



RETURNING MIGRANTS' ECONOMIC REINTEGRATION: MAPPING OF STAKEHOLDERS, PROGRAMMES, AND POTENTIAL PARTNERSHIPS

ETHIOPIA

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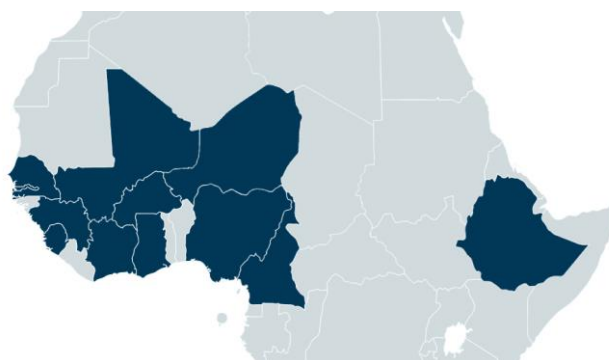
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AUTHORS

Author: Sena KINATI, Country Lead for Ethiopia – Altai Consulting

Quality assurance: Mathilde CHIFFERT, Project Director; Estelle BRIOT, West Africa and Sahel Regional Director – Altai Consulting

This report is part of a regional study covering 12 countries: Burkina Faso, Cameroon, Côte d'Ivoire, Ethiopia, Ghana, Guinea, Mali, Niger, Nigeria, Senegal, Sierra Leone, and The Gambia. For each country of the study a report has been elaborated, based on a document review and interviews conducted in the field. The country reports are accompanied by a regional synthesis, identifying key trends, good practices, and recommendations at the regional level.



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www.altaiconsulting.com

CONTACT

Mathilde CHIFFERT (Project Director): mchiffert@altaiconsulting.com

Estelle BRIOT (West Africa and Sahel Regional Director): ebriot@altaiconsulting.com

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ABBREVIATIONS

ARRA: Administration for Refugee & Returnee Affairs

AVR: Assisted Voluntary Return

CRRF: Comprehensive Refugee Response Framework

CSO: Civil society organization

ERRIN: European Return and Reintegration Network

EU: European Union

EUTF: EU Emergency Trust Fund for addressing root causes of irregular migration and displaced persons in Africa

FUJCFSA: Federal Urban Job Creation and Food Security Agency

GCM: Global Compact on Migration

GoE: Government of Ethiopia

IGA: Income-generating activity

ILO: International Labour Organization

IOM: International Organization for Migration

JCC: Job Creation Commission

KSA: Kingdom of Saudi Arabia

MGI: Migration Governance Indicators

MMRAC: Multipurpose Migrant Return Assistance Centre

MMIS: Migration Management Information System

MoFA: Ministry of Foreign Affairs

MoLS: Ministry of Labour and Skills

MoWSA: Ministry of Women and Social Affairs

MoYS: Ministry of Youth and Sports

MSEDA: Micro and Small Enterprise Development Agency

MSMEs: Micro-, small, and medium-sized enterprises

NFI: Non-food items

NGO: Non-governmental organization

NMP: National Migration Policy

NPC: National Partnership Coalition

NRM: National Referral Mechanism

OLSA: Office of Labour and Skills

OSSC: One Stop Service Centre

RDPP: Regional Development and Protection Programme

RRP: Returnees Reintegration Plan

RRS: Refugee and Return Services

SINCE: Stemming Irregular Migration in Northern and Central Ethiopia

SIYB: Start and Improve Your Business

SNNPR: Southern Nations, Nationalities, and Peoples' Region

SOP: Standard operating procedure

TVET: Technical and vocational education and training

UAE: United Arab Emirates

EXECUTIVE SUMMARY

Despite Ethiopia's impressive economic growth, poverty, unemployment, and underemployment remain high and generate large flows of both regular and irregular emigrants. Although Ethiopia achieved significant progress towards development and poverty reduction, the country remains challenged by the need to create employment opportunities for its growing population. Consequently, growing numbers of Ethiopians have been looking for job opportunities abroad, through regular and irregular channels. The reintegration of returnees has become a major challenge for the Government of Ethiopia (GoE), particularly due to successive waves of mass deportations from Gulf countries, including the Kingdom of Saudi Arabia (KSA). The main areas of return include Amhara, Tigray, Oromia, SNNPR, Afar, Addis Ababa, Dire Dawa and Harari.

Although supported by many actors, the reintegration assistance provided to Ethiopian returnees often relies on a project-based emergency response, which leaves gaps in service provision and fails to address longer-term needs. Since 2017, the International Organization for Migration (IOM) has been the main reintegration implementing partner (IP) of the EU in Ethiopia through the EUTF-funded EU-IOM Joint Initiative (JI). As part of the EU-IOM JI, government actors have actively participated in the support provided to vulnerable returnees in Ethiopia and referral systems have been established with international and national NGOs. More recently, IOM has undertaken to develop partnerships with private sector organisations to facilitate entrepreneurship development and job placement. However, synergies with and referrals to the numerous other government and development partners working on youth employment issues in Ethiopia has, so far, remained very limited. Improving the governance of reintegration programming, in particular through increased collaboration with actors involved in the youth employment sector, is therefore strongly encouraged.

This situation is mainly due to the lack of intersectoral dialogue between migration and development actors, the limited impact of coordination mechanisms. To provide a comprehensive framework of analysis of both migration and development issues, the GoE is currently elaborating a National Migration Policy (NMP), expected to be aligned with the country's national development plan, which focuses on job creation through industrialization and enterprise development. In parallel, to promote a whole of government approach to the issue of migration, the GoE has recently set-up two key structures tasked with migration management and coordination of actions: the National Partnership Coalition (NPC) and the National Referral Mechanism for Victims of Trafficking and Vulnerable Migrants in Ethiopia (NRM). The establishment of the NPC and the NRM have, so far, yielded limited results, the operationalization of these structures being still under development. At the decentralized level, coordination structures are reportedly equally weak due to overlapping mandates and/or an unclear division of responsibilities, budget shortages, and overreliance on international funding and/or on work performed by civil society organizations (CSOs).

Although the large number of returns in Ethiopia calls for a mainstreamed response bringing together both reintegration and job creation stakeholders, orientation and reintegration services remain highly fragmented and tend to exclude large contingents of returnees, based on the conditions and origins of their return and/or their levels of vulnerability. While, under the EU-IOM JI, beneficiaries of assisted voluntary return (AVR) were eligible to a wide range of psycho-social and economic reintegration assistance (see section 2), many forced returnees from the Gulf and other countries along the Southern route are excluded from such support. Although several policies and structures are in place to support returnees, many fall through the cracks due to the lack of both vertical and horizontal coordination between reintegration actors (see section 3).

In this context, increased support and strengthening of labour intermediation mechanisms and services available to both the general population and returnees would work towards the development of durable reintegration solutions. Whilst the landscape of orientation mechanisms in favour of returnees and the youth population in general is becoming more and more fragmented, working with and through One Stop Service Centres (OSSCs) and/or private employment agencies presents the

advantages of 1) better integrating returnees with other unemployed youths and 2) minimising the dependency of reintegration assistance on the multiple bilateral, time-bound service provision contracts managed and renewed by IOM, hence make reintegration programming and assistance more continuous and sustainable.

More economic reintegration options and pathways for returnees are needed and can be made available primarily through the many government institutions and programmes facilitating youth employment and entrepreneurship, but also through referrals to the equally numerous donor initiatives able to enrol returnees (list in section 4). For increased programme success and reintegration sustainability, technical, business, financial literacy, employability, and soft skills trainings are among the services that should be mainstreamed, together with support to business development and facilitated access to finance (several service providers are suggested in section 4). This type of support needs to be carefully timed and sequenced with regards to returnees' post-arrival and microbusiness start-up and development phases, and prolonged with longer-term follow-up support and mentoring.

1. OBJECTIVES AND METHODOLOGY

1.1 OBJECTIVES OF THE STUDY AND OF THIS REPORT

The study objectives are as follows:

- Identify key skills development, employment and entrepreneurship programmes and actors, assess their positioning, capacity, and interest/ability to partner with the EU and its implementing partners (IPs) in returnee reintegration programming, and identify the most suitable and promising opportunities for partnerships and referrals for future EU-funded reintegration programmes.
- Identify and assess other national and local actors and services (public, private and civil society) that could be integrated into future programming in order to build sustainable reintegration systems over the medium and long term.

1.2 SCOPE AND METHODOLOGY

Fieldwork for this mapping study was carried out from 11 July to 05 August 2022 in Ethiopia. It was led by Sena Kinati, main author of this report. Researchers Bekalu Azene and Tewodros Kassie conducted key informant interviews and collected additional data during the same period.

The study focuses on regions that have been the main areas of irregular migration from and return to Ethiopia from the Northern route (towards Europe) since 2017, namely Addis Ababa, Oromia, and Amhara regions. It also includes a few actors that have a presence in the Southern Nations, Nationalities, and Peoples' Region (SNNP) because of the relevance of their services and their explicit targeting of migrants and returnees. Due to the conflict, security concerns in the Northern part of Ethiopia and limited access, the Tigray region has not been covered as part of this study.

Potential partners and services recommended for future programming were shortlisted based on the relevance, accessibility, and quality of their services (selection criteria detailed in section **Error! Reference source not found.**). Given the high number of skills development, employment and entrepreneurship programmes and actors in Ethiopia, the proposed shortlist is necessarily non-exhaustive.

Since the study purpose is to explore and suggest *new* partners and service providers, past and current ones were only included in the study if their involvement in returnee reintegration is to be prolonged and sustained as opposed to short-term or one-off, or if the collaboration should be further strengthened in future or extended to new areas/services for returnees.

Stakeholders were mapped, assessed, and selected based on a review of documents and data they provided and/or available online, semi-structured interviews with their management and field staff, reports from their clients and partners, and direct field observations. More specifically, data were collected, triangulated, and analysed from the following sources:

- **61 interviews with key informants** from government ministries, departments, and agencies, development partners, employment agencies, training institutions, innovation hubs, financial institutions, and non-governmental and civil society organisations (NGOs and CSOs) listed in annex; testimonies were collected with verbal consent and in accordance with the principles of confidentiality and anonymity.
- **Field visits** to, and **direct observation** of 23 training centres, NGOs, and CSOs.
- **38 policy documents and studies** on migrant reintegration, technical and vocational education and training (TVET), youth employment entrepreneurship, and financial services for youth and microentrepreneurs in Ethiopia and East Africa, as well as programme documents and reports.

Details on the shortlisted actors can be found in section **Error! Reference source not found.** at the end of the report and in the “stakeholder information sheets” in the annex.

2. MIGRATION CONTEXT AND CHARACTERISTICS OF RETURN AND REINTEGRATION

2.1 DYNAMICS OF RETURN AND REINTEGRATION

Although Ethiopia achieved significant progress towards development and poverty reduction, the country remains challenged by the need to create employment opportunities for its growing population. Ethiopia is the second most populous country in Africa with around 110 million people, a yearly population growth of 2,5%ⁱ and a projected population, in 2030, of 138 million people, which could grow to 188 million by 2050ⁱⁱ. In addition, Ethiopia hosts around 800,000 refugees confined in camps, making it, after Uganda, the second-largest refugee-hosting country in Africaⁱⁱⁱ. In September 2016, at the UN Summit on Refugees in New York, the Prime Minister of the government of Ethiopia (GoE) committed to improving the living conditions of refugees by relaxing the country's camp-based approach, providing them with work permits and creating additional economic opportunities^{iv}. These commitments further exacerbated the country's pressing need to create jobs and making its labour market more inclusive.

Despite Ethiopia's impressive economic growth¹, poverty, unemployment and underemployment remain high², and the youth is particularly impacted³. This situation is aggravated by demographics and rural-urban migration: it is estimated that over two million young people enter the job market every year, a number that the market is currently unable to absorb^{vi}. In the meantime, Ethiopia's growing rate of urbanization and rural-urban migration increase the pressure on the urban labour market and exacerbate the employment challenges faced by youth and women in these areas^{vii}. The unemployment rate in urban areas has steadily increased from 2013 to 2018. In 2018, unemployment was higher among the youth and females in urban areas than among the general population^{viii}. While 80% of Ethiopians live in rural areas – most of the Ethiopian labour force being engaged in agriculture, the sector includes high levels of vulnerable employment (including unpaid labour and subsistence farming) and cannot absorb the growing workforce^{ix}.

As a consequence, growing numbers of Ethiopians have been looking for job opportunities abroad, through regular and irregular channels. Although the push factors differ from region to region and may include peer pressure and/or cultural factors (such as arranged marriages), the most significant one remains the lack of economic opportunities. The first destination of regular migrants is Saudi Arabia (79%), followed by Kuwait (20%) and the UAE (1%)^x. Although there is no reliable data on irregular migration flows, they are estimated to be significantly higher than regular ones³. Ethiopian migrants typically follow three main migratory routes: the 'Northern Route' towards North Africa and often onwards to Europe; the 'Southern Route'⁴ towards South Africa; and the 'Eastern Route'⁵ towards Yemen and other parts of the Gulf. Most migrants who follow the Northern route come from Oromia, Amhara, and Tigray regional states. Although the exact number of Ethiopians who have migrated abroad is unknown, due to irregular migration and the absence of centralized registration system, more than two million Ethiopian citizens live abroad, according to estimates from the Ministry of Foreign Affairs (MoFA)^{xi}.

The reintegration of returnees has become a major challenge for the Government of Ethiopia, particularly due to successive waves of mass deportations from the Gulf^{xii}. Around 263,000 Ethiopian

¹ Approximately 10% during the last decade.

² Around 40% of the 15-24 age bracket.

³ Some estimates showed that around 60-70% of Ethiopians migrating to the Middle East are irregular migrants.

⁴ Migrants from SNNPR are the most represented on the Southern route. To reach South Africa, migrants cross through Kenya, Tanzania, Zambia and Malawi.

⁵ The Eastern route towards the Middle East crosses through Somalia and Djibouti, the Gulf of Aden and Yemen. Most migrants reach KSA, while others continue onward to Turkey and Europe.

labour migrants were returned from the Kingdom of Saudi Arabia (KSA) in two waves, 2013/2014¹ and 2017/2018². More recently, in 2021, due to the COVID-19 pandemic, over 70,000 irregular Ethiopian migrants were deported from KSA^{xiii}. In March 2022, a new agreement was reached between the GoE and KSA to return more than 100,000 Ethiopians in the space of seven months^{xiv}. In addition, thousands of Ethiopians are being forcibly returned or come back in dire conditions from neighbourhood countries such as Djibouti, Yemen, Kenya, Sudan and Somalia, but most importantly from Tanzania and Malawi^{xv}. Under the EU-IOM Joint Initiative (JI), over 10,000 Ethiopians benefited from assisted voluntary returns (AVR) with the support of IOM, mostly from Yemen.

The main areas of return include Amhara, Tigray, Oromia, SNNPR, Afar, Addis Ababa, Dire Dawa and Harari. There is a high number of returns especially in Amhara³ and Tigray regional states. Although no recent data based on systematic research is available, anecdotal evidence suggests that most migrants, especially those traveling to the Arabian Peninsula, are with no to very limited levels of education. Existing data on migration from Ethiopia does not provide a clear picture of the profiles of migrants and returnees. While most emigrates are women from rural communities, with a low level of education, and victims of trafficking^{xvi,xvii}, more than two thirds (70%) of returnees are males, aged between 18 and 30 (70%).^{xviii}

2.2 MAIN RESULTS OF EUTF PROGRAMMING IN TERMS OF JOB CREATION AND SUPPORT FOR REINTEGRATION

While the EU-IOM Joint Initiative (JI) is the main reintegration programme currently implemented in Ethiopia with EUTF funding, other EU-funded organisations and programmes also support returnees' reintegration. Beyond the JI, the EU has funded several projects, notably the 'Support to the Reintegration of Returnees and to the Management of Labour Migration in Ethiopia', implemented by the International Labour Organisation (ILO – now ended). The EU also manages a portfolio of projects aiming at operationally supporting the management of migration⁴, including the reintegration of returnees⁵ (from Europe and/or North Africa, mainly, but also from other areas, particularly the Gulf states), strengthen the Ethiopian institutions in charge⁶, and/or promote youth employment more generally⁷ but intentionally including returnees among their target beneficiaries.

Currently, the EU-IOM JI is the main tool to support the AVR of stranded Ethiopian migrants and their reintegration⁸. In Ethiopia, the objectives of the action were to strengthen migration management and governance through the development and implementation of: (i) sustainable return and reintegration policies and processes; (ii) build capacities of main stakeholders (both state and non-state actors); (iii) develop reintegration standard operating procedures (SOPs); and, (iv) provide sustainable reintegration support (addressing economic, social, and psychosocial dimensions) to 6,000 returnees as well as fostering their inclusion within their communities of return. Between 2018 and 2022, 6,706 Ethiopian migrants had benefitted from an IOM-supported AVR to Ethiopia^{xix}.

¹ Saudi Arabia started deporting irregular Ethiopian migrants as part of the "Saudization" of the Kingdom, aimed at creating job opportunities for Saudis and regularizing the labour market.

² Following KSA's announcement of the "Nation Free of Violators".

³ In Amhara region, returnees are concentrated in about six zones. The Ministry of Labour and Skills (MoLS) had at some stage considered launching a study on the causes and effects of migration in these areas and the statistics of migration; however, due to the conflict, the study was suspended.

⁴ For example, the 'Second phase of the Better Migration Management Programme (BMM II) – EUR 30M contribution from the EU; or the 'Stemming Irregular Migration in Northern and Central Ethiopia' (SINCE) – EUR 20M EU contribution.

⁵ In particular, the 'European Return and Reintegration Network (ERRIN) Specific Action Program'.

⁶ In particular, the 'Sustainable Reintegration support to Ethiopian returnees from Europe and support to vulnerable displaced populations affected by COVID19' – EUR 15M.

⁷ For example, 'Stimulating Economic Opportunities and Job Creation for Refugees and Host Communities in Ethiopia in Support for the Comprehensive Refugee Response Framework' (CRRF) – EUR 20M; 'Jobs Compact' – EUR 50M EU contribution; 'Regional Development and Protection Programme' (RDPP) - EUR 30M.

⁸ The implementation of the EU-IOM JI in Ethiopia started in March 2017 and is expected to end in January 2023.

In order to respond to the multidimensional needs of returnees, particularly the most vulnerable ones, IOM successfully developed a network of partnerships with both public and private actors:

- **Government actors are actively participating in the support provided to vulnerable returnees in Ethiopia.** At the national level, IOM has been partnering with government hospitals such as the Amanuel Mental Specialized Hospital and the St. Paul Hospital to facilitate the provision of medical services to returnees. In addition, the Bureau of Women and Social Affairs (Addis Ababa) has been actively engaged in tracing and re-uniting minors with their families. At the local level, IOM has developed partnerships with local authorities actively involved in the protection and reintegration of returnees into their communities.
- **Referral networks have been established with international and national NGOs.** IOM has developed partnerships with local NGOs¹ to facilitate access of vulnerable migrants (minors, women, disabled individuals, etc.) to essential services such as temporary shelter, non-food items (NFI), food, psycho-social support, and transportation costs back to their regions of origin. According to IOM, strong partnerships have been established, thanks to EUTF funding, with actors that support NGO shelters, hospitals (and other medical service providers) and psychiatric clinics in Addis Ababa.
- **IOM has undertaken to develop partnerships with private sector organisations to facilitate entrepreneurship development and job placement.** For example, IOM partners with First Consult, a private firm specializing in delivering effective and business-oriented solutions for development, business, strategy, human resources, finance, and investment². IOM refers returnees to First Consult for available jobs, skills improvement, and training, including financial literacy and personal finance. As of June 2022, IOM had referred 193 returnees (including 110 women) to First Consult for training³.

Focus box 1: EU-IOM JI key R&R outputs^{xx} (as of June 2022)

- ✓ 10,274 stranded migrants voluntarily returned to Ethiopia with the support of IOM
- ✓ 7,007 benefited from counselling as part of the 'Returnees Reintegration plan' (RRP)
- ✓ 4,398 returnees have gone through Entrepreneurship, Kaizen, and/or Start and Improve Your Business (SIYB) trainings
- ✓ 844 attended vocational training programs
- ✓ 387 received educational assistance
- ✓ 314 were referred for medical treatment
- ✓ 469 benefited from psycho-social support
- ✓ 16 minors benefited from childcare assistance
- ✓ 5,966 benefited from income-generating activity (IGA) assistance
- ✓ 3,567 received multipurpose cash assistance

¹ For example: Addis Guzo, Community Volunteers for the World (CVM), AGAR, Good Samaritan, Mekedonia, and Forum on Sustainable Child Empowerment (FSCE)

² With more than 15 years of experience, First Consult is contracted to manage the BRIDGES programme of the Mastercard Foundation. The BRIDGES programme works to unlock the potential for job creation within industrial parks and surrounding ecosystems, as well as promoting local value addition and linkages between large investors and local suppliers. Currently, the programme is running different interventions to support close to 600,000 youth jobs (80% women) and 15,000 micro, small and medium-sized enterprises.

³ A three-days tailored training on "Life Skill and Mindset: A Focus on Entrepreneurship" has been provided to the beneficiaries.

The main lessons from the JI's economic reintegration assistance and from EUTF programming in Ethiopia, and areas for improvement, are as follows:

- **The socioeconomic situation of returnees is often worse post-return as compared to pre-migration.** Many returnees have severe medical conditions, such as physical and psychological trauma, which require a holistic reintegration assistance on the medium to long-term that can only be provided through partnerships with government actors or NGOs.
- **Many returnees have very high expectations in terms of reintegration assistance,** despite sensitization and information provided on what to expect. This is illustrated by the discrepancy between returnees' expectations for a quick start and the time needed to design reintegration plans, follow-up with trainings and procure necessary materials. Timely delivery of in-kind economic reintegration assistance is often challenged by the vast geographic scope of return locations, lengthy procurement processes, and the time needed to establish local partnerships.
- **Priority should be given to short-term courses, along with concrete support for job search and/or entrepreneurship trainings and access to micro-finance.** Returnees' lack of interest in pursuing TVET and skills training is generally due to their desire to generate income quickly and the lack of guaranteed job security upon completion of the training. To respond to these challenges, job placement opportunities and access to microfinance options – currently very limited, despite a high demand – need to be supported. In the short term, there is an opportunity to partner with private recruitment agencies (which IOM has already started to do). On the medium term, the strengthening of services offered by one-stop centers (some of which are located in major areas of return) should be a priority.
- **In order to offer alternatives to individual reintegration assistance, IOM started several community reintegration projects which yielded positive results and should be further developed.** While reintegration assistance still focuses on an individual approach for the most vulnerable, IOM Ethiopia developed community reintegration approaches which, besides providing jobs for a higher number of returnees, also benefit the local communities. Although there is a high demand for community-based projects, available resources remain limited and geographic coverage is a challenge. In addition, limited market linkages to further optimize outputs from community-based reintegration projects run against the long-term viability of these projects.
- **There is an important need to further support the capacity of key stakeholders – particularly local authorities – as well as to encourage the standardization of reintegration support provided throughout the country.** To achieve this, there is a need to continue strengthening local systems and capacities – notably local coordination mechanisms between migration and development actors – to provide support to both migrants and their communities in a more comprehensive and efficient manner. In addition, supporting government actors, both at the federal and local levels, and mainstreaming migration management into national development plans and other macro-level socio-economic frameworks will be key to ensure a sustainable response to the steady flow of returnees.
- **Lastly, the lack of a reliable, centralized data system remains a major challenge to the provision of adequate support to returnees and anticipation of needs. This situation should be, in part, addressed, through the establishment of the Migration Management Information System currently under development.** To date, the government does not maintain a centralised database. Instead, data is often stored informally, for example on scattered Excel files, particularly at the local levels (zone, woreda and kebele levels), which raises concerns in terms of data protection, as well as in terms of gaps and/or duplicates. Although IOM has initiated, in collaboration with the Ministry of Labor and Skills (MoLS) and the Refugee and Return Services (RRS) the development of a Migration Management Information System, it is expected that it will be used at the federal level only, whilst a large part of the reintegration support is provided at woreda and kebele levels^{xxi}.

3. GOVERNANCE OF THE LABOUR MARKET AND REINTEGRATION OF RETURNEES

3.1 POLICY AND NORMATIVE FRAMEWORKS

Economic growth and employment are the first-ranked development priorities in all major national development plans and sectoral policies of Ethiopia. These include: the Growth and Transformational Plan, the Industrial Development Strategic Plan, the Technical and Vocational Education Training Sector Growth and Transformation Plan, the Micro and Small Enterprise Development Strategy and the Entrepreneurship strategy. The overarching objective of the GoE is to create jobs and transition from an agricultural-based economy to an industrialised nation through focus on certain priority manufacturing sectors which have the potential to generate jobs and future competitiveness^{xxii}. Reaching this objective involves an effort to develop the manufacturing sector – which today accounts for just over 5% of GDP – and increase export earnings through the establishment of industrial and agro-industrial parks^{xxiii}. As part of these objectives, all sectoral policies call for boosting youth employability through technical skills development programmes and creating decent jobs primarily in the formal sector of the economy.

Policies objectives translated into a ten-year development plan^{xxiv} (from 2020/21 to 2029/30), in line with the Homegrown Economic Reform Agenda of the country. An important part of this plan is to ensure economic development and job creation through an industrialisation strategy, which seeks to diversify the country away from its traditional agricultural base. The plan focuses on agriculture, manufacturing, mining, tourism, urban development, innovation, and technology as crucial development sectors^{xxv}. In the area of skills development, the agenda indicates the critical need for targeted measures to meet industrial labour needs. Reaching this objective involves a two-pronged strategy: encouraging companies to invest in labour skills acquisition and skill-intensive production in order to boost productivity in labour-intensive sectors, while supporting TVET centres to improve managerial, technical and vocational skills training in identified subsectors. Based on the plan, it is expected that 1.36 million jobs will be created annually, allowing for a reduction of the unemployment rate by at least 1% each year.^{xxvi}

To further translate these objectives into concrete results, the Job Creation Commission (JCC), developed a Plan of Action for Job Creation (2020-2025). This plan proposes holistic interventions to solve employment and job creation challenges and provides a new vision of employment in Ethiopia^{xxvii}. Directly overseen by the Prime Minister's office, JCC is mandated to coordinate and monitor government and non-government efforts in creating jobs. With a mission to support job creation through innovation and action, the Commission has for objective to facilitate the creation of 3 million jobs by 2020, 14 million by 2025 and 20 million by 2030^{xxviii}. The commission has facilitated and supported the creation of 2.4 million jobs to date.^{xxix} The plan aims to foster the business environment and conditions necessary to create 14 million jobs by 2025, to absorb the currently unemployed, and to ensure that jobs are available to new entrants to the labour force. The Plan of Action for Job Creation is structured around a set of strategic objectives^{xxx}, including:

- Improving the statistical framework in order to inform job macro-policies;
- Strengthening support to micro, small and medium enterprises (MSMEs);
- Developing human capital to meet the needs of the changing labour market;
- Strengthening labour market intermediation and linkages;
- Realizing the job-creation potential of sub-sectors in agriculture, industry, and services.
- Improving the inclusiveness of the labour market by providing targeted services to vulnerable populations, such as refugees and returnees.

To date, the lack of a comprehensive National Migration Policy (NMP) has not allowed for the mainstreaming of migration governance issues, notably return and reintegration (R&R), into macro-economic development and job creation objectives. Instead, legal frameworks established by the GoE to manage migration are, so far, mainly dealing with irregular migration, human trafficking, and smuggling. The Prevention and Suppression of Trafficking in Person and Smuggling of Migrants Proclamation (2015) was developed to respond to experienced abuses and protection needs of low-skilled migrant workers returning from the Middle East. Following this, the National Plan of Action to Combat Trafficking in Persons and additional directives regulating rehabilitation management and national referral mechanisms for victims were developed, emphasizing, among other issues, on the protection and reintegration of vulnerable returnees.

As a result, the GoE's and international actors' response to returnees' needs still relies on a fragmented set of frameworks, guidelines, and SOPs (Focus box 2).

Focus Box 2: Key R&R policy frameworks developed with the support of IOM

In the past years, a number of key frameworks have been adopted by the GoE in order to formalize reintegration support to returnees in Ethiopia.

- With IOM's support, the GoE has revised the 2018 **National Reintegration Directive** to better clarify stakeholder roles and responsibilities.
- In parallel, IOM has supported the development of **national and regional SOPs**, which serve as detailed implementation plans for the Directive.
- IOM has also supported the GoE in the development of a **National Referral Mechanism (NRM)**, as stipulated in Proclamation No. 1178/2020.
- IOM is supporting the GoE to develop a **returnee data management** system to address gaps and weaknesses in the current availability and reliability of returnee data.
- IOM has supported the GoE in hiring **local reintegration officers** to oversee the coordination and tracking of returns on the ground.

To provide a comprehensive analysis of both migration and development issues, the GoE is currently elaborating its NMP, expected to be aligned with the country's national development plan, which focuses on job creation through industrialization and enterprise development. In 2018, following the signature of the Global Compact for Migration (GCM), the GoE embarked on the development of the NMP. A technical working group has been set up (including the MoLS) and placed under the leadership of the Ministry of Justice (MoJ). In addition, migration governance indicators (MGI) have been developed with the support of IOM. As part of the same objective to join macroeconomic development and migration governance objectives, a memorandum of understanding (MoU) has been signed between the JCC and the former Administration for Refugee & Returnee Affairs (ARRA – now RRS) to allow refugees, returnees, and host communities to be more included into the labour market^{xxxii}. The purpose of this MoU is to strengthen the relationship between the JCC and the ARRA at a strategic level to jointly create job opportunities in Ethiopia and include all sections of the society within the labour market.

3.2 OPERATIONAL ENVIRONMENT: STAKEHOLDERS & COORDINATION

3.2.1 STAKEHOLDER COORDINATION AT THE FEDERAL LEVEL

To promote a whole of government approach to the issue of migration, and as part of its commitment under the GCM^{xxxii}, the GoE has recently set-up two key structures tasked with migration management and coordination of actions at the national level, including in the area of R&R:

- **The National Partnership Coalition (NPC):** The NPC was established in 2020 to expand the mandate of the former Anti-Trafficking Task Force and is chaired by the MoJ¹. It has for mandate to coordinate and implement migration-related policies and frameworks. With new member agencies such as the Diaspora Service, the National Bank, and other institutions, the NPC's objective is to ensure a whole-of-government approach to migration governance, with members ranging from government agencies to NGOs, faith-based organizations, and UN agencies. It is organized into six thematic working groups (Awareness and Overseas Employment, Crime Prevention and Law Enforcement, Victims Protection and Reintegration, Diaspora Engagement and Development, Migration Data Governance, Migration Research and Study). It is tasked with developing the NRM's (see below) implementation procedures, regarding rescuing, rehabilitation, and reintegration^{xxxiii}, and to ensure proper provision of cooperation and support to organs engaged in counselling and reintegration activities of returnees.^{xxxiv}
- **The National Referral Mechanism for Victims of Trafficking and Vulnerable Migrants in Ethiopia (NRM)** was developed in 2021 by the NPC with the support of IOM and is still in the process of being operationalized^{xxxv}. The mandate of the NRM is to serve as a platform gathering key stakeholders in charge of providing protection and assistance services to returnees in vulnerable situations, in line with relevant national policies and guidelines as well as international best practices. Its purpose is to facilitate the coordination between relevant actors to enhance service provision, which includes: the identification of vulnerable migrants, case-type determination, case management and the provision of protection and assistance services.

Table 1: Key stakeholders involved in reintegration support at the Federal level (non-exhaustive)

Main stakeholders	Roles and mandates
RRS	Following GoE reshuffling in late 2021, Proclamation 1263/2021 established the RRS as an autonomous federal government institution substituting ARRA. Its precise mandate is yet to be determined by a Council of Ministers Directive.
MoLS	With regard to assistance provided to returnees, the MoLS has for mandate to engage in reintegration activities. It has a coordination role at all levels of government (regional, zonal and woreda levels). With respect to job creation, returnees and VoTs are recognized as target groups.
Labour Enterprise and Industry Development Bureau (Addis Ababa)	The Bureau is responsible for the identification, development, and promotion of job opportunities for residents ^{xxxvi} as well as to provide economic reintegration services to returnees, including through placement in public TVET centers and provision of start-up capital through bilateral agreements with NGOs. ^{xxxvii}
Ministry of Women and Social Affairs (MoWSA)	MoWSA's mandate includes providing support to returnees, both located within the country or abroad, including, in the latter case, through repatriation back to their regions of origin. ^{xxxviii}

¹ Its members include Ministry of Foreign Affairs, Ministry of Peace, Ministry of Labour and Skills, Ministry of Women and Social Affairs, Refugees and Returnees Service, Ministry of Health, Federal Police Commission, National Bank of Ethiopia, Ethiopian Statistic Service, National Intelligence and Security Service, Authority for Civil Societies Organization, Religious Institutions and other concerned bodies.

<p>Women, Children and Social Affairs Bureau (Addis Ababa)</p>	<p>VoTs and returnees are included in the beneficiary target of the Bureau. With regard to economic integration, the Bureau has for mandate to prepare and facilitate the provision of educational, vocational and skills trainings in order to develop the capacities of these vulnerable groups.^{xxxix} It also has for mandate to enable them to organize in associations and get access to credit and savings services.^{xi} It also provides temporary support, identification, support, identification, screening, and referral support to victims.</p>
<p>Micro and Small Enterprise Development Agency (MSEDA)</p>	<p>MSEDA assists and coordinates institutions providing support for the creation of small enterprises. MSEDA support the economic reintegration of returnees, through support in creating micro and small enterprises, referral, and enrolment into TVETs, facilitating links with saving and credit schemes with microfinance institutions, etc.</p>

Although supported by many actors, the assistance provided to Ethiopian returnees often relies on a project-based emergency type of response which leaves gaps in service provision and fails to address the longer-term reintegration needs of returnees. With funding spread thin across many projects, stakeholders tend to focus on short-term humanitarian assistance to returnees at the reception phase, to the expense of building sustainable reintegration pathways in line with economic development objectives. The reliance on project-based, international funding raises concerns both in terms of continuity of the support provided and sustainability of the results.

The establishment of the NPC and the NRM have, so far, yielded limited results, the operationalization of these structures still being under development. Since the establishment of the NPC, besides the inclusion of additional actors within the coordination structures, there has been limited change related to the efficiency of the return and reintegration process. The GoE is not yet in a position to provide a simple pathway to be followed by returnees from arrival to reintegration. Instead, many are not aware of the support made available for them and/or frustrated from being referred from one structure to another. According to key actors interviewed by Altai Consulting, the reintegration assistance in Ethiopia is hampered by a number of factors including the following:

- The assistance provided fails to provide a holistic support to returnees: coordination between Government actors on R&R issues is often hindered by ambiguously defined and/or overlapping mandates, high staff turnover, and understaffing. Government stakeholders are often focused on individualized responses under what they consider to be their mandate, without sufficient coordination and/or efficient referral pathways, resulting in a fragmented support process.
- As a result, the reintegration response relies on a patchwork of stakeholders, and returnees have to deal with a large number of structures providing different types of services. This situation is particularly challenging for vulnerable groups. As they move through this process and across projects, returnees are likely to fall through the cracks – particularly during the reintegration phase during which follow-up and support is the weakest.
- Coordination is also limited by the structuration of resources and funding. Reliance on international funding channelled on specific thematic projects, often leads to the creation of dedicated working groups in charge of specific segments of the R&R process, which insufficiently coordinate with one another. Overall limited resources may be an additional factor: intra- and inter-agency dialogue are not prioritized over operational activities.
- There is also limited coordination among non-state actors: although projects involve a wide range of stakeholders active in the R&R response, coordination across projects is equally limited amongst these actors, for similar reasons.

3.2.2 STAKEHOLDER COORDINATION AT THE LOCAL LEVEL

At the local level, coordination structures are reportedly equally weak, under-resourced and reintegration activities insufficiently sequenced and coordinated among the different actors^{xli}. Key informants interviewed by Altai Consulting in Amhara and Oromia regions reported three main challenges: 1) a high degree of centralization in the R&R response; 2) overlapping mandates and/or an unclear division of responsibilities among local actors and 3) budget shortages and overreliance on NGO funding. There is thus a need to pursue efforts towards strengthening coordination mechanisms both at the federal and local levels for all relevant actors to effectively play their part in the reintegration effort.

- **High degree of centralization:** Although the NPC structure is designed to be cascaded down to all regional states and City Administrations^{xlii}, coordination mechanisms set up at the regional and local levels are, in many cases, either not in place or not in a position to effectively fulfil their mandate^{xliii}. In addition, the NRM is still under development and not yet implemented across sub-national levels. In this context, whilst the regional and local authorities are responsible for the provision of basic services, reintegration support and the implementation of awareness-raising activities, their overall involvement remains limited since most of the decision-making and strategy definition still takes place at the federal level and is not effectively translated at the subnational levels.
- **Overlapping mandates and/or unclear division of responsibilities:** Under the new government structure, MoLS and its counterparts at the different subnational levels are responsible for ensuring the provision of identification, registration, job creation. These structures are in charge of facilitating job creation, business management training and technical skills training, as well as access to small lending institutions. However, key informants interviewed in Amhara and Oromia suggested that the restructuring of ministries' mandates at the federal level had not yet been implemented at the subnational levels, which is leading to additional challenges in terms of coordination. For example, in Jimma zone, zonal government stakeholders believe that the Office of Labour and Skills (OLSA) oversees the coordination of reintegration assistance, whilst OLSA considers that it is the responsibility of the Zone Administration Office.
- **Budget shortages and overreliance on international funding and/or CSOs:** At the zonal level, stakeholders reported not having a budget specifically allocated to reintegration support. Costs related to the assistance provided to returnees are withdrawn from the zone budget which significantly limits local stakeholders' capacity to support returnees' reintegration¹. As a result, the support provided to returnees in remote locations is mainly dependent on NGO funding. However, local authorities interviewed by Altai Consulting reported that support provided by NGOs often lacks durability due to short implementation timelines and limited monitoring and follow-up^{xliv}.

3.2.3 LABOUR INTERMEDIATION MECHANISMS AND SERVICES AVAILABLE TO BOTH THE GENERAL POPULATION AND RETURNEES

Although the large number of returns in Ethiopia calls for a mainstreamed response bringing together both reintegration and job creation stakeholders, orientation and reintegration services remain highly fragmented and tend to exclude large contingents of returnees, based on the conditions and origins of their return and/or their levels of vulnerability. While, under the EU-IOM JI, beneficiaries of AVR were eligible to a wide range of psycho-social and economic reintegration services (see section 2), many forced returnees from the Gulf and other countries along the Southern route are excluded from such support. Although several policies and structures are in place to support returnees, many fall through the cracks due to the lack of both vertical and horizontal coordination between reintegration actors (see section 3).

¹ No dedicated budget is allocated at the regional level thus limiting available budget at the zone level.

In this context, increased support and strengthening of labour intermediation mechanisms and services available to both the general population and returnees would work towards the development of durable reintegration solutions¹. Whilst the landscape of orientation mechanisms in favour of returnees and the youth population in general is becoming more and more fragmented², working with and through One Stop Service Centres (OSSC) and/or private employment agencies has the advantages of 1) better integrating returnees with other unemployed youths and 2) minimising the dependency of reintegration assistance on the multiple bilateral, time-bound service provision contracts managed and constantly renewed by IOM, hence make reintegration programming and assistance more continuous and sustainable.

3.2.3.1 One stop service centres (OSSC)

The labour market in Ethiopia suffers from a significant asymmetry of information, mainly due to a weak labour market intermediation and institutions. Access to information about jobs and vacancies is limited and costly: an estimated 73% of the unemployed lack information about both vacancies and government services that can provide information. The absence of strong labour market institutions and information leads to reliance on social networks, which hinders social and labour mobility and can lead to an important misallocation of labour^{xiv}. An ILO and MoLS assessment report showed that the range of services provided at employment service centres in the bigger cities is limited^{xvi}. There is little use of information technology to support the provision of employment services, particularly no electronic database and data exchange platform to facilitate job matching between employers and jobseekers^{xlvii}. Services offered at woreda, and smaller city administration levels are equally limited^{xlviii}. In some of the regional states (Oromia, SNNPR and Amhara), public employment services (PES) do not have a presence at the lowest administrative levels (e.g., sub-city or kebele).

The GoE is currently working on a comprehensive reform³ of PES, which includes the creation and boosting of OSSCs, which are already active in providing services to returnees. Placed, since 2021, under the authority of MoLS, OSSCs are a key part of the GoE's job creation initiative. They have a mandate to facilitate employability, support to the creation of businesses and access to vocational skills trainings. OSSCs already work with government and non-government partners, including the MoWSA, the ministry of Youth and Sports (MoYS), the ministry of Trade (MoT), and Addis Ababa Saving and Credit Cooperative Union, as well as TVET centres, private companies, cooperatives, and NGOs. For many OSSC, these partnerships however need to be diversified and strengthened (Focus box 3).

The MoLS is actively engaged in strengthening the capacity of OSSCs to support the reintegration of returnees. An "Economic Support Information Booklet" for vulnerable returnees, prepared by the former Federal Urban Job Creation and Food Security Agency (FUJCFSA) in November 2020, provides guidance on obtaining employment opportunities and economic reintegration.^{xix} According to the booklet, OSSCs provide information on employment options for returnees to choose a career of their interest based.¹ The centre then organizes the returnees into groups based on the field of their choice. After that, they will be sent to TVET centres to receive training as well as to finance institutions to make a pre-loan saving. For those who cannot afford to make pre-loan savings, OSSCs will follow up and support them to make the saving from the planned Rehabilitation Fund established for victims of trafficking and smuggling.⁴

¹ The EU has already started working in this direction through the 'Sustainable reintegration support to Ethiopian returnees from Europe and support to vulnerable displaced populations affected by COVID-19' program, which includes support to several OSSCs.

² RRS is also implementing a project aiming to establish a multipurpose Migrant Return Assistance Centre (MMRAC) in Addis Ababa which will be in charge of providing post-arrival assistance.

³ The reform involves the establishment of a new PES structure with three levels of hierarchy: National Employment Agency, clusters / regional offices and job centres. The job centres will act as a single-window of service delivery for all job seekers either (i) looking for wage-employment or (ii) aiming to start their enterprises or (iii) looking for employment overseas, and in addition, the job centres will provide (iv) services for employers

⁴ *Id.* However, this fund is not currently operational. There is a forthcoming directive which is reportedly at a final draft stage.

Focus Box 3: OSSC capacity building needs

There are currently 2,170 OSSCs countrywide, including 121 OSSCs in Addis Ababa (one, in theory, operating in each woreda¹). However, the overall number of beneficiaries served by OSSC is relatively small, due to their limited capacities and networks. The main weaknesses and areas of improvement of OSSCs are the following:

- Insufficient linkages with service providers (e.g., TVET centres, incubators, micro-finance services, national and international programming active in the field of job creation; CSOs active in the job creation sector / reintegration services);
- High staff turnover (mainly due to low salaries and limited understanding of the services provided);
- Lack of digital data and management system;
- Limited communication channels for advertising services and maintaining engagement with beneficiaries;
- Insufficient materials due to limited budgeting (e.g. computers, printers/scanners, and desks);
- Staff lacking soft skills training (particularly regarding service provision to vulnerable groups, including returnees);
- Lack of a comprehensive case management system providing an end-to-end pathway for beneficiaries accessing OSSC services (and related lack of coordination among stakeholders);
- Lack of information transfer from the centres located at the federal level (Addis Ababa) to those at the regional level: creating inconsistency with the approaches and services being provided to beneficiaries, particularly returnees.

3.2.3.2 Private recruitment agencies

There are many private recruitment agencies in Ethiopia, which could play a more important role in the support to the reintegration of returnees. According to a 2019 assessment of private employment agency service provision in Ethiopia conducted by the ILOⁱ, returnees are a key group of potential workers seeking employment services from private employment agencies. The study demonstrated not only that the employment opportunities made available through private agencies had benefited returnees but also that the reintegration support that had been offered to returnees by other organisations had not helped them access jobsⁱⁱ. The study concluded that reintegration support does not sufficiently rely on the opportunities that can be made available through private employment agencies.

One key barrier to making private recruitment agencies more involved in the support to returnees is the need to screen and select reliable operators, which IOM has already started doing. According to the MoLSⁱⁱⁱ, there is a strong need to reform and control the way in which private recruitment agencies operate², since several ethical violations have been reported, including cases of fabrication of documents, low level of accountability and high commission rates (50% and above). Several agencies however present good opportunities for partnerships: IOM has been exploring the potentials of partnering with private job recruitment agencies such as Sira-up and Goodday.

¹ Although 121 OSSCs are supposedly operating in Addis Ababa alone, most of them are not active and the number of active OSSCs is unclear.

² Efforts are reportedly underway in this regard.

Bridging the gap between youth employment objectives and interventions and the reintegration of returnees

- Although the NPC structure fostered dialogue and cooperation among state and non-state actors involved in the field of migration, it continues to require further strengthening, particularly at the subnational level.
- Additional support in favour of decentralisation and/or public administration reform strategies designed to enhance the capacity of local government structures to absorb the additional responsibilities related to the inclusion of returnees into local services (education, access to financial services, etc.) could be considered.
- Effective linkages with the youth employment sector are needed to ensure that future returnees can benefit from all available employment initiatives and opportunities. There are still some coordination gaps among reintegration stakeholders, and equally so between youth employment actors and reintegration actors. Bridges need to be built so that future returnees can benefit from all available employment initiatives and opportunities.
- With most returnees relocating in remote rural regions where very few employment opportunities are available, there is an important need to further support job creation initiatives in areas of return;
- To this end, current labour market intermediation mechanisms (particularly OSSCs) could be further supported – particularly in the main areas of return – by strengthening their human, financial and technical capacities so that these structures can effectively fulfil their mandate, both for young people and for returning migrants. In particular, support to the recruitment and training of counsellors, the establishment of appropriate databases, and the strengthening of their networks in the regions could be considered.

Supporting the integration of migration data management into a modern Labour Market Information System

- The EU could consider supporting the implementation of policies, by supporting the establishment of a Labour Market Information System in order to improve data collection on the labour market as well as improving the frequency, regularity, and quality of labour market surveys.
- The EU could consider supporting the JCC in promoting digital solutions by facilitating the use of technology tools and platforms to deliver employment services and establishing a national job portal (for both job seekers and aspiring entrepreneurs), which could be made accessible to both returnees and refugees, in line of the GoE's commitments with regard to the GCM.
- Given that reintegration and integration take place in all regions of Ethiopia, modernising data management systems would have significant equipment needs in the form of computers and data collection tools. With returnees tracked at different levels, this implies procuring the necessary equipment for regional, zonal, woreda, and kebele administrations. Given then breadth of such an exercise, it could be carried out in concert with broader government and donor-led initiatives aiming to improve the technical capacity of sub-national administrations.

4. ANALYSIS AND MAPPING OF KEY ACTORS IN THE LABOUR MARKET AND REINTEGRATION

4.1 TECHNICAL, VOCATIONAL AND EDUCATIONAL TRAINING (TVET)

4.1.1 OVERVIEW OF THE SECTOR

TVET is a key objective as part of the GoE' s efforts to strengthen the national education and training system. The latest TVET strategy was drafted in 2008, and focuses on the following aspects:

- Improving access to TVET by expanding the coverage of centres at both federal and subnational levels^{liv};
- Strengthening outcome-based training through the establishment of a results-oriented system capable to respond to the dynamics of skills demand, through a close monitoring of labour market needs^{lv};
- Improving quality assurance and skills assessment based on occupation standards and labour market needs^{lvi};
- Improving the quality and relevance of training programmes through strengthened linkages with professionals from sectors and levels, as well as flexibility to changing labour market circumstances ^{lvii};
- Strengthening the employment of TVET graduates by creating stronger linkages with employers using the cooperative training and apprenticeship programmes^{lviii};
- Intensifying support to micro and small enterprises (MSEs)^{lix}.

The TVET system in Ethiopia is based on a complementary approach of offering formal and non-formal training programmes:

- The formal TVET system caters to students who complete at least grade 8 to 10 of their education and proceed to attend one to five years of TVET training courses (Level courses). Depending on their completed levels in TVET colleges, students then obtain a certificate or diploma.
- The non-formal TVET system provides short-term technical and vocational training to the most vulnerable and less educated groups such as school dropouts, people with no formal education (including illiterates), those wishing to become entrepreneurs (self-employed), low-skilled employees, and/or farmers.

The non-formal training programmes mostly recruit trainees from the ranks of unemployed youth and, in many cases, constitute the best suited path for returnees. However, a number of weaknesses have been highlighted throughout the study, mainly the lack of post-training follow-up and the absence of financial support throughout trainings.

4.1.2 POSSIBLE PARTNERSHIPS FOR THE REINTEGRATION OF RETURNEES THROUGH TVET

The non-exhaustive list of training institutions proposed in table 1 below are located in Addis Ababa, Oromia and Amhara regions. They have been selected based on the following criteria:

- Relevance of services for returnee reintegration, and willingness or strategic intent to assist vulnerable groups in general, and returnees in particular;

- Quality and effectiveness of training offered¹ and overall management and absorption capacity (including technical and financial support received from donors);
- Support offered to training graduates to transition into employment (employability training, job placement, support to set up a business) and linkages with the private sector;
- Accessibility of services for returnees (e.g., admission requirements in terms of age and education background, selection process, intent to reach vulnerable groups) and ability to adapt to the specific and varied profiles and needs of returnees;
- Mix of different types of training: TVET, entrepreneurship, employability, and soft skills;
- Mix of public, private, and CSO training institutions, covering all target regions (including rural areas), offering formal and non-formal education/ training opportunities, short and long-term, to people from lower to higher education backgrounds, for various in-demand sectors and job profiles, and for microbusiness and placement in wage employment.

More information can be found in Infosheets 1 to 20 in annex.

¹ Based on the following: their training curriculum; the availability of post-training mentoring and follow-up support; the vetting process that was followed by their funding partners to select them (or that they follow when selecting their own training service providers, when they do not deliver training themselves directly); technical and financial support received from donors, and feedback from them; and percentage of training graduates gaining employment or starting-up their own business, when such statistics are available.

Table 2: Training institutions in Addis Ababa, Amhara and Oromia regions that could be involved in returnees' reintegration

	Minimum Lit. Level *	Short term courses *	Employability *	Private sector part. *	Financial support *	PT Follow-up *		
Organisation	Type of training/ support						Info-sheet #	Short description / reasons for shortlisting
General Wingate Polytechnic College	X	X	X	X			1	<ul style="list-style-type: none"> ▪ National, government institutions based in Addis Ababa; ▪ Offer both Level based (level-I to V) and short-term trainings in regular, extension and weekend programs – Wide range of courses offered; ▪ Large intake capacities, can integrate individuals with low literacy levels, and willingness to participate in the reintegration of returnees; ▪ Connections with the private sector; good labour market integration / employability rate; ▪ As governmental, permanent, and sustainably funded institutions, these structures are, in theory, able to continue coaching and monitoring beneficiaries after training completion. However, post-training follow-up should be strengthened and supported; ▪ Entoto Polytechnic college has a prior experience working with the EU (SINCE program).
Entoto Polytechnic College	X	X	X	X			2	
Tegbarareid Polytechnic College	X	X	X	X			3	
Arada Manufacturing College	X	X	X	X			4	
Lideta Manufacturing College	X	X	X	X			5	
Catering and Tourism Institute		X	X	X		X	6	<ul style="list-style-type: none"> ▪ National, government institution based in Addis Ababa specialized in the hospitality sector; One of the largest specialized training centres in the country, owns its own hotel (Genet Hotel); ▪ Offers both Level-based and short-term training programs; ▪ Can integrate individuals with low literacy levels; willingness to participate in the reintegration of returnees.

Addis College	X	X	X	X			7	<ul style="list-style-type: none"> Private institutions based in Addis Ababa; Addis College offers trainings in the Automotive / Construction sectors; as well as ICT and Business. Alkan College is specialized in the health sector (various trainings for a wide range of positions); Addis College: both short term and level-based programs. Alkan College: level-based programs only;
Alkan Health, Business and Technology College		X	X	X		X	8	<ul style="list-style-type: none"> Both institutions are willing to enrol returnees. Whilst Alkan College has more selective selection criteria, it is ready to set up a special class and incorporate returnees into its annual plan.
Selam TVET College	X	X	X	X	X	X	9	<ul style="list-style-type: none"> NGOs active in the TVET sector and providing training opportunities; Experience working with vulnerable individuals (including returnees); All have the willingness and capacity to integrate and train returnees. Selam TVET college has a large intake capacity.
SOS Ethiopia TVET	X	X	X	X	X	X	10	
Volontariato Internazionale per lo Sviluppo (VIS)	X	X	X	X	X	X	11	
Jimma Polytechnic College	X	X	X	X		X	12	<ul style="list-style-type: none"> National, government institutions based in Oromia region; Offer both Level based (level-I to V) and short-term trainings; Large intake capacities, can integrate individuals with low literacy levels, and willingness to participate in the reintegration of returnees; Connections with the private sector; good labour market integration / employability rate; Sheki and Seka colleges are located in Jimma zone, where large numbers of returnees relocate. They have experience working with returnees; Jimma Polytechnic college has already partnered with IOM and ILO; As governmental, permanent, and sustainably funded institutions, these structures are, in theory, able to continue coaching and monitoring beneficiaries after training completion. However, post-training follow-up should be strengthened and supported.
Asendabo TVET College	X	X	X			X	13	
Sheki TVET College	X	X	X			X	14	
Seka TVET College	X	X	X			X	15	
Kombolcha Polytechnical TVET College	X	X	X				16	

Woyzero Siheen Polytechnic College	X	X	X	X		X	17	<ul style="list-style-type: none"> ▪ Connections with the private sector; good labour market integration / employability rate; ▪ Located in areas where many returnees relocate; ▪ As governmental, permanent, and sustainably funded institutions, these structures are, in theory, able to continue coaching and monitoring beneficiaries after training completion. However, post-training follow-up should be strengthened and supported
Kombolcha Agricultural College	X	X	X	X	X	X	18	
Dessie Health College		X	X	X	X	X	19	<ul style="list-style-type: none"> ▪ Public institution specialized in the health sector; ▪ Only level-based training available; ▪ Very good post-training employment rate.
Game Changer TVET	X	X	X	X		X	20	<ul style="list-style-type: none"> ▪ Private Limited Company (PLC) established with the aim of supporting the delivery of market-relevant TVET.

Minimum Lit. Level*: Courses available to all, including those with no formal education

Short term courses*: Availability of short-term courses

Employability*: employability support provided to trainees (e.g., internships, job placement, etc.)

Private sector part. *: partnerships with private sector organizations

Financial support*: financial support provided to beneficiaries (e.g., per diem)

PT Follow-up*: capacity to conduct post-training assessments

4.1.3 OTHER KEY ACTORS INVOLVED IN THE TVET SECTOR

There are numerous donors promoting skills development for youth in Addis Ababa, Oromia, and Amhara regions. They do not directly provide skills training but manage programmes and support training institutions that do so in specific regions or sectors, and sponsor target beneficiaries. It is recommended that the EU facilitates or incentivises collaborations and referrals with these actors. There are also experiences to be shared (e.g., on the best training institutions in certain regions or sectors, and best practices to boost post-training employment rates) and synergies and complementarities to be created in policy and institutional support.

Table 3: Non-exhaustive list of other key actors involved in TVET/skills development

Structure	Project	Geographic location	Project status
ILO	In Ethiopia, the FAIRWAY project helps returnee migrant workers access TVET training. It includes capacity building of peer educators to sensitize on safe labour migration and organizing potential migrant workers and returnees into trade unions; More information available here .	Addis Ababa	Ongoing
GIZ	The ' Employment Perspectives for Refugees and Host Communities in Ethiopia Programme ' aims to create training and employment opportunities for both refugees and Ethiopians. It is currently operating in five regions as well as in Addis Ababa. More information available here .	Addis Ababa, Somali, Gambella, Benishangul-Gumuz	Ongoing
World Bank	The EASTRIP - East Africa Skills for Transformation and Regional Integration Project pursues three main objectives: 1) addressing systemic gaps in skills and knowledge in priority ASET fields; 2) building the capacity of African education and training institutions; 3) training high quality technicians, engineers, and scientists to meet the demands of the economy. More information available here .	Nationwide	Ongoing
UNESCO	BEAR II - Better education for Africa's Rise. The project ambitions to giving the youth a better chance to access decent employment and/or generate self-employment as well as improve the socio-economic growth of the country. BEAR II builds on national and regional development plans and aims to improve national TVET systems by focusing on three key areas: I) making TVET more relevant to the needs of the economy and labour market; II) enhancing the quality of TVET programmes and institutions; and III) improving the perception of TVET among young people, enterprises, and society. More information available here .	Nationwide	Ongoing

One of the key lessons learnt from the EU-IOM JI is that priority should be given to short-term courses, along with concrete support for job search and/or entrepreneurship trainings and access to micro-finance. As explained above (see section 2.1), returnees' lack of interest in pursuing TVET and skills training is generally due to their desire to generate income quickly and the lack of guaranteed job security upon completion of the training. To respond to these challenges, job placement opportunities and access to microfinance options – currently very limited, despite a high demand – need to be supported, in parallel with trainings.

To address these challenges, the EU could consider:

- Encouraging connections and partnerships between OSSCs and relevant TVET institutions;
- Funding studies on promising sectors and labour market needs in the main areas of departure and returns to adapt the training offer to the needs of local job markets;
- Supporting the establishment and/or strengthening of dedicated units within TVET institutions in charge of orienting trainees and graduates and supporting their professional integration on the job market (either through employment or self-employment);
- Funding the implementation of incubators directly within TVET institutions to strengthen the accompaniment of young graduates towards self-employment and financial inclusion;
- Supporting an audit of the relevance of the courses offered in training institutions and, where appropriate, encourage reforms in close consultation with the private sector;
- Encouraging the adoption of certificates of specialization to allow for the official recognition, through a national diploma, of short-term training courses provided by TVET institutions and to facilitate the professional integration of graduates of these courses;
- Promoting the development of a framework for consultation, coordination and monitoring-evaluation of actions funded by donors in the TVET sector to optimize invested resources.

4.2 ENTREPRENEURSHIP, FINANCIAL SERVICES AND EMPLOYABILITY

4.2.1 OVERVIEW OF THE SECTOR

As part of the GoE's objectives to transition into an industrial nation and create a large number of jobs, the development of a strong entrepreneurship ecosystem ranks high in development priorities. The GoE has prioritized enterprise development and competitiveness as part of its Growth and Transformational Plan, whose objective is to support the development of micro and small enterprises to foster rapid and sustainable growth both in rural and urban areas. To achieve these objectives, the range of support to be provided to MSMEs encompasses, among others, facilitated access to finance and working space, and strengthening the capacity of entrepreneurs.

Large cities, particularly Addis Ababa, host a high number of business/start-up centres and innovations hubs. The terms of “business/start-up centres” largely used in Ethiopia, encompass different types of facilities and services from simple coworking spaces for young people who want to start a new economic activity and need access to a shared office, electricity and internet; to incubators offering more facilities and services such as meeting rooms, training on how to start and manage a business and access seed funding, legal advice, and networking events; or accelerators for already established small companies. They are not only targeting tech companies: most also target other businesses, e.g., in the creative and manufacturing industries and in the agribusiness.

However, several challenges limit the successful inclusion of returnees in this ecosystem:

- **Extent of support needed:** Most returnees need a long-term, holistic support as part of their reintegration process, making most 'classic' incubators unsuited to their needs. NGOs and social structures in a position to provide a wide range of services and tailored support to returnees wishing to start their own businesses is, in many cases, better suited. Whilst entrepreneurship and self-employment opportunities are the options most often offered to returnees, there is often a gap between their skillset and the opportunities available. Holistic support therefore often appears crucial to the success of returnees' projects.
- **Access to funding:** Few options are available to entrepreneurs (particularly returnees) to get their start-ups funded in Ethiopia. Specialized investors are rare, banks are not geared towards the needs of start-ups, and only a few microfinance institutions are available. Therefore, the injection of savings is often necessary, but rarely an option for returnees who are most often unemployed, with very limited resources. The requirement for lenders to nominate a guarantor is an additional challenge for returnees, due to the widespread lack of trust generally expressed by their communities. Regional-level stakeholders also reported that many returnees are unwilling to engage with economic reintegration schemes offered through banks and credit unions, either for religious reasons or due to a lack of trust in financial institutions. The seed of an entrepreneur support system/community exists in Addis Ababa with African Entrepreneur Collective (AEC). AEC has experience working with refugees, therefore there could be potential for AEC to integrate returnees into their programmes, and eventually provide affordable loans and/or grants, helping to bridge the access to the funding gap experienced by returnees.
- **Access to land/workspace:** Another obstacle to all aspiring entrepreneurs, which is particularly acute for returnees, is access to land and/or a workspace. This issue has been mentioned by all government actors interviewed by Altai Consulting. Even if a returnee completes the necessary vocational training, successfully obtains a certificate, and develops a strong business plan, if he/she cannot get access to land or workspace, he/she will not be able to apply for a loan and start up a business.

4.2.2 POSSIBLE PARTNERSHIPS FOR THE REINTEGRATION OF RETURNEES THROUGH ENTREPRENEURSHIP AND ACCESS TO FINANCIAL SERVICES

Considering the above-mentioned challenges, potential partners and services recommended for future programming were shortlisted in Table 4 below based on several criteria:

- Relevance of services for returnee reintegration, with options for all returnee profiles, including with no (primary) education;
- Geographic relevance and accessibility for returnees;
- Mix of different types of entrepreneurship support services: training and follow-up mentoring for micro-entrepreneurs, legal support, facilitation of access to financial services, etc.;
- Accessibility of services for returnees (e.g., eligibility criteria), or willingness/strategic intent to assist vulnerable groups in general, including returnees, and ability to adapt to the specific profiles and needs of returnees;
- Overall management and absorption capacity¹;
- Mix of public (national and state level), private, non-governmental, and civil society organisations.

More information can be found in infosheets 21 to 25 in annex.

¹ Based on the organisation size, number of locations/branches, number of funding and implementing partners, and feedback from these partners or reputation (whenever this information was available)

Table 4: Structures EU implementing partners could refer returnees to or step up their collaboration with

	Training *	Coaching *	Incubation services *	Access to financial services *	Addis Ababa	Oromia region	Amhara region		
Organisation	Type of services				Geographic location			Info-sheet #	Comments
Renew	X	X	X	X	X			21	<ul style="list-style-type: none"> Renew is an impact investing firm with a management and consulting branch. Renew has three operational capacities that are intertwined but serve different functions: 1) Investment practice; 2) Training; 3) market analysis. If returnees have an interest in being entrepreneurs, all courses are open. Renew will not be able to invest in returnees who do not yet have established businesses. There could however be potential for connecting them with various internship program opportunities within the portfolio of the company. Renew has started discussing on how it can create more internship opportunities, not only at Renew, but also in the companies they invest in.
Social Enterprise Ethiopia	X	X	X	X	X			22	<ul style="list-style-type: none"> The mission of the organization is to support the existing social enterprises and create a conducive environment for building a social enterprise in Ethiopia. It has the capacity to integrate 200 to 300 returnees into its short-term program and 50 to 100 returnees in its incubation program. Integration of returnees into its micro finance program is dependent on the availability of funds and interest of potential investors to buy the business idea.

Vision Fund (VF)		X		X	X		X	23	<ul style="list-style-type: none"> ▪ VF is a micro-financial institution with many branches countrywide. ▪ The organisation works with the government on the Women's Development Programme (WDP). The loan services aim at improving/strengthening women's businesses or enabling them to start businesses. This loan service is given on group basis. ▪ It can provide loan services to returnees as long as they are residents of the Kebele, have legal Kebele identity cards, and have formed a working group.
Reach for change	X	X	X	X	X			24	<ul style="list-style-type: none"> ▪ Reach for Change is an international NGO founded in Sweden. ▪ The organization has designed different programs for social entrepreneurs based on 1) Capacity building trainings and coaching; 2) Creation of business network and 3) Access to funding for social entrepreneurs. ▪ Large intake capacity: under the youth and women entrepreneurship training program, RFC has the capacity to provide training to 1,000-1,500 people; 200-300 people (starts up) can be supported in the innovation lab; 50-100 people in its business readiness program (6-month program) and 20-50 people (SMEs) in its incubation program (6-month to 1 year).
Women in Self employment	X	X			X			25	<ul style="list-style-type: none"> ▪ Women in Self Employment (WISE) is a local NGO registered as a charity organisation. WISE directly focuses on economic and social empowerment of women micro enterprise operators. ▪ Its interventions are equally appropriate for men and women farmers and other vulnerable groups likes people living with HIV, returnees, potential migrants, etc. ▪ WISE has a good platform and enough skilled staff (trainers and facilitators) to support returnees on economic and social empowerment programs.

Training *: Provision of entrepreneurship training

Coaching *: Provision of counselling / coaching; support to the development of business plan

Incubation services *: Support to SMEs (start-up level and growth)

Access to financial services *: Support access to financial institutions

4.2.3 POSSIBLE PARTNERSHIPS FOR THE REINTEGRATION OF RETURNEES WITH PRIVATE SECTOR ORGANISATIONS

The offer of wage employment is very limited in Ethiopia. There are two main ways to promote the reintegration of returnees through this channel:

- Working directly – or through TVET institutions - with companies that can offer employment contracts;
- Using private recruitment agencies to facilitate job placements;
- Developing partnerships with digital platforms connecting individual service providers and potential employers, such as Kifya Financial Technology or Taskmoby.

Private companies' engagement in the reintegration process of returnees is currently very limited but seems in a position to be further developed. As part of the research conducted by Altai Consulting, a sample of private companies have been interviewed with regard to their interest in hiring returnees. All expressed their interest in participating in the reintegration effort, provided that hired returnees comply with their regular selection criteria. To this end, these companies are interested in establishing partnerships with professional training centres located in the areas where they operate. They also are in a position to provide internships and apprenticeship opportunities to returnees following courses in their areas of expertise. In addition, companies such as African Mosaique have their own training facilities and declared they could integrate returnees among their beneficiaries.

As mentioned above (section 3.3), private recruitment firms could also be invited to play a more significant role in the reintegration of returnees, provided that they are pre-screened and fulfil a set of ethical criteria. These structures are in a position to offer a relatively wide range of services to returnees. They can identify positions, pre-screen candidates, put them in touch with companies, and provide training to candidates in the skills required for the positions available. The comparative advantage of such structures is their network, their expertise, and their precise knowledge of the needs of companies and alternative employers such as NGOs. They also have an independent status and are equally active in the formal and informal sectors.

Finally, digital platforms connecting individual service providers and potential employers, such as Kifya Financial Technology or Taskmoby, could play an interesting role, at the interface of entrepreneurship and employment. A company such as Taskmoby recruits unskilled, semi-skilled and skilled individuals who have an interest in upskilling and being linked to the labour market as either permanent or part-time employees. Taskmoby helps a wide range of beneficiaries ranging from uneducated, 10th/12th graders, TVET graduates, diploma, and degree holders. Similarly, Kifya Financial Technology created a *ShegaMuya*, an interactive digital marketplace that links Informal sector workers (skilled and semi-skilled workers) with potential customers in a secured and trusted manner to create a digital career opportunity for its platform users. Both structures developed a wide range of partnerships and expressed their interest and willingness to work with returnees.

More information can be found in infosheets 26 to 30 in annex.

Table 5: Private sector structures EU implementing partners could refer returnees to or step up their collaboration with

	Training	Coaching, mentoring	Incubation services	Cooperative training	Employment opportunity	Addis Ababa	Oromia region	Amhara region		
Organisation	Type of services					Geographic location			Info-sheet #	Comment
Kifya Financial Technology	X	X	X		X	X			26	<ul style="list-style-type: none"> ▪ Kifya Financial Technology is a technology platform developing company. ▪ It created a product called <i>ShegaMuya</i>, an interactive digital marketplace that links Informal sector workers (Skilled and Semi-skilled laborers) with potential customers in a secured and trusted manner to create a digital career opportunity for its platform users. ▪ It can integrate up to 650 skilled and semi-skilled workers each year (potentially returnees).
Taskmoby	X	X	X		X	X			27	<ul style="list-style-type: none"> ▪ Taskmoby is a digital platform connecting users with service professionals (service providers) such as cleaners, plumbers, electricians, and many more by leveraging Android applications, USSD and an active call centre (8191). ▪ Taskmoby has the capacity to integrate returnees into the program: one of the profiles that Taskmoby is working on actively is absorbing the returns of domestic workers from the Middle East into the Taskmoby platform and connecting them with customers who are seeking these services.

Kombolcha Textile and Garment		X		X	X			X	28	<ul style="list-style-type: none"> ▪ Kombolcha Textile and Garment has both the capacity and interest to provide internship positions for returnees (aged between 18 and 25), based on the available spots that they have. ▪ The company is also interested in establishing partnerships with professional training centres.
KOSPI		X		X	X			X	29	<ul style="list-style-type: none"> ▪ KOSPI has the capacity to integrate returnees into the company as long as they have the required educational backgrounds, experiences, and skill sets. ▪ To this end, the company is interested in establishing partnership with professional training centres. It has already formed strong relationships with Kombolcha TVET Polytechnic college, Dessie Woyzero Siheen Polytechnic college, Wollo University, Hope enterprise, and the Industrial Park at Kombolcha. KOSPI presents a good opportunity for creating referral networks with training providers for employment of returnees.
African Mosaïque	X	X	X	X	X	X	X		30	<ul style="list-style-type: none"> ▪ African Mosaïque has the physical space and capacity to reintegrate returnees into its workforce. They are willing to cater to the different types of support required to employ returnees, such as psycho-social support. ▪ However, because the factory is located in Legetafo, returnees would have to be located in the area. ▪ The company plans on recruiting 150 staff within the next two years.

4.2.4 OTHER KEY ACTORS INVOLVED IN ENTREPRENEURSHIP, ACCESS TO FINANCIAL SERVICES AND SUPPORT TO SMES

The following programmes tackle youth unemployment through entrepreneurship promotion in Ethiopia. They help young (18-35) job seekers start up small businesses and/or support existing businesses in selected sectors and regions, including Addis Ababa, Oromia, and Amhara regions. They can benefit returnees as long as their intervention sectors/areas qualify. Most of these programmes also have a policy and capacity development component similar or complementary to what the EU and its reintegration partners do. Coordinating actions and sharing lessons would be mutually beneficial.

Table 6: Non-exhaustive list of other key actors involved in the entrepreneurship / private sector development

Structure	Project	Location	Projects' status
World Bank	Ethiopia Job Compact Sector Reform and Performance Contract aims to enhance sustainable economic opportunities in Ethiopia. Its specific objectives are: 1) support sustainable industrialisation; 2) create decent employment opportunities for Ethiopians and refugees; 3) Improve the refugee regulatory framework. More information available here .	Nationwide	Ongoing
UNDP	<ul style="list-style-type: none"> ▪ Entrepreneurship Development Program (phases 1 and 2). Now ended. ▪ Innovation for Development project: the overall objective is to strengthen the innovation and entrepreneurship ecosystem in Ethiopia to enhance economic growth and productivity and contribute to job creation, focusing on women and youth. More information available here. 	Nationwide	Ongoing
SNV	The Livelihoods Improvement for Women and Youth (LIWAY) programme, funded by Sida, aims to create employment opportunities for women and young people in Addis Ababa. More information available here .	Addis Ababa	Ongoing
ILO	ProAgro Ethiopia – the 'Promotion of Decent Work in Agribusiness' Project aims to contribute to the creation of more and better jobs in the agribusiness sector. The project focuses on building the capacity of national, regional, and local stakeholders to develop and implement policies aimed at boosting the job creation potential of the agribusiness sector. More information available here .	Nationwide	Ongoing
UNIDO	Technical Assistance to the Up-grading of the Ethiopian Leather and Leather Products Industry (Phase 2). As part of this project, UNIDO launched the first creative hub in Ethiopia to support creative industries and entrepreneurship. More information available here .	Oromia, Amhara, Tigray and SNNP	Ongoing

Focus Box 6: Opportunities for action in the entrepreneurship and private sectors

- The EU could consider supporting OSSCs expand their network of partners to some of the organisations suggested above;
- Coordination with other donors actively supporting business incubators/accelerators (World Bank, UNDP, etc.) could be consolidated, and the development of specific pathways for vulnerable beneficiaries encouraged;
- Other donors involved in stimulating promising sectors, particularly in the agricultural field, could also be mobilized with the aim of integrating more returnees among their beneficiaries;
- The inclusion of an entrepreneurship curriculum entrenched in the education system, particularly within TVET institutions, could be encouraged;
- Micro-credit agencies offering financial services to entrepreneurs could be involved upstream of the definition of reintegration paths to offer support combining project set-up and funding research. This strategy would improve the sustainability of microenterprises and the reintegration of returnees.
- In terms of access to finance – a key component of a successful entrepreneurship-based job creation strategy – the EU could consider supporting more actively the development of the microfinance ecosystem in Ethiopia to make the existing financial offer more accessible to vulnerable populations, particularly returnees.
- Coordination mechanisms between international and government actors in relation to entrepreneurship, access to microfinance, and support to the private sector could be significantly strengthened, through the identification of lead partners, the regular exchange of information and the implementation of joint operational strategies.
- A reflection on access to land and the potential impact of a land management reform on agricultural entrepreneurship development in Ethiopia could be initiated.

4.3 MULTIDIMENSIONAL ASSISTANCE SERVICES TO VULNERABLE RETURNEES

4.3.1 POSSIBLE PARTNERSHIPS FOR THE REINTEGRATION OF VULNERABLE RETURNEES

Returnees often present vulnerability profiles that require an economic reintegration process combined with specific psycho-social care. One of the key lessons of the EU-IOM JI is that the socioeconomic situation of returnees is often worse post-return as compared to pre-migration. Many returnees have severe medical conditions, such as physical and psychological trauma, which require a holistic reintegration assistance on the medium to long-term that can only be provided through partnerships with government actors or NGOs. In addition to the psychological traumas presented by some of them, the low level of literacy, the difficulties in accessing civil status documents and the need to access economic resources immediately after their arrival can constitute significant obstacles to their sustainable reintegration.

To address this wide range of needs, IOM has developed several partnerships with national and international actors, whose continuity beyond the EU-IOM would be relevant. These include Community Volunteers for the World (CVM), AGAR, Good Samaritan, Makedonia, and Forum on Sustainable Child Empowerment (FSCE), with which it would be appropriate to continue to collaborate in the reintegration of returnees. In addition to the training services that these two organizations already provide, the proposed support modalities could be further developed and include longer-term monitoring and coaching tools to accompany the most vulnerable returnees in all stages of their reintegration process.

It might also be appropriate to develop new partnerships and referral mechanisms with the listed in table 7. These organizations have in common their capacity to develop, simultaneously and in crisis contexts, activities in support of IGA development, training programs, social cohesion, and medical and psycho-social support.

More information can be found in Infosheets 31 to 43 in annex.

Table 7: Structures EU implementing partners could refer returnees to or step up their collaboration with

	Economic support	Training	Child services	Coaching, PSS	Shelter	Addis Ababa	Oromia region	Amhara region		
Organisation	Type of services				Geographic location			Info-sheet #	Comment	
Ethiopian Catholic Church Social Development Commission	X	X		X	X	X	X	X	31	<p>NGO, mainly working with local economically destitute communities, returnees and migrants from ERRIN member states and providing tailored reintegration assistance from pre-return to post arrival and reintegration. Type of support provided:</p> <ul style="list-style-type: none"> ▪ Shelter service (4 days to 3 months) for returnees in Addis Ababa and Meki; ▪ Psycho-social support and life skills training, counselling; ▪ Airport pick up & assistance service; ▪ Post departure service for migrants; ▪ Support for vocational training and job placement; ▪ Business start-up through its seed capital support.
PROJECT-E	X	X		X	X	X			32	<ul style="list-style-type: none"> ▪ PROJECT-E is a German NGO established in 2007. In Ethiopia, it was officially registered as a “foreign charity” in April 2013 with the main objective of providing access to vocational training as a tool to fight poverty; ▪ The project has the capacity to integrate approximately 100 individuals in its short-term program every year.
Kembatti Mentti Gezzima-Tope (KMG)	X	X	X	X		X			33	<p>KMG is a Local NGO established in 1997. KMG’s Sectoral intervention in relation to migration include:</p> <ul style="list-style-type: none"> ▪ Training on business skills and business leadership;

										<ul style="list-style-type: none"> Seed money and legal aid support; Support value chain intervention of beneficiaries (e.g., organizing marketplace to display the product of cooperatives and self-help groups); Awareness-raising community initiatives on the adverse effect of migration and the use of self-employment; Building the capacity of government partners like Zonal Cooperative Offices to organize and consolidate Women Cooperative societies and self-help groups of women, girls, and marginalized groups to prevent them from migrating.
Freedom Fund	X	X		X	X	X		X	34	<ul style="list-style-type: none"> In Ethiopia, the Freedom Fund is investing in local groups in Addis Ababa and in the Amhara region to support women and girls who are most likely to migrate to the Middle East for domestic work. FF have placed themselves uniquely in this space, they have tested models for reintegration that work. They have the expertise and the capacity to work with the EU, and they have already developed partnership from federal to kebele level around intervention, making it more efficient for the next phase of programming. They also had a meeting with the EU to explore potential partnerships and they look forward to future opportunities.
Facilitator for Change		X	X	X	X	X	X	X	35	<p>Local NGO. The head office is in Addis Ababa, but they have project offices in Oromia and Amhara region.</p> <ul style="list-style-type: none"> They are already working with returnees through the IOM JI project as an implementing partner. Under the EU-IOM JI they worked with 150 beneficiaries (90 returnees, the rest being vulnerable groups) from Sigmo, Gera, Omonanda and Dedo woreda. FC provided them with clothes, health care, psycho-social support in coordination with the psychiatric department of Jimma University. It sends them back to school, contacts their families, similar to the work that they do with the street children.
Hope Enterprises		X	X					X	36	<ul style="list-style-type: none"> Hope Enterprises or Tesfa is a local NGO established in 1971 in Ethiopia. The main target of Hope Enterprises is to provide skilled-based training. The organization has no problem accepting returnees. They indicated that they could enrol more than 1,000 trainees if there is opportunity for funding.

Kelem Ethiopia		X	X			X	X	37	<ul style="list-style-type: none"> Kelem Ethiopia is a local NGOs with its headquarters in Addis Ababa. It has branches in Afar and Amhara regions. Its key area of intervention is working on project with the aim of reducing illegal migration. The past three years have enabled the organisation to gain experience regarding job creation for returnees. The organisation has been assisting returnees to enter the labour market through forming their own associations. If the organization gets the opportunity to get additional funding, they have a full capacity to serve more returnees by incorporating them into existing programmes.
Development Expertise Centre		X	X	X		X	X	38	<ul style="list-style-type: none"> DEC is a local NGO Providing of technical skills, entrepreneurship skills and psychosocial support The organization implements fifteen projects in conflict sensitive areas in Amhara, Oromia, Afar and Tigray regional states. DEC's experience on both development and humanitarian response including support to IDPs and refugees puts DEC in a good position to serve returnees.
Timret Lehiwot	X	X		X		X		39	<ul style="list-style-type: none"> Timret Lehiwot Ethiopia is an Ethiopian Charity Organization engaged in development programs since 2004, with the mission of supporting marginalised and hard to reach citizens by providing economic, environmental and PSS services. With the availability of funds, it has the capacity to include 1,000 returnees into its programme per year.
Action Aid Ethiopia (AAE)		X		X		X		40	<ul style="list-style-type: none"> AAE provides various types of support, including microfinance, support to the development of individual/collective reintegration projects and psychosocial supports; The organization operates in Oromia (three woredas), Amhara (two woredas), SNNPR/Southwest (three woredas), Tigray (one woreda), Somali (one woreda with refugees), Afar (two woredas); AAE provides various types of support, including microfinance, support to the development of individual/collective reintegration projects and psychosocial supports.

CIFA Onlus						X	X	41	<ul style="list-style-type: none"> ▪ CIFA Onlus is an Italian NGO. It works on four areas: 1) Economic empowerment/economic strengthening; 2) Providing capacity-building training for public sector officials and cooperatives; 3) Awareness raising; 4) Provision of psychosocial support (PSS) ▪ There are approximately 250 returnees in the project out of a total of 500 beneficiaries. In the selection process, CIFA usually incorporates 50% potential migrants and 50% returnees. 	
People in Need (PIN)		X				X	X	X	42	<ul style="list-style-type: none"> ▪ PIN works on development programs focusing on Nutrition, Food Security, value chain, WASH, livelihood, NRM, Education & Skills development, youth job creation & TVET projects. ▪ Under Education & skills development programs, the target groups are SMEs, youth and women SHGs, farmers, cooperatives, private companies, universities, TVET centres, government institutions/experts, etc. ▪ They have the capacity to serve returnees but depending on the areas they are targeting. For example, their project funded by the FCDO is already including returnees.
SNV	X	X		X		X	X	X	43	<ul style="list-style-type: none"> ▪ SNV is an international NGO working in most parts of Ethiopia. They have programmes that address the needs of returnees, in the education and job creation fields. ▪ SNV follows an inclusive model; their programmes have the flexibility to accommodate returnees and they are already doing this. ▪ They have programmes like LI-WAY, with the aim to contribute to sustainable poverty reduction and social stability in Addis Ababa through improved livelihoods. The specific objective is to increase incomes of 200,000 people (50% women and 75% youth) through increased access to employment opportunities.

Focus Box 7: Opportunities for action to provide comprehensive reintegration assistance to the most vulnerable returnees

To improve existing care solutions for vulnerable profiles, including returnees, the EU could consider:

- Disseminating, implementing, and training officials to use the standard operating procedures for victim identification and the NRM to refer vulnerable individuals to appropriate care solutions;
- Advocating for government support in providing longer-term and affordable housing and medical services for extremely vulnerable cases.

PSS services tend to be provided separately from reintegration assistance. Improved collaboration and coordination between economic actors and PSS providers are needed to take into account the specific vulnerabilities of returnees and improve their chances of long-term reintegration.

- The EU could consider supporting OSSCs expand their network of partners to the organisations suggested above, as well as funding projects providing soft skills training to OSSC staff (with regard to service provision to vulnerable groups, including returnees);
- Similarly, TVET providers should be equipped with basic modules on PSS. Based on previous experiences with referrals of returnees, many TVET centres' representatives expressed the need to have PSS experts available among their staff, to be able to better accompany returnees facing difficulties integrating training courses. In their experience, many returnees started trainings shortly after their return, without having had the time and means to process their often difficult, if not traumatic, experience. Such situations have created challenges for both returnees and TVET institutions, increased risks of dropouts and overall, significantly jeopardized chances of a successful economic reintegration. Holistic approaches have, for example, been implemented by the GIZ in Ethiopia and could constitute an interesting model to further develop¹.

¹ "Qualifications and Employment Perspectives for Refugees and Host Communities in Ethiopia Programme (QEP) – Special Initiative Tackling the Root Causes of Displacement, Reintegrating Refugees". Under this program, in order to structurally anchor psychosocial services in the Ethiopian vocational training system, counsellors are trained to provide basic PSS.

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