



# EMPLOYABLE YOUTH in ETHIOPIA

## TURNING GIRLS' ABILITY INTO ACCESSIBILITY

PROJECT PROPOSAL 2018-2021

**Introduction** The Employable Youth in Ethiopia (EYE) programme addresses the root causes of youth migration in the Southern Corridor of migration in Ethiopia. The programme explicitly targets migration prone women and men aged between 15 and 34, and focuses on life skills training, migration awareness, vocational skills training, job mediation and enhancing cooperation between relevant actors in the Southern Corridor.



Photo: Marlen Bergsma

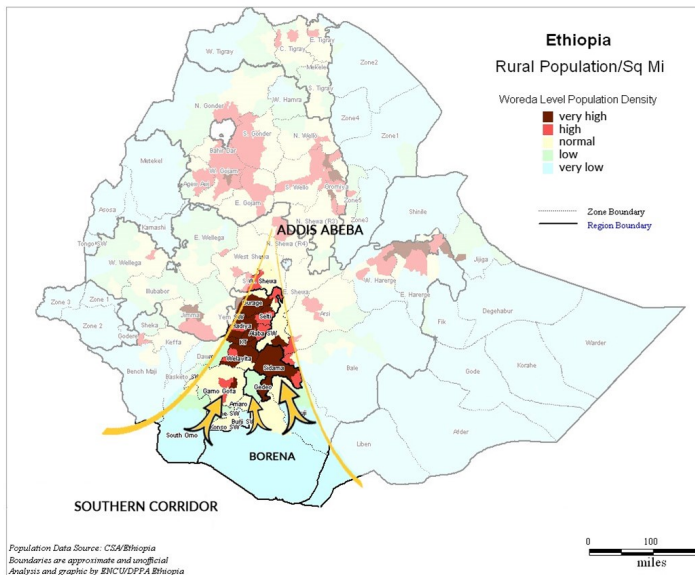


Photo: Marlen Bergsma

**Background programme** / Many young men and women in the Southern part of Ethiopia feel attracted to seek a new future elsewhere. Growing up in the rural areas and small towns offers them few opportunities. Poverty is a big problem, education does not prepare them for employment, and options for work are limited. Annually, between 1 and 2 Million young people enter the Ethiopian labour market. Few find a decent job. Many look for better chances in the cities or even abroad: they are migration-prone. This flow is further pushed by concurrent droughts, conflicts and negative perceptions on the home area. In the next 5 years, EYE works on addressing these root causes of youth migration. EYE wants to enlarge local opportunities and challenges the idea that migration necessarily is the best option.

**EYE aims for 'increased employability of male and female youth in Ethiopia.'**

**Programme and Partners** / EYE focuses on the Southern Corridor of Ethiopia, an area with an outline of 800 km. The area stretches from the South in the Borena/Moyale region, toward small towns like Arba Minch and Hawassa, up to the capital Addis Ababa in the north. The EYE consortium consists of 7 Ethiopian and 3 international organizations, who contribute with their own expertise and who also complement each other. Besides that, EYE closely cooperates with the local government, secondary schools and Technical Vocational Education and Training (TVETs). EYE only cooperates with already existing, local organisations.



## Entrepreneurial, educated and social skilled youth building their livelihood in Ethiopia

Economic resilient communities able to deal with problems regarding employability and migration

Increased *employable youth* by improved quality of TVETs and improved public TVETs both in urban and rural areas

Governmental institutes and other involved organisations collaborate in Multi-Stakeholder Partnership Forums for youth perspective



Photo: Marien Bergsma

**Three pathways /** EYE aims to improve the employability of (potential) migrants in different ways, indicated by three programme pathways as visualized at the left side of this page.

The second pathway focuses on employable youth through qualified TVETs and matching market demands, includes the aim to make professional opportunities earlier considered as only accessible and applicable to boys, accessible to **girls**. It can be a challenge for TVET institutes to have female trainees included in their trainings. Therefore, the programme uses a range of creative solutions which will be tailor made for each institute. This includes:

- Training of TVET staff about gender and specific needs of young women
- Gender assessment of TVET to identify rooms for improvement
- A specific orientation programme for women
- Inviting female motivational speakers who are successful in their trade,
- Inspirational female teachers
- Adapting the enrolment fee for women
- Ensuring there are sanitary facilities and materials available at schools
- Making use of positive policies.

The option will be considered to have female coaches in TVETs to support girls and support a more conducive environment.

**“in the first year the programme will already reach at least 40% young women”**

**Engineering for female students |** The current situation shows that improvements are needed, especially regarding the technical and engineering trainings. Currently, these trainings mainly attract male students. The trainings provided by the TVET are electric installation, wood work, metal working, industrial electric machine and drive technology. We have the ambition to achieve an equal division between male and female students by the end of the programme. In the first year the programme will already reach at least 40% young women.



## Gender transformative approach

The target group of the programme consists of youngsters who are (about to be) on the move, and who are therefore vulnerable to risks and dangers associated with migration (human trafficking, abuse, violence). Most youth migrate for economic reasons. Youth from the southern corridor often follows the pattern of step-migration, works/saves in every town for the journey further. Many youngsters are from poor families, including families from the rural South, which are vulnerable to droughts, ethnic conflicts and serious poverty.

A large part of the on the move youngsters are female. Ethiopia ranks 129th out of 155 on the gender inequality index. According to the SIHA Network (2011), “women in most sectors of Ethiopian society do not share equal rights with men and are generally considered to be not equals, but property”. Because of this, a **gender transformative approach** is applied within the EYE programme, which means that in each of the three defined outcome pathways, gender is considered an essential aspect.

In practical terms this means that, in relation to the first and third pathways, gender issues are included in all soft skills trainings. The programme also aims to address power structures at different levels (individual, family, community) e.g. through role model campaigns and community conversations. Dialogue and capacity building activities aim at political and economic empowerment of women, ensuring female participation in Multi-Stakeholder Partnership Forums (MSPF) and decision making at different levels.

*QMS System* / A Quality Management System (QMS) will be used to assess the quality of TVET institutes on many aspects, among them gender. The institutes will be scored on various domains, including:

- General quality of the school
- The employability
- Access for girls / female friendliness

This QMS will be instrumental for the development of a quality action plan.

“To also measure progress and labor development of youngsters (with special attention to girls!), Word2Act develops an IT-system named ‘Employment Tracking System’ (ETS)”



## Budget and funding

We would like to partner with you, giving girls and boys in Ethiopia a future in their own country. The EYE programme runs for a period of five years, 2018 is the second year. Below we state the program activities we would like you to contribute.

1. **In 2021 more than 22000 boys and girls (!) have an adequate skillset to get employed**  
Next year over 4.000 boys and girls receive training in technical skills, life skills and entrepreneurial skills. At least 50% of the students is female.
2. **Technical and Vocational Training Institutes are able to provide high quality training**  
Over the coming years 661 staff and 100+ managers receive training, strengthening 50 TVETs. This enables them to improve the quality of the trainings.
- 3.. **Jobs and Business Services have capacity to link graduates to economic growth markets**  
Over the next years, more than 22.000 students and graduates are offered job and business services. Jobs and Business Services have an exhausting network consisting of entrepreneurs and established businesses.

	Package A	Package B	Package C	Package D
1. Each year, this number of boys and girls (<50%) receive training in technical skills, life skills and entrepreneurial skills.	500	1,000	2,000	4,000
2. Each year, this number of staff and managers of TVET Institutes are trained to provide high quality training	20	40	75	150
3. Jobs and Business Services have capacity to link the following number of graduates to economic growth markets	500	1,000	2,000	4,000
<b>Total yearly request</b>	<b>\$ 35,000</b>	<b>\$ 70,000</b>	<b>\$ 135,000</b>	<b>\$ 270,000</b>
<b>Total budget request 2018-2021</b>	<b>\$ 140,000</b>	<b>\$ 280,000</b>	<b>\$ 640,000</b>	<b>\$ 1,080,000</b>



*Anama (16),  
metalworker:*

*'I want to show that this is not just a profession for boys, and that girls like me can be very good metal workers. We go for it because it is a great profession! My great wish is to have a business of my own..'*

**Do you support girls like Anama?**