

Promote Effective Labour
Migration Governance
in Ethiopia: Program Achievements

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Ethiopian Migration Profile

Of the world's 244 million international migrants, over 150 million are migrant workers (66.6 million being women migrant workers)¹. ILO also estimated that there are 67.1 million domestic workers of whom 11.5 million are migrant domestic workers (MDWs). Within Africa, Sub-Saharan African countries account for most of the international migration with 7.9 million migrant workers and 580,000 MDWs. Even though there are significant female MDWs (310,000 people) the number of male migrant workers is higher (4.7 million)².

Ethiopia, a hub for outward and inward migration, is one of the major labour sending countries and the largest refugee hosting country in Africa. A number of pull and push factors are at interplay for outward and inward migration in Ethiopia. The Ethiopian economy as well as its population has shown high growth. However, the economic growth has not been accompanied by considerable reduction in poverty and job creation, particularly for the youth. Furthermore, the unemployment rate of 17.5³ coupled with poverty, family and peer pressure, and low public awareness on the positive and negative aspects of migration has contributed to a strong culture of migration within local communities. Finally, recurrent drought and environmental shocks, and inducements by smugglers and traffickers have pushed people to migrate to the capital province or abroad in search of better opportunities and to support their family. At the same time, advancement of information and communication technology, social networks, better living standards and

1 UNDESA (2016). *International migration report 2015*. New York; United Nations

2 ILO (2015). *ILO global estimate on migrant workers: Results and methodology*, Geneva; United Nations

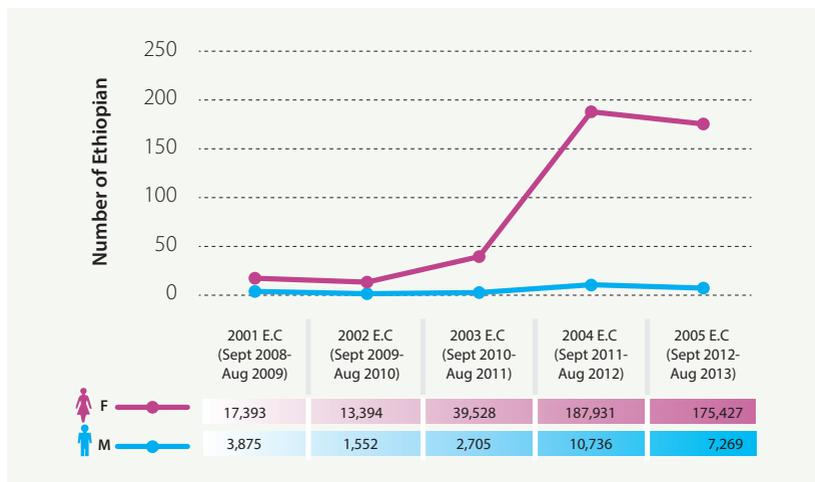
3 ILO (2017). *Socio-economic assessment in four regions and Addis Ababa city Administration*.



demand for labour in major destination countries are some of the major pulling factors.

Although the exact number of Ethiopians who have migrated abroad is unknown due to irregular migration and the absence of centralized registration system, according to the estimates by the Ministry of Foreign Affairs (MoFA), more than two million Ethiopian diaspora live abroad⁴. However, the numbers are estimated to be higher since there is growing evidence that outward migration has increased significantly in recent years. The 2015 Ethiopian Migration Profile prepared by UNICEF depicts an increased international migration stock of Ethiopians living abroad over the years⁵; in 2000 the international Ethiopian migration stock was 662,444⁶ people, this figure has reached 1,072,949 in 2015⁷. In addition, according to the data from Ministry of Labour and Social Affairs (MoLSA) around 460,000 Ethiopians have legally migrated to the Middle East mainly Saudi Arabia, Kuwait and Dubai between September 2008 and August 2013⁸. As can be seen below in Chart 1, there was a drastic spike in the number of migrants departing after 2011.

Chart 1: Trend of Ethiopian Migrants leaving the country from 2008 - 2013



Source: (Carter B, and et al., 2016)

⁴ MoFA Diaspora Policy

⁵ UNICEF (2015). *Ethiopia migration profile*.

⁶ UNICEF (2015). *Ethiopia migration profile*.

⁷ UNDESA (2016). *International migration report 2015*. New York; United Nations

⁸ MOLSA. *Annual Report*

Existing data paints an unclear picture of the Ethiopian migrant workers demographic. Administrative records from MoLSA show that the majority of regular migrants (close to 86 percent) are women from rural areas with limited educational background looking for employment opportunities in order to improve their lives as well as that of their families. On the other hand the study by Asefa and *et al.* (2016) that took into account both regular and irregular migration to the Middle East, found a significant share of male migrant workers (48.6 percent male, 51.4 percent female). The high number of female migrants in official statistics on regular migration is mainly due to the greater opportunities they have for legal labour migration (mainly into domestic work) to the Middle East, while male migrants might need to resort to irregular channels due to lack of opportunity for legal migration. Moreover, other research show that irregular migration along the northern and eastern routes is very common. The RMMS (2014) study on knowledge, attitude and practice of Ethiopian migrants found that only 40 per cent of Ethiopian migrants migrate with legal documents, illustrating a relatively high level of irregular migration⁹. Likewise, a UNHCR mixed migration study in 2013 estimated that 50-100 Ethiopian migrants cross into Sudan every day¹⁰.

Most Ethiopian migrant workers are employed as

housemaid



100% in Oman



81.8% in Lebanon



75.5% in Kuwait



⁹ RMMS (2014). *Blinded by hope: Knowledge, attitudes and practices of Ethiopian migrants.*

¹⁰ Altai Consulting (2013). *Mixed Migration: Libya at the Crossroads – Mapping of Migration Routes from Africa to Europe and Drivers of Migration in Post revolution Libya*; UNHCR.





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In GCC countries, housemaid is a common occupation for most Ethiopian migrant workers; for instance, 100% of migrants in Oman, 81.8% in Lebanon and 75.5% in Kuwait are employed as housemaid. However, Ethiopian migrants tend to own businesses when migrating to South Africa (86.5 per cent)¹¹. Migration from Ethiopia to Middle East has a strong gender dimension where the majority of migrants are young and single female migrating as domestic workers¹².

Table 1: Occupation of Ethiopian migrants in major destination country

Occupation	KSA	UAE	Kuwait	Lebanon	Oman	Yemen	Qatar	South Africa	Other
Domestic Worker	57.8	68.3	75.5	81.8	100.0	25.0	50.0	0.0	34.1
Herder	6.1	0.0	4.1	0.0	0.0	0.0	0.0	0.0	0.0
Driver	2.5	0.0	0.0	0.0	0.0	0.0	0.0	1.4	0.0
Daily worker	8.8	4.9	8.2	0.0	0.0	50.0	16.7	2.7	24.4
Construction	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Shopkeeper/ Sales	1.1	0.0	0.0	0.0	0.0	0.0	0.0	5.4	4.9
Guard	2.5	0.0	6.1	0.0	0.0	12.5	0.0	1.4	0.0
Own Business	1.1	2.4	0.0	0.0	0.0	0.0	0.0	86.5	2.4
Cleaning	6.0	17.1	2.0	18.2	0.0	0.0	0.0	0.0	12.2
Housewife	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Unemployed	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.8
Other	9.6	7.3	4.1	0.0	0.0	12.5	33.3	2.7	12.2
Total	100.0								

Source: (Asefa, A. and et al, 2017)

¹¹ Asefa, A. and et al. (2017). *Migration and forced labour: An analysis on Ethiopian workers*. Addis Ababa; ILO

¹² Kuschminder, K. and Siegal, M. (2014). *Migration and development: A world in motion, Ethiopia country report*





2

Opportunities and Challenges for Ethiopian Migrants

In countries of origin, international migration contributes to poverty reduction at family level and to the development of human capital. Migrant remittances create multiplier effects in rural economies and can thus contribute to economic development. Also, education and healthcare sectors receive high priority in the spending of remittances. In 2010, Ethiopia had a high inflow of remittances of 387 million USD compared to the net Foreign Direct Investment inflow of 100 million USD and net Overseas Development Assistance (ODI) of 3.3 billion USD¹³. This has shown an increase over the years where in 2016 remittance inflows to Ethiopia has reached 600 million USD¹⁴. A study conducted by the ILO (2016) shows that on average, a migrant domestic worker from Arab States sends remittances of around 66,238.60 ETB (3,335.30 USD) per year.

Despite the substantial benefits, Ethiopian migrant workers face a number of challenges during their journey, in destination country and upon their return especially when migrating irregularly or being trafficked or smuggled. Most Ethiopian migrants either travel irregularly, or may become irregular in the destination country by overstaying their visas. This irregularity makes most Ethiopian migrant workers vulnerable or victims of abuses and exploitation in the recruitment, journey, destination/employment and up on their return.

Most irregular migrants are recruited by local brokers, returnees, relatives, and/or friends. In such situation, informal brokers and agents can easily offer potential migrants false promises of good financial revenues that will enable them

¹³ World Bank (2011). *Fact book on migration and remittances; 2011 report.*

¹⁴ World Bank (2017). *Fact book on migration and remittances; 2016 report.*



escape poverty and send money to their families. As a result, migrants do not receive relevant information before their departure nor are they given the opportunity to discuss the terms and conditions of their future jobs with their employer or recruiter. According to an ILO (2017) study on 1,450 potential migrants/migrants, more than 30% of respondents stated that they received no information regarding the nature of the job and 54% had not receive any information about their employer¹⁵.

The illegal recruitment coupled with multitude of factors leads most migrant workers to take the irregular migration route which is risky at all stages of the journey. The Journey has resulted in many rights violations, abuses, exploitation and deaths among Ethiopians. Female migrants are at risk of rape, unwanted pregnancy, sexual abuse and sexually transmitted diseases. When considering the eastern route to the Arab States, the sea crossing is very risky, where dozens die when crossing to Yemen due to overcrowding of boats and bad weather.

2

Most Ethiopian migrant workers engaged in

forced labour

suffer



exposed to working for long hours
without rest and overtime pay

confiscation of passport



maltreatment

irregular payment of salary
or no payment at all



¹⁵ Asefa, A. and et al. (2017). *Migration and forced labour: An analysis on Ethiopian workers*. Addis Ababa; ILO

After dangerous and deadly journey, most irregular migrants reach countries of destination where they might face another round of abuse and exploitation. The ILO (2017) study shows that most Ethiopian migrant workers in GCC countries are engaged in forced labour. Among other labour rights violations, Ethiopian migrant workers are exposed to working for long hours without rest and overtime pay, confiscation of passport, maltreatment and irregular payment of salary or no payment at all¹⁶. They may have no choice but to remain with their employer for various reasons such as lack of complaint channels, debt bondage, confiscation of travel and identity documents, fear of deportation, or threat of denunciation to authorities. In addition, the restrictive policies that have an impact on the rights of migrant workers such as the “Kafala” system or sponsorship system as well as the absence of freedom of association enhances the vulnerabilities of Ethiopian migrant workers.

Ethiopian migrant workers in GCC countries return home with the hope to make improvement to their pre-migratory living situation. However, the return of migrant workers is usually the most challenging. A study on returnees by ILO (2016) reveals that only few migrant workers succeed in improving their living standard upon return. The study pointed out the following as a major bottleneck for successful reintegration of the returnees: bad spousal relationships; financial difficulties due to the inability to save since most migrants send remittances regularly, pay their debts and spend it on consumption items; lack of required business and entrepreneurship skills; problems related to employment opportunities upon their return; ill health status; and lack of support to engage in a viable business and stiff competition for investment in the country¹⁷.

Owing to the increasing incidences of irregular migration and abuses faced by Ethiopian migrants in transit and destination countries, the Government of Ethiopia (GoE) banned low skilled migration to the Middle East since October 2013. The GoE is currently working in collaboration with international partners, such as the ILO, to improve the overall migration governance in the country, enhance protection of Ethiopian migrant workers in destination countries and address irregular migration.

¹⁶ Asefa, A. and et al. (2017). *Migration and forced labour: An analysis on Ethiopian workers*. Addis Ababa; ILO

¹⁷ Mesfin, D (2011). *The Challenges and prospects of female labour migration to the Arab Middle East: A case study of women returnees in the town of Girana, North Wollo, Ethiopia*.





3

ILO Background _____

The ILO, established in 1919 is the only tripartite UN agency that brings together government, employers and workers representatives of 187 Members States to set labour standards, develop policies and devise programmes promoting decent work for all women and men. ILO is devoted to promoting social justice and internationally recognized human and labour rights.

The ILO has developed a Decent Work agenda, which looks at employment creation, social protection, rights at work, and social dialogue. During the UN General Assembly in September 2015, decent work and its four pillars became integral elements of the new 2030 Agenda for Sustainable Development. Goal 8 of the agenda calls for the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work, and Goal 10 target 7 of the agenda urges to facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies. Hence, these issues continues to be a key area of engagement for the ILO and its constituents.

The ILO has the constitutional mandate to protect migrant workers. The many international labour standards adopted over the years by the International Labour Conference (ILC) of the ILO are important for safeguarding the dignity and rights of migrant workers. In principle, all international labour standards, unless otherwise stated, are applicable to migrant workers. This includes the eight fundamental rights conventions of the ILO identified in the 1998 ILO Declaration on Fundamental Principles and Rights at Work, the ILO fundamental migrant workers' rights convention (No. 97), its supplementary provision (No. 143), accompanying recommendations (No. 86 and 151); and other instruments with the provision on migrant workers such as convention (No. 19, 88, 102, 118, 157, 181 and 189) and related recommendations (No. 200 and 201); as well as through its Multilateral Framework on Labour Migration.





4

ILO response to support improved Labour migration governances in Ethiopia and protection of migrant worker _____

The ILO Country Office for Ethiopia, Djibouti, Somalia, Sudan and South Sudan, and for the Special Representative to the AU and the ECA (ILO CO-Addis Ababa) as a mandated institution, is supporting the GoE and its social partners to work towards putting in place effective legal and institutional frameworks on labour migration. To realize this objective, ILO CO-Addis Ababa has a large project portfolio on labour migration.

Table 2: ILO CO-Addis Ababa Labour Migration Project Description

January 2015 to December 2017 - Part of a broader programme on improving labour migration governance in Ethiopia, this project aims at providing individualized and rights based labour market reintegration assistance to returnees with a particular focus on vulnerable women and girls.

Support to the reintegration of returnees in Ethiopia (EU)
EUR 5 Million

January 2013 to July 2016 - Overall objective of this project is to strengthen the policy and operational framework in Ethiopia to ensure safe and fair migration of domestic workers to GCC states, Lebanon and Sudan and improve protection and reintegration of returnees as an integral part of the socio-economic development agenda for possible expansion and replication.

Development of a Tripartite Framework for the Support and Protection of Ethiopian Women Domestic Migrant Workers (MDWS) to the GCC States, Lebanon and Sudan (EU)
EUR 2 Million

ILO response for improved Labour migration governance

June 2017 to June 2020 - The overall objective of the project is to improve opportunities for regulated labour mobility and decent work within IGAD countries through the development of pilot models of intervention, with a particular focus on the Ethiopia-Sudan corridor.

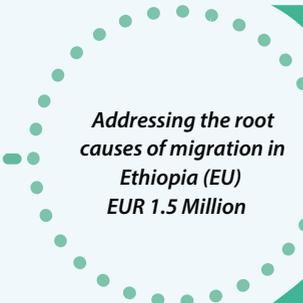
Free movement of persons and transhumance in the IGAD Region: Improving Opportunities for Regular Labour Mobility (EU) –
EUR 6 Million



Joint UN Resource Mobilization for the Counter Trafficking and Migration Policy and Practice in Ethiopia (UN)

USD 327,104

January 2015 to June 2017- Overall objective is to contribute to the efforts of the Government of Ethiopia (GoE) to address human trafficking, smuggling and irregular migration, youth unemployment and uphold the rights of migrants.



Addressing the root causes of migration in Ethiopia (EU)
EUR 1.5 Million

August 2016 to November 2019 - Part of a broader programme entitled “Stemming Irregular Migration in Northern and Central Ethiopia” and amounting to 20 million EUR, this project will inform SINCE programme design, implementation, monitoring and evaluation and will also enhance smooth school to work transition for university and TVET women and men graduates. This project is expected to increase employment and decent livelihood opportunities in selected woredas to reduce migration.



Improved Labour migration governance to protect migrant workers and combat irregular migration (DFID)
GBP 2.7 Million

January 2017 to December 2020 - This project aims at supporting the efforts of the GoE and Civil Societies in improving labour migration governance to better address migration challenges in Ethiopia and combat irregular migration. It also aims at sensitizing migration-prone communities to enable them take informed decisions about migration and to empower them to better protect their rights.







5

ILO Migration Programs Achievements between 2013 – 2017

ILO CO-Addis Ababa made a significant contribution in making Labour Migration visible on the national agenda. The ILO has been supporting the GoE to develop appropriate legal and institutional frameworks for better migration governance, protect of migrant workers and promote fair recruitment and decent employment conditions. Key achievements of ILO and its partners include:

a. Strengthening the legal and institutional framework on labour migration

- ▣ ILO provided support and organized various consultation workshops for the revision of the Ethiopian Overseas Employment Proclamation No. 632/2009. This has led to the **adoption of the newly revised Overseas Employment Proclamation 923/2016 on 29 December 2015**. This proclamation clearly defines the **role of the GoE** and **the public and private employment agencies**. It also promotes the **rights, safety and dignity of Ethiopians** going abroad for employment pursuance; identifies the required **qualification** and ability to work overseas; strengthens the mechanism for **monitoring and regulating** domestic and overseas employment exchange services; and emphasizes on the importance of **bilateral**



agreement or a **memorandum of understanding** with destination countries. In addition, **access to basic health care scheme** to MDWs is also addressed in the new revised adopted overseas employment proclamation 923/2016.

□ The ILO provided support to PEA's in the development and validation of the **Public Employment Agencies (PEA's) internal code of conduct** revised in line with the new Proclamation 923/2016.

□ ILO developed a draft model **Memorandum of Understanding** and a **standardized employment contract** in line with international instruments based on which the GoE can negotiate for a favourable and rights-based recruitment and employment conditions for Ethiopian migrant workers in key countries of destination. ILO also supported the **establishment of small committee**, comprised of the DG for Legal Affairs and DG for Middle East, within the Ministry of Foreign Affairs, to closely follow up on issue of Bilateral Agreements between Ethiopia and a number of Middle Eastern Countries. The Committee has facilitated **bilateral agreement signing between Ethiopia and three Middle Eastern Countries (Qatar, Kuwait and Jordan)**. Currently, the committee is facilitating the negotiation of an MoU between Ethiopia and United Arab Emirates (UAE) and Kingdom of Saudi Arabia (KSA). The draft MoU have already been shared with these countries and the bargaining process is being carried out through various high level delegation missions to further negotiate and finalize the agreement.

□ ILO also supported the signing of a **Bilateral Trade Union Agreement** between the **Confederation of Ethiopian Trade Unions (CETU)** and the **Fédération Nationale Des Syndicats des Ouvriers et Employés au Liban (FENSOL)** to further strengthen the relationship between the two trade union organizations on the protection of Ethiopian migrants. This MoU covers the development of joint measures to better protect migrant workers and provide the necessary support through the denunciation of abusive practices and finding solutions.

□ Finally, ILO strengthened the **National Anti-Trafficking Taskforce** at national, regional and local level to combat human trafficking and address migration related issues with an emphasis on MDWs.

b. Capacity Building

Capacity of key institutions, mainly MoLSA and Bureau of Labour and Social Affairs (BoLSAs), MoFA and Foreign Missions, CETU and Ethiopian Employers Federation (EEF) was strengthened on various thematic areas related to labour migration such as ways to better manage labour migration, combat human trafficking and smuggling, promote fair and safe migration, provide services to migrant workers in Middle East Countries, reduce irregular migration and better operationalize the newly adopted overseas employment proclamation 923/2016. To achieve the above results:

□ ILO in close collaboration with MoLSA organized **round-table dialogues on Labour Migration Management for Policy makers** and **ToT on Labour Migration Management** for technical experts. Senior government officials attended the round table discussion wherein participants were represented from MoLSA, MoFA, Prime Minister Office, other line ministries and social partners. Among other things, institutional capacity development, transparency and coordination to build inter-agency cooperation and coordination among all stakeholders and the recognition of labour migration roles in the national development agenda in line with the Growth and Transformation Plan (GTP II) was teased out.

□ ILO reinforced high-level officials' capacity involved on labour migration management and governance on various technical matters through different **international, inter-regional and local knowledge sharing forums and study tours** to Vietnam, South Korea, Philippines, Madagascar, South Africa and Sri Lanka. To mention one, the study tour to Philippines gave officials an opportunity to understand and appreciate the structures necessary to support and protect migrant workers in destination countries as well as the recruitment strategies and regulatory mechanisms of PEA in the recruitment, deployment and employment of migrant workers. Following this study tour, participants were able to **draft policy recommendations and action plan** in line with the Ethiopian national context aimed at improving labour migration management and also lead the GoE to decide **in developing a Data Base System for Ethiopian Migrants**.





■ ILO built the capacity of faith based organizations, communities and journalists through trainings and consultative workshops. These trainings and workshops were able to **raise awareness on combating human trafficking** and ways to advocate for a policy framework to regulate human trafficking, smuggling and irregular migration such as the creation of partnership and cooperation between religious leaders, the community and the media. As a result, faith based organizations and media have taken the leading role in educating the public on human trafficking, smuggling and irregular migration.

■ ILO also built the capacity of Technical Vocational Education and Training (TVET) centers, BoLSA and Micro and Small Enterprise Development Agencies (MSEDA) through the provision of **ToT training on Entrepreneurship and Motivational skills**, where **214 TVET teachers and selected experts for BoLSA and MSEDA** from 20 woredas in the three regions namely **Oromia, Tigray and Amhara** attended. Further to this training, a **standardized entrepreneurship and motivational skills training module** has been developed.

□ ILO capacitated BoLSAs, Zonal and District Counterparts to **guide, train, and offer better services and information to MDWs** in a gender-sensitive manner through material and technical support for overseas employment service centers. Overseas employment units of BoLSA's were strengthened through training, material support as well as making available publications to support public awareness for potential migrants.

□ ILO supported the development of a web based **Ethiopian Migrants Data Management System** to record the end-to-end migration process of all Ethiopian migrants, which will help the GoE to better administer records of the number of workers leaving the country and returning. This system will provide specific, full and up-to-date data on migrant workers.

□ ILO in partnership with the MoFA built the leadership and management capacity and skill of **Ethiopian migrant women association** in Dubai, Beirut, Kuwait City, Doha and Jeddah. It also **promoted the rights and welfare of Ethiopian MDW in GCC** states through training of the association leaders and continuous technical support. The capacity building training and the technical support equipped leaders with international and regional legal frameworks to operate as an association and provide protective services for Ethiopian MDW.

□ ILO, in partnership with the regional administrative authorities and BoLSAs, established and equipped **six migrants' resource centers** in six migrant-prone woredas of the four regions (Tigray, Amhara, Oromia and Southern Nations, Nationalities, and Peoples' Region (SNNPR)). These centers are providing services to migrant workers prior to departure and upon their return to enable them make informed decisions.

□ ILO also developed the **pre-departure training materials**, the **pre-employment manual**, the **reintegration guideline** and the **anti-human trafficking manual** to better equip migrant workers with the necessary knowledge when seeking employment overseas. These manuals help migrants to get well acquainted with travel procedures, employment rights and duties as well as occupational safety, financial management and reintegration.



□ To improve the overall migration management system and to inform migrants and PEA/employers, ILO established a **cold call center** in three local languages (Amharic, Tigrigna and Oromifa) to educate the ultimate beneficiaries and stakeholders and assist migrants in cases of emergency with pertinent information. It covers topics on pre-departure, upon arrival, at destination country and on trafficking. Free toll no. for the cold call center is **8229**.

□ **600 aspiring migrant workers** have been provided with comprehensive training coupling **theoretical training** on legal migration procedures, the overseas employment proclamation 923/2016 and the rights and obligations of migrant workers with **practical training** on financial literacy, entrepreneurships/business skills, and vocational skills on hairdressing, food preparation and babysitting. Of all the trained returnees and aspiring migrant workers **more than 70%** have reintegrated successfully within the community, started income generating activities as self-employed and/or wage employment and are leading a decent life.

c. Reintegration of returnees and training of potential migrants

Following the forced repatriation of 163,000 Ethiopian migrant workers from KSA, ILO has been working with the GoE and returnees to ensure smooth transition and reintegration. It is equipping returnees with the necessary knowledge and skills through information and skills trainings as part of a support to a better psychological, social and economic integration and transition into decent work and life. To this end:

□ ILO along with local NGOs namely AGAR, Women in Self-employment (WISE) and ESHURURU and governmental institutions such as TVET and BoLSAs has provided various trainings to returnees and aspiring migrant workers. More than **2,700 returnees** received **psychological orientation, basic business skills training, Business Development Support (BDS), life skills, financial literacy and vocational training** in various fields of work such as construction, manufacturing, hotel and tourism, babysitting, housekeeping and farming.

□ Through its partner, AGAR, ILO provided a **comprehensive psychosocial and shelter support for 2,145 returnees**. The

comprehensive psychosocial support targeted the most vulnerable returnees with psychological, social and /or medical problem. Trained therapists counselled and guided beneficiaries by applying counselling and therapies to overcome traumas and related post-traumatic distress and depression of return. It also ensured smooth reunification and reintegration of returnees with their families and the community.

□ In collaboration with, TVET, BoLSA and MSED, ILO trained **9,343 returnees** in three regions (Oromia, Amhara and Tigray) on **entrepreneurial and motivational training**. The trainees acquired entrepreneurial mind-set, identified and recognized opportunities and were equipped with basic economic and financial concepts and steps in business start-up and development.

□ In addition to the above mentioned training, ILO along with the three regional TVETs (Amhara, Oromia and Tigray) **developed a standardized short-term training modules** for returnees in **10 sectors** namely poultry, beekeeping, fattening, dairy production, metalwork, block production/construction, food preparation, horticulture, furniture and garment. It further provided training to **4,698 returnees** following these **standardized short-term skills training modules**.



600

aspiring migrant workers
have been provided with
comprehensive training

More than **70%**
of trained returnees and aspiring
migrant workers **have reintegrated**
successfully



□ ILO in collaboration with Oromia Credit and Saving Association in Oromia Region, Amhara Credit and Saving Institution in Amhara Region and Dedebit Credit and Saving Institutions in Tigray Region is working towards improving returnees' access to social finance. To this end, a **dedicated loanable fund** for returnees in each region is established and ILO has contributed approximately **USD 430,000 (ETB 10,000,000)** for each region. Similarly, each micro finance institutions is providing an equal matching grant. Up to April 2017, **512 returnees** have benefitted from this dedicated loan facility, with total grants of **USD 588,000 (ETB 13,532,167)**.

□ ILO in collaboration with MoLSA and EEF organized a **Job Fair for returnees** in Addis Ababa, where **400 returnees** and **15 national companies** participated. With an overall objective of **job matching**, this job fair was equipped with a short term training on job interviews, a CV center where returnees were able to draft their CVs based on a template, a coffee stand for networking and an information pack with contact details of potential training centers and potential employers. Following this job fair, more than **350 returnees were able to secure employment**.

d. Awareness raising and knowledge building

ILO, as part of the broader and comprehensive labour migration management program, uses different awareness raising, sensitization and knowledge building interventions as a strategy for better labour migration management. ILO in collaboration with its partners produced and disseminated various Information Education and Communication (IEC) materials, audio and video infotainments, and structured interactive and face-to-face programs to equip potential migrants with necessary information on the process, routes of migration and destination countries.

□ The ILO in partnership with UNWOMEN has **sensitized 225,000** community conversation in three regions (Amhara, Oromia and Tigray) and Addis Ababa City Administration to create awareness and change their mind-set, promote safe and fair migration and address irregular migration. Following these sessions, Addis Ababa City Administration and Oromia, Tigray and Amhara Regional States have integrated Community Conversation Behaviour Change Communication tool as part of the government structure.

□ ILO supported and facilitated high profile public information campaigns by using electronic media (radio and television). It produced a **documentary on migration** realities and ILO's interventions, a **television drama series** in Tigrigna and Oromifa and distributed a feature film entitled **"Enkopa"** on irregular migration. Documentaries and drama series transmitted through National Television and Oromia Television have reached a wider public. In addition, the film is being screened in 15 cinemas. Finally, ILO disseminated all materials to the six Migrant Resource Centers with the objective of using them as teaching aids.

□ ILO also developed and disseminated various information materials such as the **Rights and Obligations leaflets, FAQs for MDW's, Social Protection for Migrant Domestic Workers brochure and information guides** in English, Amharic, Tigrigna and Oromifa for MDWs in order to better advocate and create awareness raising on ILO Convention No.189. These materials, compatible with MDWs needs and capabilities, inform on issues related to valid passport, employment contract, medical tests, customs formalities, workers & employers rights and responsibilities, dispute settlement, labour rights and provide emergency contact details of major destination countries.

e. Research to support increased knowledge base and policy advocacy

To support evidence based policy making and labour migration programme development and implementation, ILO commissioned more than ten researches in countries of origin and destinations which can broadly be categorized into three major areas as presented below:

□ ***Situation and vulnerabilities of Migrants:*** ILO also commissioned four studies on irregular migration, smuggling and trafficking and migrant workers situation in destination countries with the objective to bridge knowledge and information gaps and build evidence for practitioner and policy makers. These studies, namely **"Migration, forced labour and trafficking of workers from selected regions of Ethiopia"**, **"Survey of Migration costs of Ethiopian Regular Migrant Returnees from KSA"**, **"Study on Human Trafficking in Eastern Ethiopia: Navigating the Causes, Nature and Routes"** and **"Analysis of implications of work related vulnerabilities of MDWs working in Lebanon"**, reveal the hidden and unspoken realities that Ethiopian





migrants face in the recruitment, journey and destinations by describing the mechanisms and cost of recruitment, the means of deception and coercion, and more generally the working conditions of migrants in the various countries of destination and sectors of activity. Furthermore, they present the magnitude and prevalence of human trafficking and its root causes in Ethiopia. They also assess the manifestation of the problem.

▣ **Policy and Program Oriented Researches:** the ILO commissioned three national studies that focus on informing policy and designing national programs. The first one was a **Comprehensive analysis of the Ethiopian Overseas Employment Proclamation No. 923-2016**. The report provides an analysis of the Proclamation 923/2016, with particular emphasis on the experience of other countries, and on the relevance of the Proclamation in the international and domestic legal frameworks. The second one was a national **Socio Economic Assessment**, which examines the socio-economic factors that contribute to migration in four regions (Amhara, Oromia, Tigray and SNNPR) and the Addis Ababa City Administration. The study explores demographic and labour market trends and provides timely and reliable data for designing effective, efficient and sustainable intervention for a program titled “Stemming Irregular Migration in Northern and Central of Ethiopia”, financed by

the European Trust Fund(EUTF). In addition, the ILO also commissioned **Needs and Situation assessment of Ethiopian migrant returnees' from KSA** in 2014. The study helped GoE to develop a strategic response by highlighting gaps and short/long term needs of returnees for successful reintegration.

▣ **Market Assessments:** A handful assessments that examined the demand and supply dynamics of the local market to guide economic reintegration of returnees are conducted. To mention, the ILO, through the **"Assessment of business services and training market"**, mapped and assessed business and training service providers in three regions (Amhara, Oromia and Tigray). The study among other things identified potential financial and non-financial service providers that could be engaged in the support for the reintegration of returnees and served as an input in preparing a reintegration package. In addition, the ILO also commissioned a **Rapid market assessment and value chain analysis** of selected six sectors and sub sectors in selected zones and woredas of Amhara, Oromia and Tigray national regional states. The findings of this study are crucial in designing reintegration programs and advising returnees on profitable business areas. Besides, the ILO also conducted a comprehensive **Assessment of the national employment services provision and labour market information collection and utilization in Ethiopia** and assessed the extent of its efficiency and effectiveness.



