



*Embassy of Italy in Addis Ababa*

**SINCE**

Stemming **Irregular Migration**  
in Northern and Central Ethiopia



Funded by  
the European Union

## *SINCE Programme Final Evaluation*

Country: Federal Democratic Republic of Ethiopia

Reference No: T05-EUTF-HoA-ET02.8 / CIG 7717812

### **SINCE Final Conference**

December, 16<sup>th</sup>



# Scope of the SINCE Programme Final Evaluation

Assess the capacity of the 5-granted projects to achieve the creation and promotion of **wage employment** opportunities working on four key strategic topics:

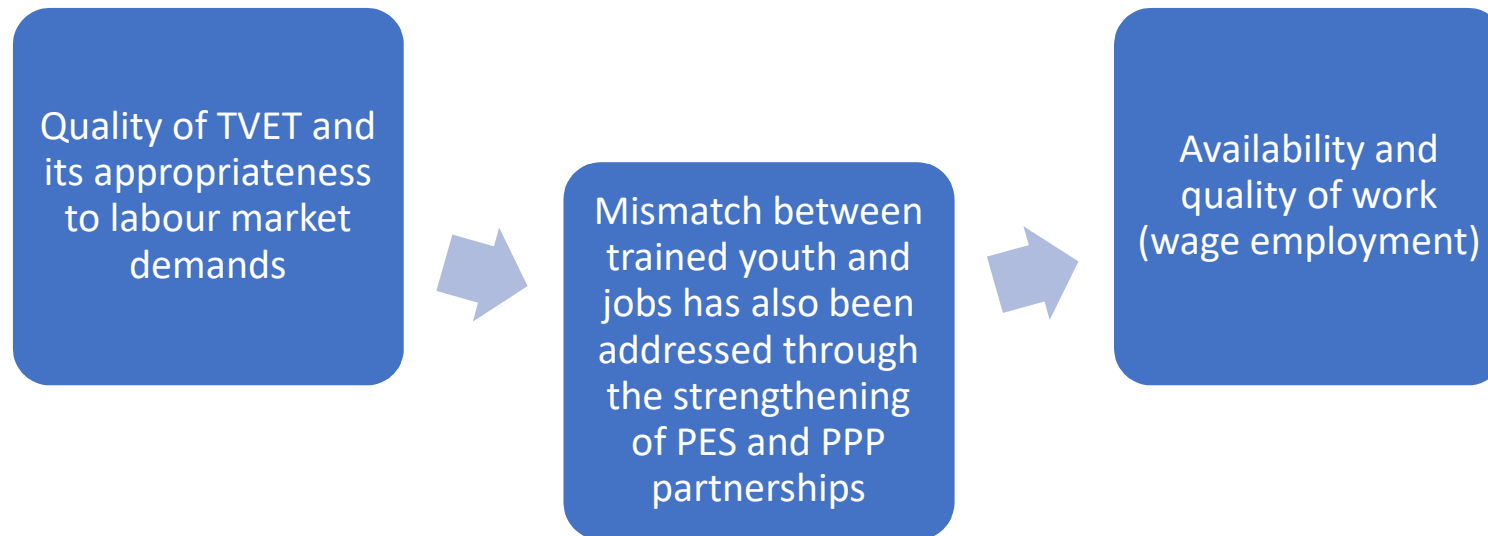
1. Facilitation of **Public Private Partnerships** (PPP) among TVET institutions, Public Employment Services (PES) and private enterprises
2. Strengthening of **Public Employment Services**
3. Promotion of **Apprenticeship schemes**
4. Promotion of **Decent Work and Gender Equality**.

# The Pilot Nature of the SINCE Programme

- First programme working on wage employment in Ethiopia
- It has been a challenge to change the mindset of key stakeholders and beneficiaries
- Wage employment approach key to foster industrial development
- Need to identify different paths for wage and self-employment to cater beneficiaries expectations especially in areas where there is attraction to trade and self-employment
- Crucial the involvement of the Private Sector at an early stage in view of designing new initiatives

| SINCE Lots          | Intermediate Outcomes   |
|---------------------|---|
| Lot 1 (Addis Ababa) | <ul style="list-style-type: none"> <li>• <b>iOc 1:</b> Improved access of beneficiaries to TVET and employment opportunities through the promotion of partnerships among TVET service providers and the private sector.</li> <li>• <b>iOc2:</b> Improved capacity of selected industrial clusters to create additional job opportunities with a special focus on the promotion of decent work.</li> </ul>   |
| Lot 2 (Amhara)      | <ul style="list-style-type: none"> <li>• <b>Specific objective 1:</b> Improved access of youth and women to quality TVET training and decent employment opportunities in Amhara through the promotion of partnerships between public &amp; private sector</li> <li>• <b>Specific objective 2:</b> Improved capacity of textile/garment, metal, and construction clusters to create additional decent job opportunities</li> </ul>   |
| Lot 3 (Oromia)      | <ul style="list-style-type: none"> <li>• <b>IOc1:</b> Improved access of youth and women (returnees and potential migrants) to quality training and decent employment through the promotion of partnerships between public institutes, TVET providers, private sector and NGOs</li> <li>• <b>IOc2:</b> Improved vegetable (tomato) and cereal (durum wheat) sector value chain systems (suppliers, producers, collectors, processors and distributors) and their capacity to create more decent job opportunities.</li> </ul> |
| Lot 4 (SNNP)        | <ul style="list-style-type: none"> <li>• <b>IO1:</b> Improved access of beneficiaries to TVET and employment opportunities through the promotion of partnerships among TVET service providers and the private sector</li> <li>• <b>IO2:</b> Improved capacity of selected industrial clusters to create additional job opportunities with a special focus on the promotion of decent work.</li> </ul>   |
| Lot 5 (Tigray)      | <ul style="list-style-type: none"> <li>• <b>IO1:</b> Improved access of beneficiaries to TVET and employments opportunities through the promotion of partnerships among TVET service providers and the private sector leading to the delivery of innovative TVSD programs and pilot active labour policy schemes (voucher system)</li> <li>• <b>IO2:</b> Improved capacity of selected industrial clusters to create additional job opportunities with a special focus on the promotion of decent work.</li> </ul>            |

# An Holistic Approach to Wage Employment



# Relevance to the Legal and Institutional Framework

## PES

- ILO Convention No 88 Organisation of the Employment Service
- ILO Convention No 181 Private Employment Agencies
- Growth and Transformation Plan II
- Labour Proclamation No. 1156/2019 (replace 2003) -Article 172

## PPP

- Proclamation 1076/2018
- Directive number 55/2010/2018.10
- Recognition of the Private Sector
- Public Private Partnership Policy (MoFEC August 2017)
- Huge potential for expanding Public Services
- SINCE: PPP to facilitate wage employment

## Decent Work

- SDG8, ILO Agenda
- Federal Civil Servants Proclamation No. 515/2007
- Labour Proclamation No. 1156/2019
- National Employment Policy and Strategy
- MoU with Supported SMEs:
- Written Employment Contracts;
- (OSH);
- Leave Regulation according to Labour Law
- Career advancement/incentives;
- Employees participation and complaint mechanisms.

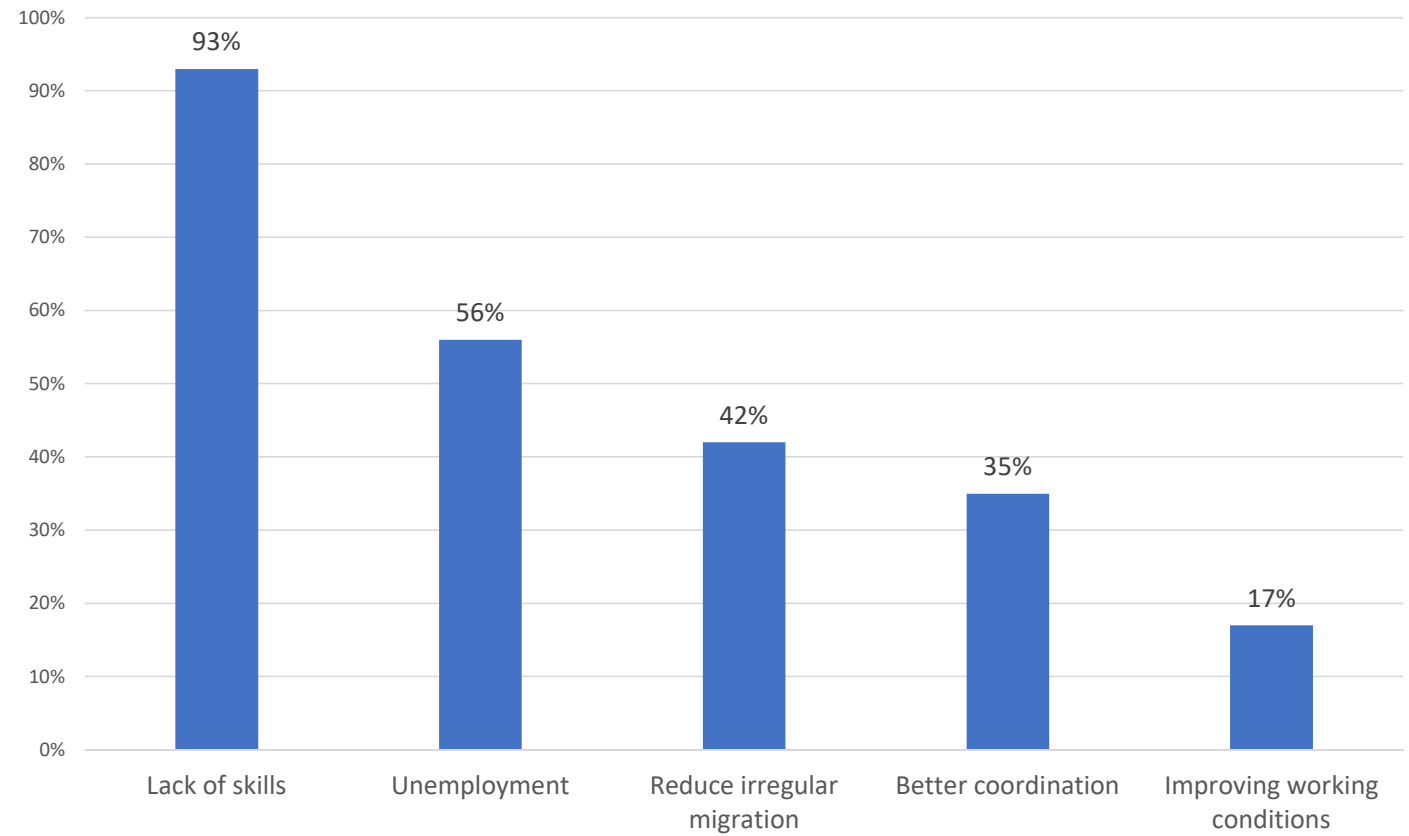
## TVET & Apprenticeship

- Value chains and potential clusters identified in the UNIDO/ILO JIPR
- Most prone areas identified in the UNIDO/JIPR
- National Technical & Vocational Education and Training Strategy 2008

# Relevance to the Needs of Target Groups

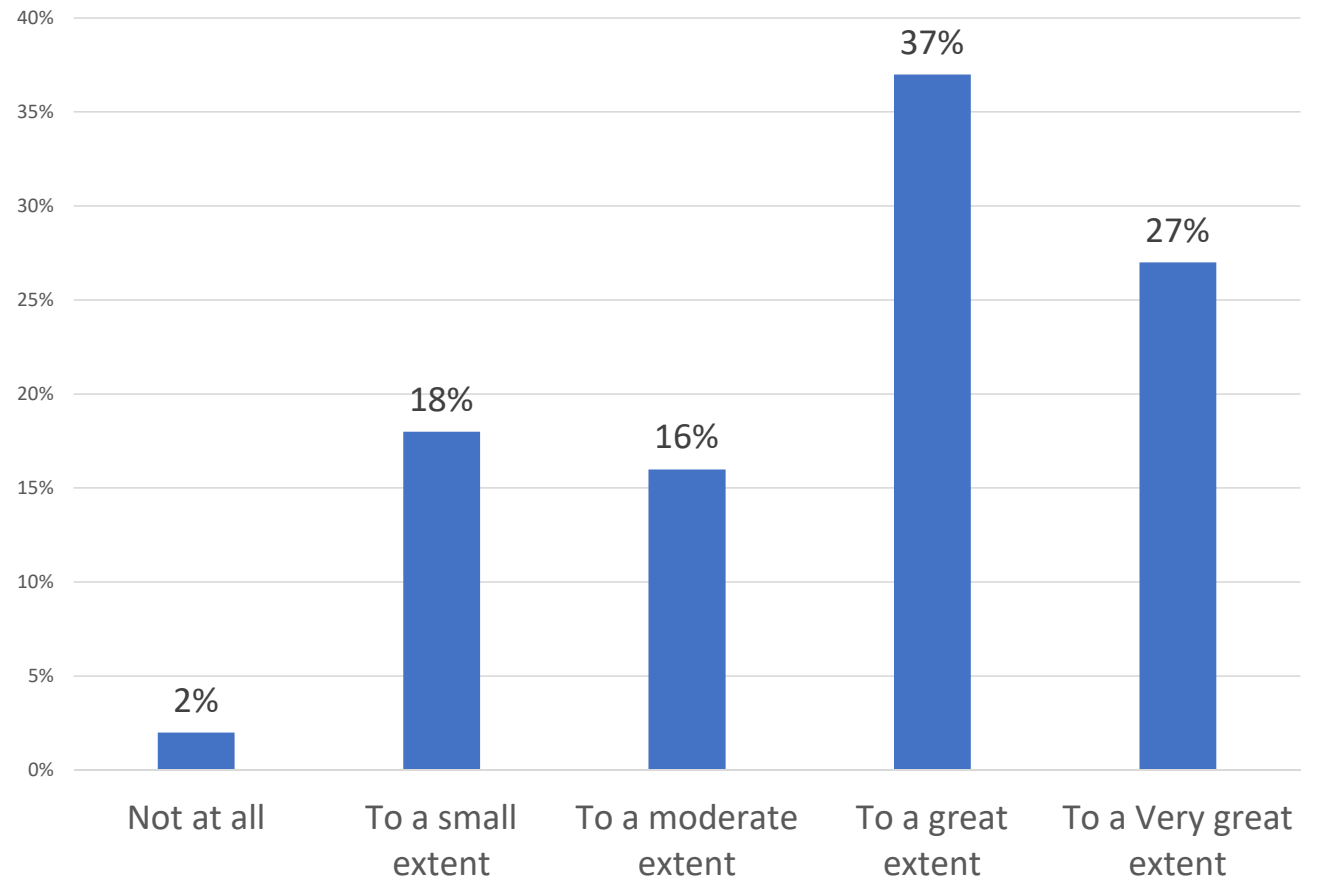
- Appropriateness of the intervention logic and holistic approach to respond to the needs of the target groups.
- Pilot nature of the SINCE Programmes relevant to test strategies and methodologies at different level at different levels
- SINCE alignment to Ethiopia's most relevant labour legislation found in the constitution and proclamations
- Relevance of the Labour Market Assessment to identify labour demand and labour absorption capacity
- Crucial role of the multistakeholder platforms, PPP (and in general of the MoUs) to disseminate decent work principles and increase awareness of the different roles and responsibilities.

SINCE  
capacity to  
address  
problems

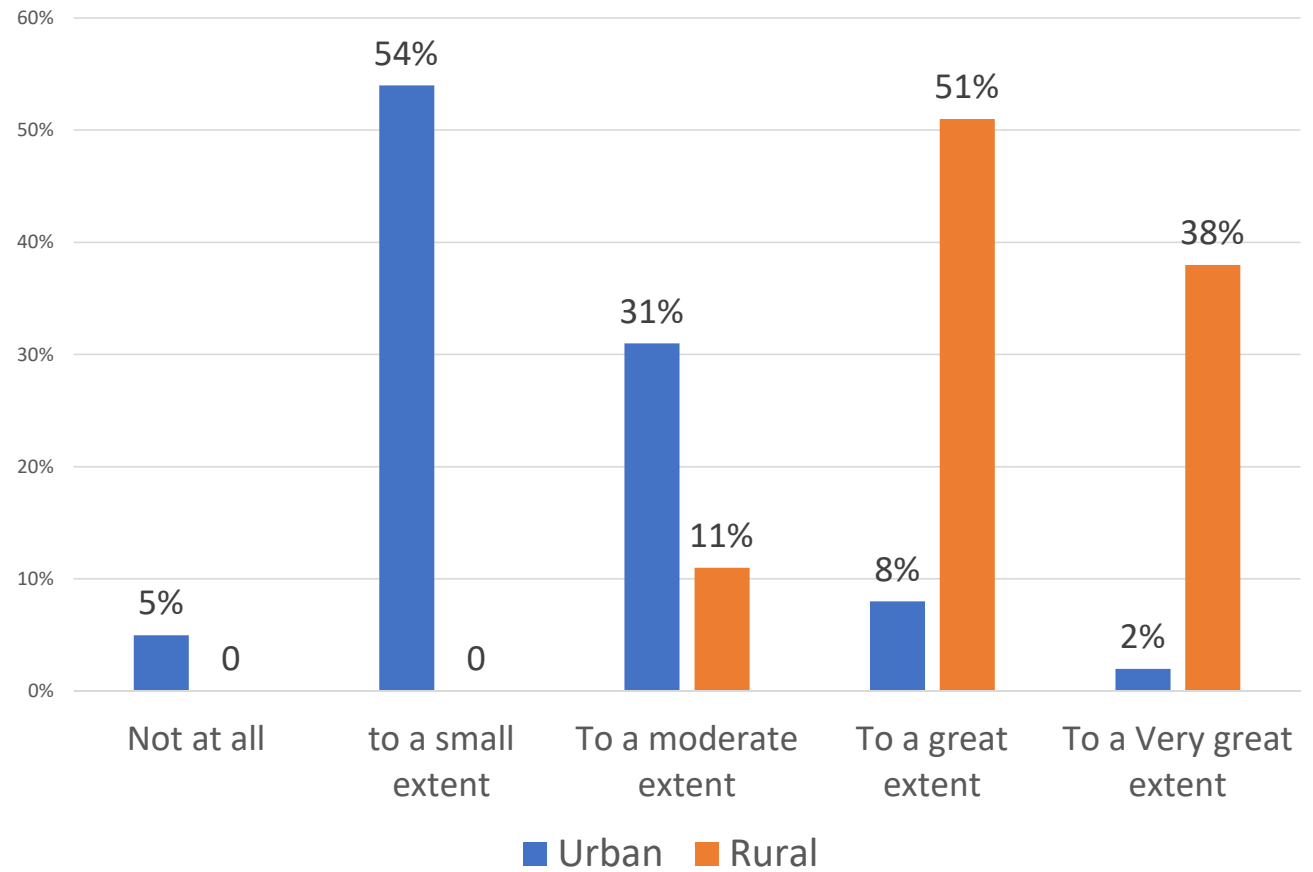




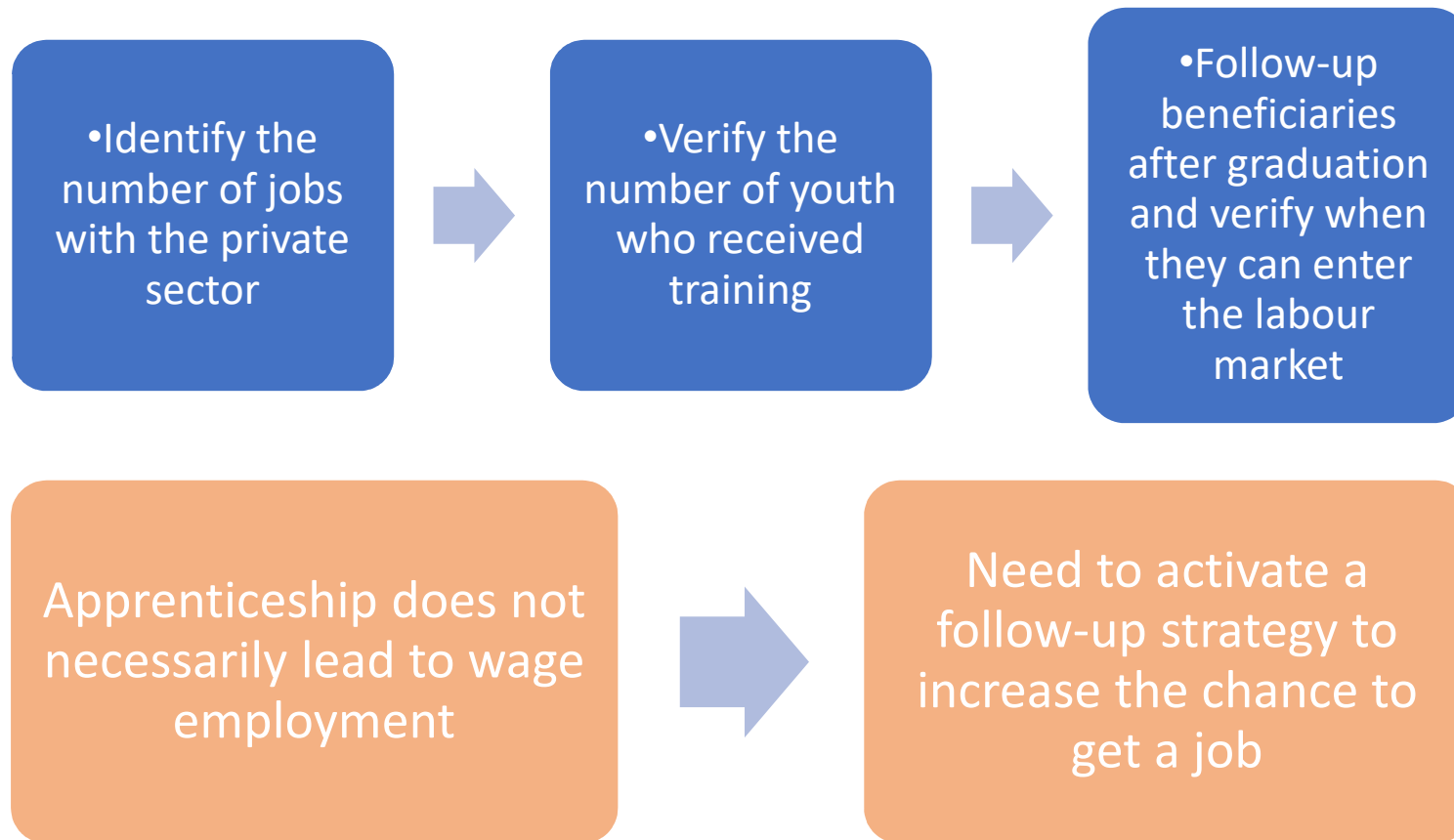
Perception on  
SINCE  
contribution  
to reduce  
irregular  
migration



Contribution to reduce irregular migration as perceived in rural and urban areas



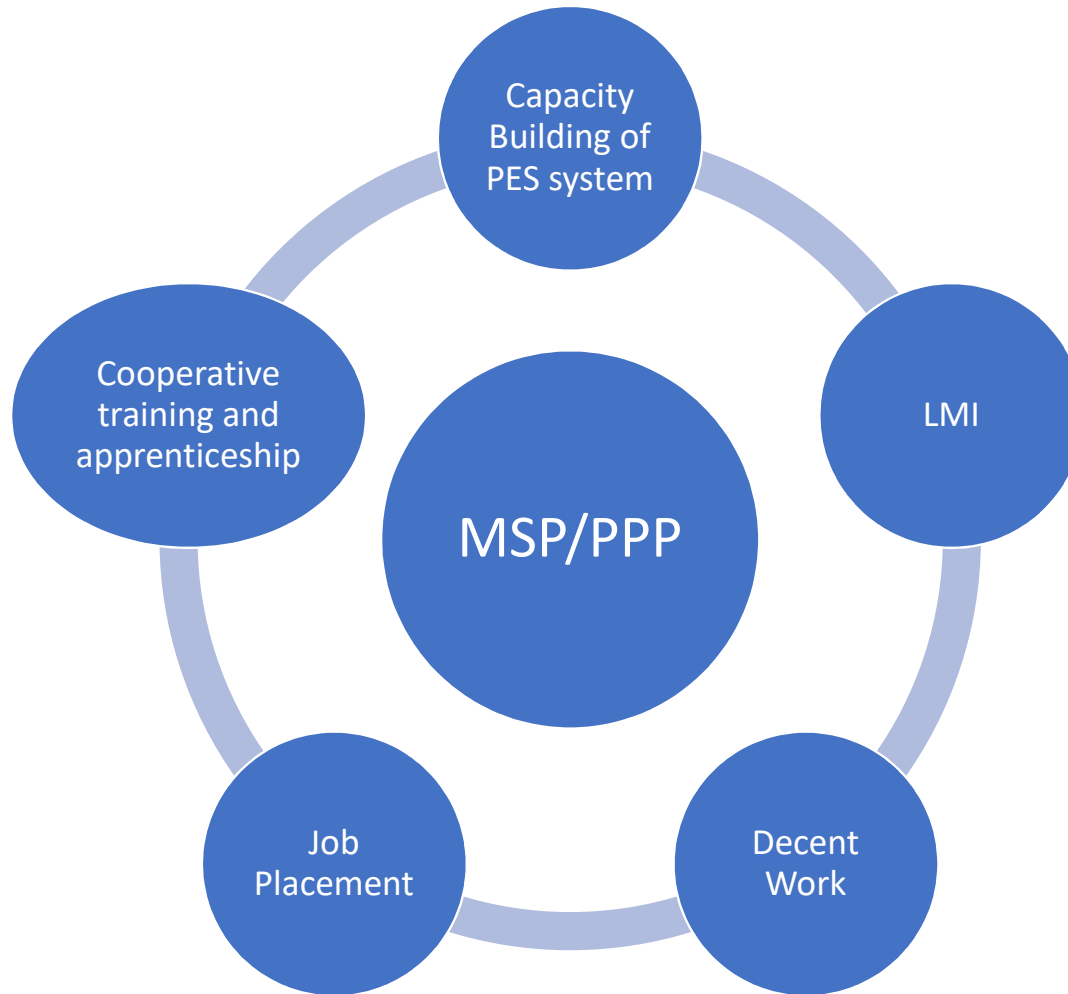
# Multi-Stakeholders Platform for Job Matching



# Challenges

- Changing circumstances and delays were not significant enough to change the intervention logic of the project
- Lack of a comprehensive legal framework regulating key aspects (e.g. minimum wage, safety of working conditions)
- Not conducive contracts arrangements and working conditions
- Drop-out in the initial phase: working conditions, contract arrangements, wage rate, future career prospects, unrealistic salary expectations, cultural reasons, social limitations
- Need to involve relevant Ministries (MoLSA, MoSHE) at the design stage in view of improving ownership and sustainability
- Investment policy not strongly linked to the promotion of decent work. Industrial parks promote low wages as an attraction factor.

# Role of MSP and PPP towards sustainability



# Sustainability Prospects

- Involvement of the Private Sector through Chambers of Commerce and Employers Federations (LMI, leading process, technical training).
- Identify mechanism for the Institutionalization of PES. Key role of the FDRE Job Creation Commission which plan to expand the PES system (15 new PES) and works in close cooperation with MOSHE, MYSC and MOLSA).
- Promote digitalisation of job registration, job matching and traceability by engaging Universities
- Soft-skills, work ethics should be expanded in collaboration with the Private Sector (although that could open competition with private TVET Institutions)
- Flexibility in identifying the coordinator of the platforms (BoLSA, Employers Federations, TVET?)
- Increased collaboration amongst stakeholders increased awareness and interest in MSP and PPP (budget allocation)
- Need to have a common framework for TVET and BoLSA to operate with clear role and responsibilities (FDRE JCC role)
- MoU for PPP should address financial aspects related to the coverage of apprenticeships in view of shifting this responsibility to the Private Sector



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