባቢው ነጋዴዎች 11. Other (specify with note) ሌላ ካለ ይገለጽ |
| 507 | Purpose of the loan(multiple responses are possible) የብድሩ አላማ(ከ1 በላይ መልስ ሊኖረዎቹላል) | 1. Feed family ለቤት ፍጆታ 2. Pay fees (e.g. School & medical) የአገልግሎት ክፍያ (እንደት/ትህክምና የመሳሰሉት) 3. Production inputs (e.g. livestock, agricultural inputs) ግብአት ለመግዛት 4. Business capital ንግድ ለመጀመር 5. Other ሌላ |

MODULE 6: SOCIA AND CAPACITY BUILDING SUPPORT/SOCAIL CAPITAL

ክፍል 6፤ ማህበራዊ ካፒታል

| SUPPORT | | |
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| 601 | Have you or your household received any kind of support from the government, an NGO or religious organization during the last year related to job creation or financial access? ባለፉት አመታት ከመንግስት፣ መንግስታዊ ካልሆኑ ወይም ከሐይማኖት ተቋማት አንተ ወይም ቤተሰብህ የወሰዳችሁት እገዛ አለ፡ በተለይ ከስራ ፈጠራ ወይም ገንዘብ አቅርቦት ጋር የተያያዘ! | 1. Yes አዎ 2. No (Skip to Q#604) የለም (ወደ ጥያቄ #604 እላፍ) |
| 602 | If yes, who provided the support? (multiple responses are possible) ከወሰድክ ማንን ውደዋል (ከ1 በላይ መልስ ሊኖረዎቹላል) | 1. Government መንግስት 2. NGOs መንግስታዊ ካልሆኑ |

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| | | <p>3. Religious organization ከሐይማኖት ተቋማት</p> <p>4. Other (specify) ሌላ_____</p> |
| 60 3 | <p>What types of support were received?(Read list) (multiple responses are possible)</p> <p>ምንድን ድጋፍ አግኝተዋል? (ከዚህ ዝርዝር መልስ ሊሰጥ ይችላል)</p> | <p>1. Masonry training and linkage with builders (e.g. road, dam, houses etc) የግንባታ ክህሎት ስልጠናና የስራ ትስስር (ምሳሌ የመንገድ፣ የድልድይ፣ የቤቶች ወዘተ)</p> <p>2. Training on potable water construction, maintenance and linkage የጥንባቄና ጥገና ስልጠናና ትስስር</p> <p>3. Credit access to engage in Micro and Small Enterprise activities የአነስተኛና ጥቃቅን ንግድ መነገጃ ወረት</p> <p>4. Dairy production and milk processing training and input support (e.g. cross-breed heifer, milk can, churner, etc) የወተት ማምረትና ማቀነባበር ስልጠናና የግብአት ድጋፍ</p> <p>5. Apiculture training and material support የማነብ ስልጠናና የማነቢያ ቁሳቁስ ድጋፍ</p> <p>6. Support on Broiler and Layer production and marketing የስጋና የእንቁላል ዶሮዎች ማስፈለፈል፣ ማርባትና የማሰራጨት ድጋፍ</p> |

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| | | <p>7. Farm tools production or sell(የእርሻመሳሪያ ማምረት ወይም መነገድ(ማረሻ፡ማጭድ፡)</p> <p>8. Nursery and seedling production training (የችግኝ ማፍያ ጣቢያ ማቋቋምና ችግኞችን መሸጥ)</p> <p>9. Food processing and catering (የተለያዩ ምግቦችን በመስራት መነገድ)</p> <p>10. Petty trading (የሸቀጥ ንግዶችን የማካሄድ) እገዛ</p> <p>11. ሌላ_____</p> |
| 604 | <p>Have you received assistance from relatives, neighbors or friends in the past 12 months?)</p> <p>ባለፉት 12 ወራት ከዘመድ፡ ከዳደሩ ወይም ከጎረቤት ያገኘህዉ እገዛ አለ</p> | <p>1 Yes አዎ</p> <p>2 No (skip to Q#606) የለም (ወደ ጥያቄ #606 እለፍ)</p> |
| 605 | <p>What types of assistance have you received from relatives, neighbors or friends in the past 12 months?(Read list) (multiple responses are possible)</p> <p>ባለፉት 12 ወራት ምን ዓይነት እገዛዎች ከዘመድ፡ ከዳደሩ ወይም ከጎረቤት አገኘህ(1 በላይ መልስ ሊኖር ይችላል)</p> | <p>1. Remittances ሐዋላ</p> <p>2. Gifts (donation of cash/animals/seed) ሥጦታ (በገንዘብ፡ በእንስሳ፡ዘር የመሳሰሉት)</p> <p>3. Loans (cash, labor, seeds, animals) ብድር (በገንዘብ፡ ጉልበት፡ ዘር የመሳሰሉት)</p> <p>4. Social contributions ዉጭጭኝ</p> <p>5Other ሌላ_____</p> |
| 606 | <p>If you have or your household had a problem and needed money or food urgently, would you be able to get it from relatives living in this community/living elsewhere?</p> | <p>1. Yes አዎ</p> <p>2. No የለም</p> |

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| | አንተ ወይም ቤተሰብህ ዕክል ቢገጥማችሁና የገንዘብ ወይም የእህል እገዛ ቢያስፈልጋችሁ እዚህ ወይም ሌላ ቦታ ካሉ ዘመዶችህ እገዛ ልታገኝ ትችላለህ? | |
| 607 | If you have or your household had a problem and needed money or food urgently, would you be able to get it from people in your community who are not your relatives? አንተ ወይም ቤተሰብህ ዕክል ቢገጥማችሁና የገንዘብ ወይም የእህል እገዛ ቢያስፈልጋችሁ እዚህ ካሉ ዘመዶች ካልሆኑ ሰዎች እገዛ ልታገኝ ትችላለህ? | 1. Yes አዎ 2. No የለም |
| 608 | Have you ever engaged in any income generating activities (IGAs)? በገቢማስገኛስራዎችተሳትፈህል? | 1. Yes አዎ 2. No (skip to next section የለም (ወደ ሚቀጥለዉ ክፍል እለፍ) |
| 609 | If your answer is Yes, please tell me the type of IGA you are engaged መልሱአዎከሆነበምንአይነትየገቢማስገኛስራላይተሰማራህ? | 1. Carpentry (የእንጨት ምርቶች ማምረት ስራ) 2. Blacksmith (የብረታ ብረት ምርቶች ማምረት ስራ) 3. Masonry work(የግንበኝነት ስራ(ምሳሌ የመንገድ፣የድልድይ፣የቤቶች ወዘተ) 4. Brick making and construction material dealer (የብሎኬት ማምረቻና የግንባታ እቃዎች ማቅረብ) 5. Jewlery making (ጌጣጌጥ ማምረትና መሸጥ) 6. Water project maintenance and spare partssupplyየመጠጥ ወሐ ግንባታን መጠገንና መለዋወጫ ማቅረብ 7. Manufacturing (bakery, basket weaving, candle making, Knitting, potato chips making, Sambusa making, Shoe making & mending etc) የአነስተኛና ጥቃቅን ምርቶችን ማምረትና መነገድ (ዳቦ መጋገር፣የባስኬት ስራ፣ሻማ፣ የኪሮሽ ሥራ፣ የድንች ፔፕርና |

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| | | <p>ሳምቡሳ ስራ :ጫማ መስራት ወይም ጥገና ስራ ..ወዘተ)</p> <p>8. Dairy production and milk processing የወተት ማምረትና ማቀነባበር ስራ</p> <p>9. Apiculture andhoney productionየንብ ማነብና ማር ማምረት ስራ</p> <p>10. Poultry production (Broiler and Layer)and marketing የስጋና የእንቁላል ዶሮዎች ማስፈለፈል:ማርባትና የመነገድ ስራ</p> <p>11. Farm tools production or sell(የእርሻ መሳሪያ ማምረት ወይም መነገድ(ማረሻ:ማጭድ:)</p> <p>12. Nursery and seedling production and marketing (d marketinged፤ቋቋምና ችግሮችን መሸጥ ስራ)</p> <p>12. Food processing and catering (የተለያዩ ምግቦችን በመስራት መነገድ)</p> <p>13. Petty trading (የሸቀጥ ንግዶችን የማካሄድ ስራ)</p> <p>14. Service (Bar, Barber, Beauty shop, Bajaj transport, butchery, cloth shoaps, shoa shops, edible oil shop, etc)</p> <p>በአገልግሎት መስጫ ተቋማት ዘርፍ መሳማራት(መጠጥ ቤት:የወንዶች ሳሎን:የሴቶች ሳሎን:ባጃጅ ትራንስፖርት:ልኪንዳ ቤት: ልብስና ጫማ መሸጫ ቤት: የዘይትና ስኬር ማቅረብ</p> |
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| | | 15. Others (ሌላ_ካለሁክል)_____ | |
| 610 | What benefits do you get from the IGA activity you are engaged in? በዚህ የገቢ ማስገኛ ስራ ላይ በመሳተፍህ ምን ተጠቀምክ? | 1. Employment opportunity 2. Earning 3. Skills 4. Vision | |
| 611 | What challenges you during the activity? በዚህ ስራ ላይ በተሳማራህበት ወቅት ምን ፈተናዎች ገጠሙህ? | 1. Market problem 2. Financial shortage 3. Market distortion 4. Lack of shade/land 5.Others | |
| CAPACITY-BUILDING SUPPORT | | | |
| 612 | Have you ever received any vocational (job) or skill training? ከአሁን ቀደም የሙያ ወይም የክህሎት ሥልጠና ወሥደህ ታዉቃለህ ? | 1. Yes አዎ 2. No (Skip to 610) የለም (ወደ 610 እለፍ) | |
| 613 | If yes, who provided the training? (multiple responses are possible) ሥልጠናዉን ማን ሰጠህ? (1 በላይ መልስ ሊኖር ይችላል) | 1. Government መንግስት 2. NGO መንግስታዊ ካልሆኑ 3. Private sector የግል ዘርፍ Others (specify) ሌሎች ካሉ ይገለጹ | |
| 614 | Have you ever received any business development or enterprunership training? የንግድ ክህሎት ወይም የስራ ፈጠራ ሥልጠና አግኝተህ ታዉቃለህ? | 1. Yes 2. No (Skip to next module) | |
| 615 | If yes, who provided the training? (multiple responses are possible) ሥልጠናዉን ማን ሰጠህ ? (1 በላይ መልስ ሊኖር ይችላል) | 1. Government መንግስት 2. NGO መንግስታዊ ካልሆኑ 3. Private sector የግል ዘርፍ 4.others (specify) ሌሎች ካሉ ይገለጹ | |
| 616 | What are the strength and weaknesses of the training you are provided?በወሰድከዉ ስልጠና ላይ የነበሩ ጥንካሬዎችና ድክመቶች ምንድን ናቸዉ? | Strengt h ጥንካሬ | Weakness ድክመት |
| | | 1. get practic al skills ተግባር- ተኮር ክህሎት መሆኑ | 1. lack practical skill ተግባር ተኮር አለመሆኑ 2. no direct work linkage ቀጥታ የስራ ትስስር አለመኖሩ |

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| | | <p>2. get work linkage የስራ ትስስር መፍጠሩ</p> <p>3. get finance linkage ከፋይናንስ ተቋማት ጋር አለመቀናጀት</p> <p>4. get input access ከግብአት አቅራቢዎች ጋር አለመተሳሰሩ</p> <p>5. others ሌላ ካለ ይግለፅ</p> | <p>3. no link to financial service providers ከፋይናንስ ተቋማት ጋር አለመቀናጀት</p> <p>8. Unable to get input access ከግብአት አቅራቢዎች ጋር አለመተሳሰሩ</p> <p>5. Others ሌላ ካለ ይግለፅ</p> |
| 617 | <p>If you are not engaged in any IGA after you received training, can you tell me the reason?</p> <p>ስልጠናውን ካገኘህ በኋላ በስራው ካልተሳተፍህ ለምን እንዳልተሳተፍህ ልትነግረኝ ትችላለህ?</p> | <p>1. Lack of interest የፍላጎት ማነስ</p> <p>2. The training didn't meet my interest ስልጠናው የምፈልገው አይነት አለመሆኑ</p> <p>3. The training is not sufficient to enable us engage in jobs ስልጠናው ወደ ስራ ለመሳተፍ የሚያበቃን አለመሆኑ</p> <p>4. Lack of support afterwards (land, equipment, finance)</p> | |

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| | | etc)ከስልጠናው በኋላ እገዛ አለመኖር (መሬት፡በድር፡ቁሳቁስ ወዘተ) 4. Others |
|--|--|--|

MODULE 7: CHALLENGES AND OPPORTUNITIES

ክፍል 7: ፈተናዎችና መልካም አጋጣሚዎች

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| 701 | <p>Which opportunities do you have to make your dream real (Multiple Response Possible)? (multiple responses are possible)</p> <p>ከሚከተሉት ውስጥ የትኞቹ መልካም አጋጣሚዎች ሕልሜን ለማሳካት ይረዱኛል ትላለህ?(ብዙ መልሶች ሊኖሩ ይችላሉ)(1 በላይ መልስ ሊኖር ይችላል)</p> | <ol style="list-style-type: none"> 1. Infrastructure availability (road, house, electricity) መሠረተ ልማቶች (መንገድ፡ ቤቶች፤ሐይል) 2. Information and Knowhow including ICT (Internet, mobile) መረጃና ግንዛቤ (ኢንተርኔት፤ ሞባይል) 3. Financial accessibility (loan, grant, offer, saving) የገንዘብ አቅርቦት (ብድር፤ሥጦታ፡ቁጠባ) 4. Good working environment (policy, laws and regulations) ምቹ የስራ ሁኔታ (ፖሊሲ፤ህጎችና ደንቦች) 5. Good governance መልካም አስተዳደር 6. Market out let የገበያ ዕድል 7. Others (specify) ሌሎች ካሉ ይገለጹ |
| 702 | <p>Which issues may challenge you to make your dream real(Multiple Response Possible)? (multiple responses are possible)</p> <p>ከሚከተሉት ውስጥ የትኞቹ ፈተናዎች ሕልሜን ለማሳካት አያስችሉኝም ትላለህ? (ብዙ መልሶች ሊኖሩ ይችላሉ)(1 በላይ መልስ ሊኖር ይችላል)</p> | <ol style="list-style-type: none"> 1. Infrastructure availability (road, house, electricity) መሠረተ ልማቶች (መንገድ፡ ቤቶች፤ሐይል) 2. Information and Knowhow including ICT (Internet, mobile) መረጃና ግንዛቤ (ኢንተርኔት፤ ሞባይል) 3. Financial accessibility (loan, grant, offer, saving) የገንዘብ አቅርቦት (ብድር፤ሥጦታ፡ቁጠባ) 4. Good working environment (policy, laws and regulations) |

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| | | <p>ምቹ የስራ ሁኔታ (ፖሊሲ፣ህጎችና ደንቦች)</p> <p>8. Good governance ምልካም አስተዳደር</p> <p>5. Market out let የገበያ ዕድል</p> <p>6. Others (specify) ሌሎች ካሉ ይገለጽ</p> |
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ANNEX-2: IN DEPTH INTERVIEW GUIDE

Interview guide for interview with female youth

1. Please explain: how does your community understand and describe female youth?
2. Describe the state of female youth unemployment in your woreda, kebele or village. (Probe: type, cause, extent/severity, magnitude, seasonality and effects of unemployment)
3. Has lack of employment or income generating opportunities caused any social problems on you and people like you? If so, please explain.
4. What challenges do you and people like you face in generating income or making money? (Probe: How does this impact your personal development: self-esteem, decision making ability, getting ahead/future etc.)
5. What do the majority of female youth engage in to earn a living in your community? (Probe: to meet their daily subsistence requirement or generate income)
6. What skills or experience do majority of female youth have that you think are useful in the local economy? Explain.
7. What local employment opportunities (including employment, self-employment and small businesses) do you think are the most promising for the female youth in your area? (Probe for listing of available employment opportunities, both on-farm and off-farm in the area and ranking them based on their feasibility). How helpful this option would be to narrow the food gap in your family (if you have any) ?
8. What resources/support do you think you and people like you need to engage in the employment opportunities you identified above? (Probe: Training , start-up money/credit). Who should provide these resources? (Probe: Personal contribution, government and NGOs).
9. Is there any support from the local administration to create employment opportunities (employment and self-employment) for people like you? If yes, please explain how local administration in the woreda, kebele and village support you to engage in employment and self-employment (Probe: Provision of training, facilitation of credit, linkage to private sector and financial institutions).
10. What types of income generating activities or job opportunities were created by the government, NGOs, Private enterprises and others in your wereda (Probe for listing of existing or ongoing programs, both on-farm and off-farm. Besides probe to know the employment capacity for hired jobs or engagement capacity of the programs for self-employment). List the existing jobs and pair rank
11. What are the strengths, weaknesses, opportunities and threats of the existing job opportunities or IGAs in your areas (Probe the SWOT in relation to human, asset, personal, financial and social capitals)
12. What do you think is the preference of people like you to engage in individual or group IGAs in the area (probe the reason why they prefer individual against group IGAs or vice versa, type and nature of IGAs suitable for either of the two categories)
13. What are some of the factors that make someone a successful entrepreneur or business owner? (Probe: Personal characteristics, skills, and traits, as well as enabling environment.)
14. Additional thoughts and observations?

Interview guide for interview with male youth

1. Please explain: how does your community understand and male youth?
2. Describe the state of male youth unemployment in your woreda, kebele or village. (Probe: type, cause, extent/severity, magnitude, seasonality and effects of unemployment)

3. Has lack of employment or income generating opportunities caused any social problems on you and people like you? If so, please explain.
4. What challenges do you and people like you face in generating income or making money? (Probe: How does this impact your personal development: self-esteem, decision making ability, getting ahead/future etc.)
5. What do the majority of male youth engage in to earn a living in your community? (Probe: to meet their daily subsistence requirements or generate income)
6. What skills or experience do majority of male youth have that you think are useful in the local economy? Explain.
15. What local employment opportunities (including employment, self-employment and small businesses) do you think are the most promising for the male youth in your area? (Probe for listing of available employment opportunities, both on-farm and off-farm in the area and ranking them based on their feasibility). How helpful this option would be to narrow the food gap in your family (if you have any) ?
7. What resources/support do you think you need to engage in the employment opportunities you identified above? (Probe: Training required, start-up money/credit). Who should provide these resources? (Probe: Personal contribution, government and NGOs).
8. Is there any support from the local administration to create employment opportunities (employment and self-employment) for people like you? If yes, please explain how local administration in the woreda, kebele or village support you to engage in employment and self-employment (Probe: Provision of training, facilitation of credit, linkage to private sector and financial institutions).
9. What types of income generating activities or job opportunities were created by the government, NGOs, Private enterprises and others in your wereda (Probe for listing of existing or ongoing programs, both on-farm and off-farm. Besides probe to know the employment capacity for hired jobs or engagement capacity of the programs for self-employment). List the existing jobs and pair rank
10. What are the strengths, weaknesses, opportunities and threats of the existing job opportunities or IGAs in your areas (Probe the SWOT in relation to human, asset, personal, financial and social capitals)
11. What do you think is the preference of people like you to engage in individual or group IGAs in the area (probe the reason why they prefer individual against group IGAs or vice versa, type and nature of IGAs suitable for either of the two categories)
12. What are some of the factors that make someone a successful entrepreneur or business owner? (Probe: Personal characteristics, skills, and traits, as well as enabling environment.)
13. Additional thoughts and observations?

Interview guide for interview with female house hold heads

1. Please explain: how does your community understand and describe women household head?
2. Describe the state of women household heads' unemployment in your woreda, kebele or village. (Probe: type, cause, extent/severity, magnitude, seasonality and effects of unemployment)
3. Has lack of employment or income generating opportunities caused any social problems on you and people like you? If so, please explain.
4. What challenges do you and people like you face in generating income or making money? (Probe: How does this impact your personal development: self-esteem, decision making ability, getting ahead/future etc.)
5. What do the majority of female household heads engage in to earn a living in your community? (Probe: to meet their daily subsistence requirement or generate income)
6. What skills or experience do majority of female house hold heads have that you think are useful in the local economy? Explain.
16. What local employment opportunities (including employment, self-employment and small businesses) do you think are the most promising for female house hold heads in your area? (Probe for listing of available employment opportunities, both on-farm and off-farm in the area and ranking them based on their feasibility). How helpful this option would be to narrow the food gap in your family (if you have any) ?
7. What resources/support do you think you need to engage in the employment opportunities you identified above? (Probe: Training required, start-up money/credit). Who should provide these resources? (Probe: Personal contribution, government and NGOs).
8. Is there any support from the local administration to create employment opportunities (employment and self-employment) for people like you? If yes, please explain how local administration in the woreda, kebele or

- village support you to engage in employment and self-employment (Probe: Provision of training, facilitation of credit, linkage to private sector and financial institutions).
9. What types of income generating activities or job opportunities were created by the government, NGOs, Private enterprises and others in your wereda (Probe for listing of existing or ongoing programs, both on-farm and off-farm. Besides probe to know the employment capacity for hired jobs or engagement capacity of the programs for self-employment). List the existing jobs and pair rank
 10. What are the strengths, weaknesses, opportunities and threats of the existing job opportunities or IGAs in your areas (Probe the SWOT in relation to human, asset, personal, financial and social capitals)
 11. What do you think is the preference of people like you to engage in individual or group IGAs in the area (probe the reason why they prefer individual against group IGAs or vice versa, type and nature of IGAs suitable for either of the two categories)
 12. What are some of the factors that make someone a successful entrepreneur or business owner? (Probe: Personal characteristics, skills, and traits, as well as enabling environment.)
 13. Additional thoughts and observations?

Interview guide for interview with persons with disability

1. Please explain: how does your community understand and describe persons with disability?
2. Describe the state of persons with disability unemployment in your woreda, kebele or village. (Probe: Probe: type, cause, extent/severity, magnitude, seasonality and effects of unemployment)
3. Has lack of employment or income generating opportunities caused any social problems on you and people like you? If so, please explain.
4. What challenges do you and people like you face in generating income or making money? (Probe: How does this impact your personal development: self-esteem, decision making ability, getting ahead/future etc.)
5. What do the majority of persons with disability engage in to earn a living in your community? (Probe: to meet their daily subsistence requirement or generate income)
6. What skills or experience do majority of people with disability have that you think are useful in the local economy? Explain.
17. What local employment opportunities (including employment, self-employment and small businesses) do you think are the most promising for the people with disability in your area? (Probe for listing of available employment opportunities, both on-farm and off-farm in the area and ranking them based on their feasibility). How helpful this option would be to narrow the food gap in your family (if you have any) ?
7. What resources/support do you think you need to engage in the employment opportunities you identified above? (Probe: Training required, start-up money/credit). Who should provide these resources? (Probe: Personal contribution, government and NGOs).
8. Is there any support from the local administration to create employment opportunities (employment and self-employment) for people like you? If yes, please explain how local administration in the woreda, kebele or village support you to engage in employment and self-employment (Probe: Provision of training, facilitation of credit, linkage to private sector and financial institutions).
9. What types of income generating activities or job opportunities were created by the government, NGOs, Private enterprises and others in your wereda (Probe for listing of existing or ongoing programs, both on-farm and off-farm. Besides probe to know the employment capacity for hired jobs or engagement capacity of the programs for self-employment). List the existing jobs and pair rank
10. What are the strengths, weaknesses, opportunities and threats of the existing job opportunities or IGAs in your areas (Probe the SWOT in relation to human, asset, personal, financial and social capitals)
11. What do you think is the preference of people like you to engage in individual or group IGAs in the area (probe the reason why they prefer individual against group IGAs or vice versa, type and nature of IGAs suitable for either of the two categories)
12. What are some of the factors that make someone a successful entrepreneur or business owner? (Probe: Personal characteristics, skills, and traits, as well as enabling environment.)
13. Additional thoughts and observations?

ANNEX-3: KEY INFORMANT INTERVIEWS GUIDE

Key informant interview will be conducted with the following nineteen institutions. The key informant interview will be complemented by relevant secondary data from each interviewee institution as appropriate.

1. Zonal office of Labor and Social Affairs or Administration(ZoLSA/Admin)
2. Zonal office of Economic Development and Finance (ZoEDF)
3. The two Woreda offices of Technic Vocational and Enterprises Agency (WoTVEA)
4. The two Woreda offices of Agriculture (WoA)
5. The two Woreda offices of Water and Mining (WoWM)
6. The two Woreda offices of Trade and Industry (WoTI)
7. The two Woreda offices of Cooperative Promotion (WoCP)
8. The two Woreda offices of Micro Finance Institute (WoMFI)
9. The two Woreda offices of Labor and Social Affairs/Administration (WoLSA/Admi)
10. West Belesa Persons with Disabilities Association (WBPWDA)
11. Project learning, design and management manager (LDM)
12. Care project staffs in the two weredas
13. ORDA offices in the two Weredas, if available
14. ADA BGT office in the two weredas, if available

The core objectives of the KIIs are: 1) Getting qualitative and quantitative information on youth (15-29), women family heads and people with disabilities of working age that were available for work and had taken specific steps to seek paid employment or self-employment but didn't succeed. It is also important to have general picture on the types of unemployment (permanent, frictional, structural..) and their relative magnitude and the seasonality of the unemployment; 2) Getting information on the current efforts and opportunities to create employment and income generation options to the community in general and in the specific target group (youth (15-29), women family heads and people with disabilities) in particular; 3) Getting information on the type of employment and income generating options that are preferred by the community in general and by the specific target group (youth (15-29), women family heads and people with disabilities) in particular ; and 4) Getting information on the available endowments and the available and missing supports.

Among others the following are points should be addressed in the interviews:

18. What is the nature of unemployment in your area generally? (Probe: type, cause, extent/severity, magnitude and effects of unemployment)
19. Discuss the nature of youth (15-29), women family heads and people with disabilities unemployment (Probe: type, cause, extent/severity, magnitude, seasonality and effects of unemployment) Do the jobs/income generating activities available in your area match with the skills and knowledge of the unemployed youth (15-29), women family heads and people with disabilities ? What is the mismatch? What do you recommend to correct this match?
20. Do you think there are jobs in some other areas that suit the skill and knowledge of the unemployed youth (15-29), women family heads and people with disabilities? Are they willing and able to go there and get these jobs? If no, what are the problems? What do you suggest to solve these problems?
21. What are the current efforts and employment and income generation opportunities created by your institution for the community in general and for the specific target group (youth (15-29), women family heads and people with disabilities) in particular?
22. What type of employment and income generating options do the community in general and the specific target group (youth (15-29), women family heads and people with disabilities) in particular want to see promoted in your area(list and rank)? Why these are needed by the community in general and the target group in particular?
23. What types of IGA/job opportunity programs are designed by the Federal and Regional Bureaus to address the current issues of youth unemployment and other vulnerable groups (probe the types, targets, periods and

mechanisms of the created jobs)? What do you think the Federal or Regional government or other collaborators to do in the future in resolving the unemployment problems (probe the type, nature and linkage mechanisms of the national or regional programs with the target weredas)?

24. What endowments are available in your area that can help you to generate employment and income generating activities for the community in general and for the specific target group (youth (15-29), women family heads and people with disabilities) in particular? And what is lacking?
25. What supports (enablers) are provided by your institution and others in the area to promote employment and income generating activities?
26. What supports (enablers) are lacking in your area for you and others to promote employment and income generating activities?
27. What is the current food gap level in the area and what would be the contribution of the proposed employment creation options to narrow this food gap.
28. What are the biggest challenges you face to promote employment and income generating activities in your area? How can these be solved?

ANNEX-4: FOCUS GROUP DISCUSSION GUIDE

The focus group will be composed of male and female youth (15-29), women family heads and people with disabilities all of which are in working age.

The core objectives of the FGDs are: 1) Getting information on youth (15-29), women family heads and people with disabilities of working age that were available for work and had taken specific steps to seek paid employment or self-employment but didn't succeed. It is also important to have general picture on the types of unemployment (permanent, frictional, structural...) and their relative magnitude and the seasonality of the unemployment; 2) Getting information on the status of the five livelihood assets (financial, social, personal, physical, and human) in the community in general and in the specific target group (youth (15-29), women family heads and people with disabilities) in particular; 3) Getting information on the type of employment and income generating options they want to see promoted in their community; and 4) Getting information on the available endowments and the available and missing supports.

To facilitate the data collection from the FGDs different PRA tools (like brain storming, pair ranking and seasonal calendar) will be used by researchers as appropriate.

Among others the following are discussion points:

1. What is the nature of unemployment in your area generally? (Probe: type, cause, extent/severity, magnitude and effects of unemployment)
2. Discuss the nature of youth (15-29), women family heads and people with disabilities unemployment (Probe: type, cause, extent/severity, magnitude, seasonality and effects of unemployment)
3. What types of jobs/income generating activities are currently available for the unemployed youths and other vulnerable groups in your area (probe the nature, extent, performance of existing IGAs or job opportunities; and list them)
4. Do the jobs/income generating activities available in your area match the skill and knowledge you have? What is the mismatch? What do you recommend to correct this much?
5. Do you think there are jobs in some other areas that suit your skill and knowledge? Are you willing and able to go there and get these jobs? If no, what are the problems? What do you suggest to solve these problems?
6. What is the status of the five livelihood assets (financial, social, personal, physical, and human) in the community in general?
7. What is the status of the five livelihood assets (financial, social, personal, physical, and human) of the youth (15-29), women family heads and people with disabilities? Which assets are most constraining the unemployed youth (15-29), women family heads and people with disabilities (Please rank them)?
8. What type of employment and income generating options do you want to see promoted in your community (list and rank)? Why you choose these options?
9. What endowments are available in your area that can be used to generate employment and income generating activities? And what is lacking?

10. What supports (enablers) are available in your area to promote employment and income generating activities?
 What supports (enablers) are missing in your area to promote employment and income generating activities?
 What do you recommend to improve this?
 What is the current food gap level in the area and what would be the contribution of the proposed employment creation options to narrow this food gap.

ANNEX-5: CHECKLIST FOR COLLECTING SECONDARY DATA

Name of the Organization

1. Status/Number

| | Total | | unemployed | | Remark (disaggregate by type of unemployment) |
|---|----------------|----------------|----------------|----------------|--|
| Target group | East Belesa | West Belesa | East Belesa | West Belesa | |
| 1.1. Male youth (15-29) | | | | | |
| 1.2. Female youth(15-29) | | | | | |
| 1.3. Women family heads | | | | | |
| 1.4. Persons with disabilities (physical impairment) | | | | | |
| 1.5. Persons with disabilities (vision impairment) | | | | | |
| 1.6. Persons with disabilities (hearing impairment) | | | | | |
| 1.7. Persons with disabilities (mental disability) | | | | | |

2. Programs available in the office for unemployed youth and other vulnerable groups

| Category | specific program | Target group and size of employment opportunity |
|---------------------|------------------|---|
| Agriculture related | | |
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|-------------------------|----------------------------|--|
| | | |
| Agro-processing related | | |
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| Handcrafting | | |
| | | |
| | | |
| | | |
| Trade related | | |
| | | |
| | | |
| | | |
| Others | | |
| | Forestry and water related | |
| | Finance related | |

ANNEX-6 List of Key Informants, Focus Group and Indepth Interview Participants

1. Key Informant Interview Participants from Central Gonder Zone

| S/N | Name | Sex | Organization | Tel. No |
|-----|----------------------|-----|-------------------------------|---------------|
| 1 | Ato Usman Maru | M | Social & Labor Affairs | +251918779567 |
| 2 | Ato Alemayehu Tebeje | M | Plan and Economic Development | +251918519009 |
| 3 | Ato Agegnehu Menberu | M | Plan and Economic Development | +251918279377 |

| | | | | |
|---|----------------|---|---|---------------|
| 4 | Mulat Yenealem | M | Technical, Vocational Training and Enterprise Development | +251918046244 |
|---|----------------|---|---|---------------|

2. Key Informant Interview Participants from East Belesa Woreda

| S/N | Name | Sex | Organization | Tel. No |
|-----|-------------------|-----|--|---------------|
| 1 | AtoNigusseWagaw | M | Cooperative Promotion | |
| 2 | Ato Daniel Desie | M | Agriculture & Livestock Development | +251949994307 |
| 3 | AtoDestawFenta | M | Water and Mining | |
| 4 | AtoFasikawAsmare | M | Administration/Social & Labor Affairs | +251918078000 |
| 5 | AtoAlemuZewdu | M | Administration/Social & Labor Affairs | +251932909415 |
| 6 | AtoWubalemTemsgen | M | Technique & Vocational Enterprise Agency | +251918572821 |
| 7 | AtoSisayMengesha | M | Care Ethiopia Project | +251912123967 |
| 8 | AtoAragwaMelke | M | Trade & Industry | +251918133195 |
| 9 | AtoTigabuTegegn | M | Amhara Saving & Credit Institute | |
| 10 | AtoMollaEngida | M | ORDA | +251918121847 |
| 11 | W/ro | F | Mechachal PWDs Association | |

3. List of Key Informants from West Belesa

| S/N | Name | Sex | Organization | Tel. No |
|-----|-----------------|-----|---|------------|
| 1 | Fasil Muche | M | Woreda Technical, Vocational Training and Enterprise Development Office | 0935451222 |
| 2 | Adem Yusuf | M | Woreda Labor and Social Affairs Office | 0918323600 |
| 3 | GebriyeFante | M | Woreda Trade and Industry Development Office | |
| 4 | Mulugeta Muche | M | ACSI | 0968368639 |
| 5 | YirdawAsmare | M | PWD Association | |
| 6 | Aredin Seid | M | Woreda Agriculture Development Office | |
| 7 | Worku Astarkey | M | Woreda Water and Energy Office | |
| 8 | Mulugeta Abegaz | M | Woreda Cooperative Office | 0918064351 |

4. Focus Group Discussion (FGD) Participants of East Belesa Wereda

| S/N | Name | Target group | Age | Kebele |
|-----|-------------------|--------------|-----|--------|
| 1 | MelshewChane | FFH | 30 | Gohala |
| 2 | BethyTsegaw | Female Youth | 18 | Gohala |
| 3 | TilashWorkealemaw | Female Youth | 22 | Gohala |
| 4 | EhitneshTamir | Female Youth | 25 | Gohala |
| 5 | Aster Asefa | Female Youth | 22 | Gohala |
| 6 | AshenafiTekeba | Male Youth | 21 | Gohala |
| 7 | FekaduMola | PWD(Male) | 25 | Gohala |
| 8 | AshenafiKalayu | Male Youth | 25 | Gohala |
| 9 | TiruworkAzmeraw | Female Youth | 21 | Gohala |
| 10 | SyasuSetegn | Male Youth | 26 | Gohala |
| 11 | BabawBicha | PWD(Male) | 24 | Gohala |
| 12 | YonasGashaw | Male Youth | 22 | Gohala |

| | | | | |
|----|--------------------|--------------|----|--------------|
| 13 | EskedarTebabel | FFH | 22 | Hamusit |
| 14 | MisayeAyalew | FFH | 21 | Hamusit |
| 15 | ZomaYideg | FFH | 20 | Hamusit |
| 16 | SelamDebesh | FFH | 24 | Hamusit |
| 17 | SelamAlelegn | Female Youth | 25 | Hamusit |
| 18 | AlamraWolde | Female Youth | 23 | Hamusit |
| 19 | AgegnehuMintesinot | Male Youth | 27 | Hamusit |
| 20 | KasawAlemu | Male Youth | 26 | Hamusit |
| 21 | AlelegnMuche | Male Youth | 25 | Hamusit |
| 22 | BerheAbadi | Male Youth | 28 | Hamusit |
| 23 | AneleyDesalegn | Male Youth | 27 | Hamusit |
| 24 | BiraraAyalew | Male Youth | 29 | Hamusit |
| 25 | ShambelBirhanu | Male Youth | 28 | Chama Korach |
| 26 | MulatAmsalu | Male Youth | 27 | Chama Korach |
| 27 | Genet Addisu | FFH | 28 | Chama Korach |
| 28 | MulawDamene | Male Youth | 17 | Chama Korach |
| 29 | Wondimu Addis | Male Youth | 25 | Chama Korach |
| 30 | Workitu Addis | PWD (Female) | 25 | Chama Korach |
| 31 | FentayeWube | Female Youth | 16 | Chama Korach |
| 32 | SisaySete | Male Youth | 26 | Chama Korach |
| 33 | KetemaZere | Male Youth | 26 | Chama Korach |
| 34 | MisganawGetahun | Male Youth | 27 | Chama Korach |
| 35 | BazetoMarew | Male Youth | 22 | Chama Korach |
| 36 | ZerfeTilahun | Female Youth | 25 | Chama Korach |

5. Focus Group Discussion (FGD) Participants of West Belesa Wereda

| S.N | Name | Target Group | Kebele | Sex | Age |
|-----|-----------------|--------------|--------|-----|-----|
| 1 | Metadel Wubet | FHH | Kalay | F | 35 |
| 2 | Lakiya Abeje | FHH | Kalay | F | 38 |
| 3 | Yabune Getu | FHH | Kalay | F | 48 |
| 4 | Alemnesh Akelat | FHH | Kalay | F | 55 |
| 5 | Ebabey Getenet | Youth | Kalay | M | 26 |
| 6 | Abebe Destaw | Youth | Kalay | M | 22 |
| 7 | Selam Eyasu | Youth | Kalay | F | 20 |
| 8 | Angachu Maru | Youth | Kalay | F | 26 |
| 9 | Enaniye Birara | PWD | Kalay | F | 21 |
| 10 | KesDinkuEzewewu | PWD | Kalay | M | 33 |
| 11 | TejebGetenet | Youth | Tala | M | 23 |
| 12 | SetegnDagnew | PWD | Tala | M | 18 |
| 13 | MesreshaKeleb | PWD | Tala | M | 19 |
| 14 | ErgoyeMulualem | Youth | Tala | F | 18 |
| 15 | AbibaMebrat | Youth | Tala | F | 20 |
| 16 | Esubalew Alemu | Youth | Tala | M | 18 |
| 17 | WondimuEyayu | Youth | Tala | M | 17 |

| S.N | Name | Target Group | Kebele | Sex | Age |
|-----|--------------------|--------------|--------|-----|-----|
| 18 | AsmareAdugna | Youth | Tala | M | 25 |
| 19 | AlemneshGetaneh | FHH | Tala | F | 40 |
| 20 | Almaz Abate | FHH | Tala | F | 35 |
| 21 | Hamid Yibre | Youth | Arbaya | M | 29 |
| 22 | MershetZewudu | Youth | Arbaya | M | 18 |
| 23 | YealgawedejMekuria | Youth | Arbaya | F | 24 |
| 24 | Adise Fekadu | Youth | Arbaya | F | 22 |
| 25 | AgegeNigusie | Youth | Arbaya | F | 20 |
| 26 | MebratuEshetu | Youth | Arbaya | M | 28 |
| 27 | AshenafTsegaw | Youth | Arbaya | M | 26 |
| 28 | DesashMulawu | PWD | Arbaya | F | 20 |
| 29 | DebireKasa | FHH | Arbaya | F | 35 |
| 30 | Kelab Hailu | FHH | Arbaya | F | 40 |

6. In-Depth Interview Participants of East Belesa Woreda

| S/N | Name | Age | Target Group | Kebele |
|-----|-------------------|-----|--------------|--------------|
| 1 | DinkayehuAdane | 18 | FFH | Hamusit |
| 2 | WorkealemAdane | 20 | Female Youth | Hamusit |
| 3 | GashawKibret | 23 | PWD(Male) | Chama Korach |
| 4 | BelayneshMasresha | 20 | Female Youth | Chama Korach |
| 5 | ZenawMengiste | 27 | Male Youth | Guhala |
| 6 | MuluAyalBelew | 32 | FFH | Guhala |
| 7 | DebrituShibabaw | 19 | Female Youth | Guhala |

7. List of In-depth interview participants from West Belesa

| S.No | Name | Target Group | Kebele | Sex | Age |
|------|-----------------|--------------|--------|-----|-----|
| 1 | Yiyu G/Yohannes | FFH | kalay | F | 45 |
| 2 | Bezie Belete | Youth | kalay | M | 23 |
| 3 | Nanu Mesafint | PWD | Arbaya | F | 27 |
| 4 | Feven Getenet | Youth | Arbaya | F | 18 |
| 5 | Chelachew Asefa | Youth | Arbaya | M | 22 |
| 6 | Andargie Degnew | PWD | Tala | M | 65 |
| 7 | Workie Bire | Youth | Tala | M | 18 |