



**ST. MARY'S UNIVERSITY
SCHOOL OF GRADUATE STUDIES**

**CHALLENGES AND OPPORTUNITIES OF INTERNAL
RURAL-URBAN MIGRATION BOTH ON MIGRANTS
AND MIGRANT RECIPIENT CITY: A CASE STUDY OF
BOLE SUB CITY, ADDIS ABABA**

By

ABEBAYEHU FEKADE YIRGU

JUNE 2016

ADDIS ABABA, ETHIOPIA

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**A THESIS SUBMITTED TO ST. MARY'S UNIVERSITY, SCHOOL OF
GRADUATES STUDIES, IN A PARTIAL FULFILLMENT OF THE
REQUIREMENT FOR THE DEGREE OF MASTER OF ART IN
BUSINESS ADMINISTRATION**

**THESIS ADVISOR:
Dr. CHALACHEW GETAHUN**

**JUNE 2016
ADDIS ABABA, ETHIOPIA**

**ST. MARY'S UNIVERSITY, SCHOOL OF GRADUATES STUDIES,
FACULTY OF BUSINESS**

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ABEBAYEHU FEKADE

APPROVED BY BOARD OF EXAMINERS

Dean, Graduate Studies

Signature

Advisor

Signature

External Examiner

Signature

Internal Examiner

Signature

DECLARATION

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Signature:- í í í í í í í í í .

Place:- St. Mary University, Addis Ababa

Date of Submission:- í í í í í í í í í í í í í í í í í í í

ENDORSMENT

This thesis has been submitted to St. Maryø University, School of Graduates Studies for examination with my approval as a university advisor.

í í í í í í í í í í í í í í í í

Advisor

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Signature and Date

DEDICATION

I would like to dedicate this research work to my Husband Dr. Getnet Mewa and my beloved daughter Bezawit Getnet, for their unwavering value for education, for their faith in me and allowing me to be as aspiring as I wanted. It was under their love and care that I gained so much energy and ability to achieve this.

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I also thank my husband for his loving support and patience, my family and friends whose words of encouragement and courage has made doing this thesis work enjoyable.

Finally and most importantly, I praise GOD for his blessings and guidance.

ABSTRACT

The objective of this research is to understand the challenges and opportunities of rural-urban migration on the recipient city by considering the Bole sub-city of Addis Ababa Administration as a case study. Data were collected from both primary and secondary data source using closed and open-ended questionnaire and interviews from randomly selected 133 migrant workers and 42 permanent residents of the sub-city who have direct relations with the issue studied. The qualitative data were gathered using questionnaire and interview through purposive sampling method.

Resulted revealed that Oromia, SNNP and Amhara are the three regions from where 94.7% of migrants are coming to Addis Ababa, and 78 % constitute active work force (adults below 30 years old) of the rural communities that migrated alone with hope to search for better livelihoods. More than half of the migrant were found working in construction and other labor intensive sectors and earn monthly incomes of above 2,350 Birr, which is higher than the income of a similar worker in the government sectors. Most migrants are considered as daily laborers and continuity of their service is uncertain, almost all migrants do no pay income tax at all. At present, the demand of the labor force in the city on the type of occupation covered under this study is high, but almost all migrant workers are not trained and have no specific skills in the jobs they often perform. As a result, majority of employers are not satisfied by the performances of the workers.

As a result it is important for the regional and federal government authorities to encourage the private sector to establish skill development and outsourcing center and establishing centralized registration system is very essential. Despite the advantages mentioned above, the current uncontrolled situation may become a source of security concerns that will have considerable social and economic consequences.

Key words: *Internal Rural –Urban Migration, Opportunities and Challenges, job related training, outsourcing service.*

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CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

Migration is a form of mobility in which people change their residential location across defined administrative boundaries for a variety of reasons taken voluntary or involuntary in search for better life and protection. The decision on whether to move, how and where to move involves a range of actors in different ways and whether it is internal or external migration has challenges on migrant sending or recipient cities and contains elements of risks with irreversible consequences. Nevertheless, there are also researches made by Adamnesh (2014), Beneberu (2012), Zemen (2014) that justify migration as a positive strategy for improving the livelihood of the vulnerable groups. Hence, the subject of internal migration has both challenge and opportunity (benefits) expressed in different forms.

Regarding to Ethiopia, being the second populous nation in Africa with about 95 million people, both internal and external migrations are common practices. But in comparison the flow of internal migration is larger than the external, although the exact number is unknown (Sonja Franse, 2009). With respect to internal migration Addis Ababa is the most preferable city of destination for internal migrants. According to the 2007 Population and Housing Census of Ethiopia statistical report, the population of Addis Ababa City Administration was 2,739,551, of which migrants constitute about 47% (1,302,966 people). The same report states that the population of Bole Sub-city is 308,995 and among this total population migrants constitute about 54%, i.e., 171,303 people.

The World Bank study report (2008) mentions that 80% of the recent migrants (less than 5 years) who moved to Addis Ababa are motivated by educational and employment opportunities. This percentage also includes those who are migrated to escape an early marriage. Similarly, 83% of female migrants reported that their situation in the city has improved than expected, whereas the male migrants who gave similar response constituted 63%.

The fast rate of urbanization in developing world is attributed to rural-urban migration, economic growth and development, technological change, and rapid population growth Marshall (2009). Hence, the fast increment migrant population in Addis Ababa city with low level of public services, such as houses, schools, health centers, transport and others facilities, obviously poses great challenges, but at the same time the growing number of migrant population also brings multi-faceted opportunities to migrants, their families and the city communities.

1.2 Statement of the Problem

It is well studied that climate extremes, such as draughts, environmental degradation and loss of soil fertility, flooding, etc, that directly or indirectly cause loss of harvests and reduction of labor demand play a significant role to provoke the active rural labor force to migrate to urban centers. In addition to these, decreasing sizes of farm landholding due to population growth, better job opportunities created around urban centers due to development of industries, lack of rural health care services and education opportunities, as well as domestic conflicts are also playing key role in triggering people to migrate.

Zemen (2014) examined the relationship between migration and the land and rural development policies of Ethiopia. His study revealed that land shortage for agricultural activities and lack of critical infrastructure, such as roads, markets, electricity, communication technologies and skills development institutions are continuously aggravating job opportunities and increasing rural-urban migration rates.

The researchers conducted on internal migration issues paid emphasis to the push and pull factors and argued that internal migrations significantly increases the population size, unemployment rate, puts pressure on basic facilities like schools, health and housing services, food items and polluting the environment as people rent rooms without sanitation facilities Habtamu (2015). But, they don't provide any definite information about the potential benefits considered from the point of view of the migrants' wellbeing and the city's development.

The study by the World Bank (2010) on the characteristics, motives and outcomes of migrants to Addis Ababa City revealed that since recently urbanization is accelerating and the urban population share is estimated to increase from 16% in 2007 to 27% by 2035. For the government to take appropriate measures directed to alleviate the challenges and maximize the benefits it is essential to carry out researches and deliver information/data assisting the decision making process.

However, the studies conducted to learn the opportunities that rural-urban migration results are very scarce and don't provide clear pictures as to what opportunities can be obtained/tapped and what actions must be taken to maximize the benefits from the internal migration contributing to poverty reduction and improving demand of labor force badly needed by different industries / businesses. Therefore, this research is an attempt to investigate not only the challenges but also the benefits that may be obtained from this unstoppable process.

1.3 The Research Questions

This research is conducted to address the following basic questions:

- a) What opportunities exist as a consequence of migration of active working force from rural areas to the urban center?
- b) What measures should be in place to maximize the benefits from the migration of people from rural areas to Addis Ababa city and also reduce the challenges?
- c) What impact does rural-urban migration has on labor market on which the construction and other industries in Addis Ababa depend on?

1.4 Objectives of the Research

1.4.1 General Objective

The principal objective of this research is to understand the significance role of rural-urban migration at Bole Sub City, where 54% of the populations are migrants.

1.4.2 Specific Objectives

This research was undertaken to address the following specific objectives:

- a) Determine the potential benefits (opportunities) that could be obtained from rural-urban migration;
- b) Study the role of internal migrant workers in determining the trend of the labor market;
- c) Identify the main challenges that arise as a result of the uncontrolled migration of people from rural areas to Addis Ababa that are expressed in different ways;

1.5 Significance of the Research

Apart from the challenges that researches done so far on this subject have pointed out the existence of clear information gaps in examining the opportunities that might be created as a result of mass migration of active work force to Addis Ababa city.

Accordingly, studying the opportunities that may be obtained as a result of rural-urban migration in accelerating/supporting the economic development of the city was found essential.

It is believed that the research findings are expected to add knowledge balances our attitudes towards internal migration and also serve as valuable inputs for developing migration policies and strategies in the future to maximize the huge untapped opportunities.

Researchers and students can use the findings of this research to conduct in depth and rigorous studies to dig out the revealed opportunities and challenges from internal migration.

1.6 Scope and Limitations of the Research

Opportunities and challenges of internal urban-rural migration is a broad concept that requires a substantial amount of resources, expertise and time. As the topic is broad and affects every single area of the country, the population size is immense and difficult to manage under such constraints.

However, due to time, finance, and logistic constraints, the research is carried out on rural-urban migrants who settled in Bole sub-city, which is taken as a representative case study. Besides, the study covers only those migrants who came to the city during the previous five years, i.e., 2003 - 2007 E.C.

The choice of the Bole Sub-city was made considering the following ground truths:

- a) Since 1982 E.C this sub-city has become one of the most common destinations of migrant workers who have settled and still attracts others to follow them as there are varieties of job opportunities. Therefore, the concentration of migrants in this sub-city was assumed to be suitable to collect reliable data to examine the problems stated in objective statement.
- b) Bole sub-city is one of the fast expanding areas of the town where various construction activities, demanding both skilled and unskilled labor force, are carried out. Besides, this sub-city is inhabited by people with medium-high incomes. So the demands of house maids, guards, baby sitters etc. are so high. As a consequence more migrant workers become highly attracted.

1.7 Organization of the Research

The research thesis has five chapters. Chapter one (introduction) provide detail accounts about the backgrounds of the research, statement of the problem, research questions, objectives, significance of the study and the scope of the research. Chapter two deals with the review (analyses) of secondary materials (previous studies) available from different sources such as journals, books, reports, web sites e.t.c. Particular attention is given to the issue of migration in Ethiopia, and especially in Addis Ababa city.

Chapter three presents the methods and methodologies used to collect primary data from target groups. Chapter four is the most important part of the work in which the primary data analysis, results and discussion are presented. The last chapter is the conclusions and recommendation part, where the main findings of the research are discussed briefly and based on which the way forwards are pinpointed.

CHAPTER TWO

LITERATURE REVIEW

Ethiopia is one of the least urbanized countries in the sub-Saharan Africa, i.e., about 10.9% compared to the 30% sub-saharan urban population (World Bank World Development Report, WDR, 2009). This means that more than 80% of its population is living in rural areas engaged in farming, cattle breeding and other related rural activities. Research results carried out in different parts of the developing world show that the number of all types of migrants has significantly increased, which is related to the considerable changes in the current global socio-economic orders.

2.1 Theoretical Review

Neo-classical economic analysis postulates that migration is an inevitable part of rational development, through which labor moves to where it is most needed. An assumption of this approach was that the rational allocation of labor would even out wage differentials between rural and urban areas. Marxist analyses, such as that of Breman (1996), argue that no such equilibrium would be reached, as migration was part of a capitalist exploitation of cheap, vulnerable labor in which capitalists would get richer and workers would get poorer. It is clear that in most cases migration has not led to the equalization of wage differentials in urban and rural areas. It is also clear that migration does offer opportunities for social mobility and is not structured entirely by rigid class exploitation. De Haas (2006) describes the new economics of labor migration (NELM) as a kind of third way, in which the household is the locus of decision-making and uses migration as part of a portfolio of options to increase income and mitigate risk. Policy approaches seem to subscribe rather too strongly to one ideological interpretation or the other, taking a normative approach rather than a more balanced, empirical approach.

Studying the internal migration in China, Lucas, H.F. Seeger, (2012) explained that the overall effect of migration on economic performance has had a distinct both positive and negative impact. At different times the Chinese Government has made efforts to slow down urbanization, when millions of people migrated to urban centers to seek for employment and secure better life, but didn't work well as they didn't help to prevent people from migrating. In the same way Rita Afsar (2014) has studied the internal migration and development in Bangladesh and explained in detail the greater job opportunities in the cities and metropolitan areas pulled migrants from rural areas.

Migration for construction work is cyclical and dependent on the health of the construction industry and the economy in general (Buckley 2012; Hugo 2000; Ratha 2011). Many authors highlight the connections between the rural agricultural economy and the urban economy, of which construction work is one employment sector (Pattenden 2012). In times when weather conditions or harvests are poor, more migrants may be compelled to move (Hugo 2000; Mobile, Shah 2005). Seasonal migration usually takes place during times when there is not much agricultural work (Mosse 2002; Smita 2008). During economic booms demand for construction workers in urban areas can rise, only to fall dramatically when there is an economic downturn (Buckley 2012). Migration is often a strategy to escape situation of distress due to severe livelihood constraints (Waddington, 2003).

The contribution of migration for development and poverty alleviation is contested. Many researchers assert that rural-urban migration does not benefit the majority of those who migrate (Breman 1990, 1996; Mosse et al. 2002, 2005). Others, such as Deshingkar (2005), draw a distinction between unskilled work for construction and skilled work for construction; whilst the former helps to cope with seasonal shortfalls in income, the latter is more remunerative and can lead to a reduction in poverty, which they term 'accumulative migration'. Migration flows are diverse and create a wide range of outcomes and experiences (Mosse et al. 2005).

Referring to economists, (Omonigho and Olaniyan, 2013) decision taken by people to migrate from the rural to urban areas is as a reaction to socioeconomic issues such as inferior social and economic facilities such as: health care, educational opportunities, transportation system, electricity, pipe borne water, housing conditions amongst others, in the rural areas compared to those in the urban areas, and degrading view of rural areas and its inhabitants.

2.2 Empirical Review

In Ethiopia quite a substantial number rural population, particularly the active workforce of the society, is migrating to urban centers in search for better livelihoods. Referring to the World Bank (2008) study and Zemen (2014) stated that in Ethiopia urban population is growing at a rate of 3.8%, while the rural population increases at 2.3% and as a consequence by 2035 the proportion of the population living in urban areas is expected to reach 27%.

This fact about the urban population growth clearly indicates that internal migration is a major subject of researches discussions and debates among academicians, policy and decision makers as, national and international donors as well as financial institutions engaged in developmental activities. Zemen (2014) has tried to assess the root causes and evolution of migration process in association vis-à-vis land and rural development policies and revealed that in most cases the rural residents hold tiny plots of land and do not get opportunities for sufficient incomes. Moreover, farm sizes in country are decreasing as a result of population pressure, which results in increased subdivision to allow successive generations access to, at least, a small plot for farming, which is completely insufficient to meet the growing demands.

Hunnes (2012) has studied the migration driving factors in Ethiopia from five perspectives, namely, economic, political, social, environmental and demographic drivers. Ethiopia has experienced the negative consequences of environmental change on a nearly annual basis, resulting in cyclical seasonal-hunger and occasional famine as well as has poor infrastructures, risk mitigation, adaptation, and coping strategies, and arguably has poor political will. These

constraints have led to a dramatic increase in rural-to-urban migration as a last-resort coping option for poor rural farmers who are responding to the negative environmental extremes.

Adamnesh et al (2014) have discussed the relationships between poverty and rural-urban migration in Ethiopia and described that migration from poor rural districts in northern Ethiopia to the nearby city of Bahir Dar and the capital Addis Ababa is driven by extreme poverty is one of the main factors behind these flows of migration.

Fransen et al (2009) provided an overview of migration pattern and development in Ethiopia. They summarized push and pull factors for internal (rural-urban) migration and stated that in the 1980s and 1990s Ethiopian migration flows were mainly generated by political violence, poverty, famine, and limited opportunities and pointed out that internal migration will continue to occur at high levels as people seek new opportunities in the city to escape rural poverty. Such urban centers, like Addis Ababa receive more migrants and have high unemployment rates. They explained remittance as one of the positive effects of the out-migration flows from the country, but it is predicted to decrease in the near future as a result of the global economic crisis. Referring to ICMPD report, Sonaj Fransen (2009) explained that by the year 2020 around 22 million Ethiopians are anticipated to live in the cities. This might lead to increasing unemployment levels in the cities, which might in turn result in higher cross-border migration flows.

Thus, decreasing or total loss of harvests due to climate extremes (draughts, environmental degradation and loss of soil fertility, flooding, etc), growing level of mechanization and reduction of labor force demand, decreasing farm landholding size, due to population growth, development of industries around urban centers that creates better jobs, lack of health service care and education opportunities, lack of parental care, domestic conflicts and others prevailing of economic and physical inequalities between urban and rural areas caused by the above stated factors trigger youth to move into cities and causing heavy loads on available social and infrastructures.

Since most people within the country are migrating to big cities, like Addis Ababa, Hawassa, Bahir-Dar, Adama, Dire Dawa, Mekele and others, where migrants get better job opportunities, accesses to finance, technology, education and other social services, specific researches have been undertaken to clearly understand the causes and consequences of rural-urban migration.

Habtamu (2015) have assessed the push and pull factors of migration using both primary and secondary data and discussed the effects or consequences of migration on economic, demographic, basic urban facilities, population and expansion of informal sectors for the case of Hawassa city, Southern Ethiopia. Based on the analyses of collected data, it was concluded that the flood of rural migration to the city results to unplanned rise of population and demand of jobs, health, education, and other urban facilities. It also has adverse effects in increasing crime rate and polluting the city's environment since they often rent rooms without toilet services except for sleeping. Thus, as far as more and more rural migrants move into this city, at some point there will be a point of diminishing returns where the towns will become unable to provide even basic social services to the registered residents due to increased migrants' pressure. Despite these detail analyses, the study doesn't seem giving adequately emphasis to the opportunities that the town can obtain from such concentration of migrants capable of doing varieties of jobs.

According to the World Bank reports (2008, 2010), among the migrants who came to Addis Ababa between 2005 and 2010 almost two-thirds are females and about 90 % of them have no any intention to migrate further. Besides, they indicated that migrants are attracted by better job, education and payments opportunities, improved urban life style and the changes observed in the immigrants when returned home.

Gashaw (2002) have conducted similar studies for the case of Kombolcha town, Northeastern Ethiopia and discussing the pattern, causes and consequences of urban-ward migration in Kombolcha migrants came from many parts of the country, but the bulk of the migrants are intra-regional, particularly intra-zonal, i.e., dominated by short distance migrants. The temporal distribution of migrants reveals that the majority of the migrants have entered the town after 1974, more specifically after 1984, when the town started to become an industrial zone. He recommended that the government should assist rural communities to increase agricultural

productivity, create favorable conditions for the young and productive population to work and live in every part of the country, carry out planned resettlement on voluntary basis, and conduct researches on return migration, impact of migration on the origin and destination of migrants.

According to CSA (2007), migrants in Addis Ababa constitute about 47.6% of the total city's population, which are about 1.3 million people. Of the mentioned population female dominate male migrants and the age limit of most migrants range from 15 to 30 years. Therefore, this huge number of migrants has direct effect on the geographic distribution of the population, interaction with other demographic forces as well as other aspects of social and economic changes in the city. Therefore, information on population migration is of direct interest for Addis Ababa City Administration, various agencies as well as academic institutions who are working on migration policy planning and implementation issues.

That is why compared to other town of the country more researches focused on migrants are done in Addis Ababa, which accounts about 23% of the total urban population of the country (Leulseged 2011). Analyzing the land use and land cover dynamics they revealed that the horizontal physical expansion of Addis Ababa city is increasing against crop, forest and grassland areas. As a result of urbanization financial compensation and replacement land provision for residential house construction alone do not secure sustainable livelihood of displaced households and their comparison groups and consequently people migrate to the city and engage in different types of works.

Beneberu Assefa (2012) explained that the connection between rural-urban migration and poverty is a subject of discussions and the effect of rural-urban migration on poverty of households (from the perspectives of migrant sending regions) has not received enough attention particularly for Sub-Saharan African countries. The impact of rural-urban migration with respect to either aggravating or relaxing the incidence and intensity of household poverty remained a core research area.

Generally, researches done so far have explained that migration negatively affects agricultural outputs and hinders pace of rural development as migration of youths, along with their energy and strength, takes away the fascinating social life in the rural areas, leaving behind old men, women and children.

Thus, the above studies show that investigating challenges and opportunities of migrations for economic progress encompass controversial arguments, with no convincing justifications presented neither by supporters nor opponents of rural-urban migrations. Thus, the research contributes in bringing tangible data in clarifying the impact of rural-urban migration in poverty reduction of households (from the perspectives of both sending and recipient regions) by taking Addis Ababa, in particular Bole Sub-city as case study.

CHAPTER THREE

THE RESEARCH DESIGN AND METHODOLOGY

This chapter explains the selected research designs as well as the population, sample size and sampling techniques. Additionally, source of data, instrument and method of data collection and analysis are described under this chapter.

3.1 The Research Design

The research design employs for this study is *descriptive* and *qualitative*. The object of the descriptive research is to portray an accurate profile of persons, events and situations. When the purpose of the study is to answer who, what, where, how much and how many questions in this research, using descriptive type of research will be a typical choice (Saunders et. al., 2009). In addition it will add massive knowledge on the subject matter to the readers of this research since data analysis will be expressed in percentage, average and tabular forms.

The qualitative approach helps a researcher to get a richer and deeper insight into the phenomena of the study and its aim is to provide an accurate and valid representation of factors that are relevant to address the research question and the state of affairs will be described as it exists. .

3.2 Population, Sample size and Sampling Techniques

3.2.1 Population

Bole is one of the peripheral sub-cities in Addis Ababa, which covers a total area of about 122.1 km² with a total population of 328,900, out of this number, migrants constituted about 52% of the sub-city's population (CSA, 2010). The sub-city has a considerable number of agricultural communities and is one of the rapidly expanding zones of built-up areas. Hence, in order to conduct in-depth assessment of development challenges and opportunities, the researcher selected Bole sub city as a representative. The target population of this research is migrants who arrived in

this part of the city during the last five recent years (since 2003 E.C) and engaged in labor intensive activities (daily workers, home- maid, baby-sitters and guards).

3.2.2 Sample Size

As mentioned above the target population is too large, data were collected from selected samples out of the total population. Accordingly, to save time and less expensive the sample size is determined to gather information from 150 migrant workers and 50 dwellers that are assumed as a beneficiary by renting houses and providing mini restaurants and cafes service provider.

3.2.3 Sampling Techniques

This research utilizes a purposive sampling technique. The main goal of purposive sampling is to focus on particular characteristics of a population who share the same traits and characteristics for generating similar challenges and opportunities which is the purpose of this study. Firstly, considering the requirement of the young work force in different labor intensive sectors, elders and Childers are excluded from the sample selection. Secondly by considering their current occupation, sampling is bounded with daily laborers, guards, home-maid, baby-sitter and self-employed migrants.

3.3 Source of Data

The researcher gathers the required information from both primary and secondary data source. Primary data was collected through closed and open-ended questionnaire and interviews which make simpler to compare the meanings of different responses.

Secondary data necessary to conduct this research will be obtained from critical review of literatures, policies, regulations, reports issued by Central Statistical Agency (CSA) and World Bank (WB).

3.4 Instruments of Data Collection

The major objective of this study is to analyze the opportunities and challenges that migrants bring to the recipient city, bole sub-city. Accordingly the questionnaire is consisted of two parts:

the first part includes demographic factors which consist of six questions on gender, age group, place of birth, educational status, current occupation and year of service in the type of work that they are doing now. The second part is comprised of standard questions which enable the researcher to investigate the untapped opportunities as a result of rural-urban migration.

3.5 Procedures of Data Collection

Two data collectors who had completed 10+ 3 were hired and trained on the nature and detail of questionnaires, and how to carefully handle the recording of each questionnaire. After discussing the objective of the study with the target group and their employers, consent is established. To amplify the input information for detail analyses, questionnaires were administered on a face-to-face basis since most migrants were uneducated and hence unable to reply independently.

Each data collector has addressed three enumerators per day for about twenty working days. To ensure the correctness and reliability of the data, the researcher has involved randomly in the data collection process.

3.6 Data analysis Techniques

After the questionnaires and interview information were collected, the data was analyzed by coding and encoding information to Statistical Package for the Social Science (SPSS) programs. This technique helps to categorize, classify and summarize results using tabulation and frequency that enables the researcher to verify the outcomes against the research questions raised above.

3.7 Ethical Consideration

The researcher followed ethical guidelines including keeping identity of respondents confidential by avoiding any identification on the questionnaire and interview. Great care was taken to ensure that these participants were kept completely anonymous in the research.

CHAPTER FOUR

DATA ANALYSIS, RESULTS AND DISCUSSION

This chapter deals with the presentation, analysis and interpretation of data collected to evaluate the challenges and opportunities of internal rural-urban migration on the development of the recipient city, Bole sub-city, Addis Ababa. At the start of these section demographic characteristics of respondents presented followed by identifying the extent of challenges and opportunities that concentrates on the main idea of the research. At the end findings were summarized and presented.

4.1 Demographic characteristics of the respondents

To assess the demographic characteristics, respondents are categorized based on ages, gender, places of birth, educational backgrounds, marital status and years of experiences in their occupations.

The respondents gender composition shows that 68% are male and 32% - female (Figure 4.1a). . The young and energetic group with the age range of 18 - 29 range constitutes 79%, adults between 30 and 39 years old comprise 17%, and the remaining 4% are 40-49 years old. From this age distribution it is easy to notice that number of elder people who are migrating to urban centers is lesser than the youngsters, who are full of energy and have strong ambitions to change their life to the better.

Among the total respondents included in this study, about 33.8% have come from Oromia, 32.3% from SNNP, 28.6% from Amhara, 4.5% from Tigray and about 0.8% from Afar Regional States (Figure 4.1b). Irrespective of gender and age characteristics, young male migrants under 30 years old have come from Oromia, SNNP and Amhara Regional States (Figure 4.1b). As shown in Figure 4.1c 53% of the migrants are from rural areas and 47% - from urban centers. This small population gap between the rural and urban migrants (i.e., 53% vs 47%) suggest that unless the working forces get job opportunities, no matter whether they live, in rural or urban areas, but they will consider migration as inevitable option of changing life to the better.

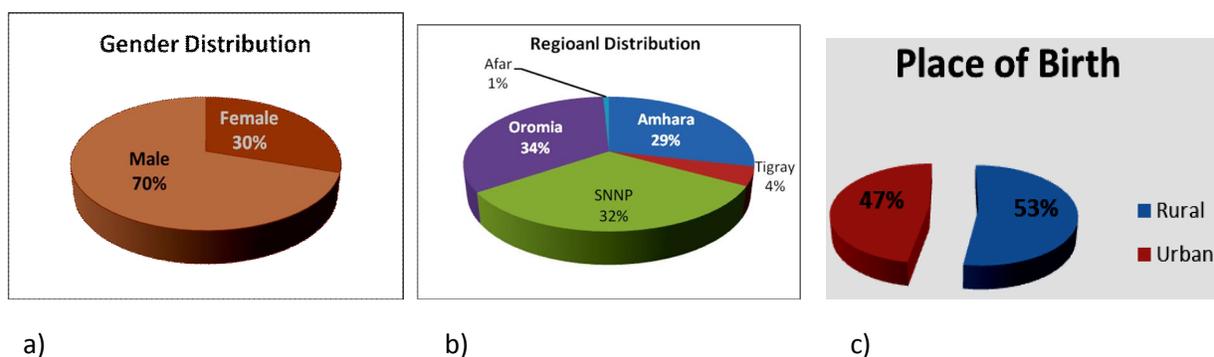


Figure 4.1 Distribution of respondents according to gender (a) and places of origin (b).

Regarding the marital statuses, it was found out that 70% of respondents are single, about 16.5% - married, 13% - divorced and 0.8% - widowed.

When the educational background was assessed, 59% of have attended only elementary school, about 28% - high-school, whereas 3.8% and 2.3% respondents have certificate and diploma respectively. On the other hand, 7.5% of the migrants have never gone to school and hence are unable to read and write (Table 4.1 and Figure 4.1).

Table 4.1 Migrants education backgrounds (n=133)

Education background	Frequency	Percent
unable to read and write	10	7.5
Elementary	78	58.6
High-school	37	27.8
Certificate	5	3.8
Diploma	3	2.3
Total	133	100.0

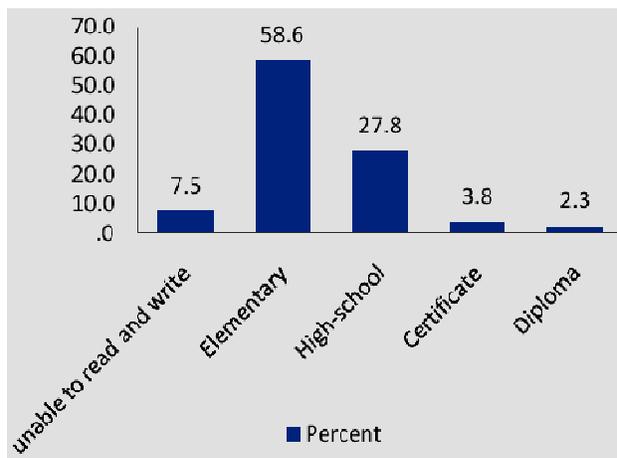


Figure: 4.2 Respondents educational status (n=133)

It is well known that young people are migrating to urban centers where they are better job opportunities. Therefore, at their earlier carrier the immediate target of such unskilled people is to secure any type of job that initially enables them to earn income for subsistence. Subsequently they start searching for jobs with better payments so as to start savings and help parents / families left behind. The study made to assess their current occupations revealed that 55.6% of the respondents are engaged in daily works, mostly in construction projects, 12% work as home maids, 9% - are guards, 3.8% - baby sitters, whereas the remaining nearly 19.5% migrants are involved in other activities, such individual businesses as street coffee, tea and snack selling services, shop keepers, etc (Table 4.2).

Table 4.2 Current occupations of migrants (n = 133)

			Current occupation					Total
			Daily laborer	Guards	House maids	Baby sitters	Other*	
Female	Region	Amhara	2		3	3	8	16
		Tigray	0		0	0	1	1
		SNNP	3		8	2	3	16
		Oromia	2		3	0	3	8
		Afar	0		0	0	1	1
	Total		7		14	5	16	42
Male	Region	Amhara	15	1			6	22
		Tigray	1	2			2	5
		SNNP	21	3			3	27
		Oromia	30	6			1	37
	Total		67	12			12	91

* shop keepers, street vendors, small café/resturant businesses, etc..

Regarding the work experiences of the respondents, the collected data (*frequency vs years of experience*) has shown that whenever the work experience increases their number decreases, which suggests that as migrants develop some skills they move to other places, where they are able to settle more comfortably, and above all competitions for job with fair payments are

relatively minimum (Figure 4.3). The observed trend might also be due to the fact that as migrants develop skills they change their business profiles.

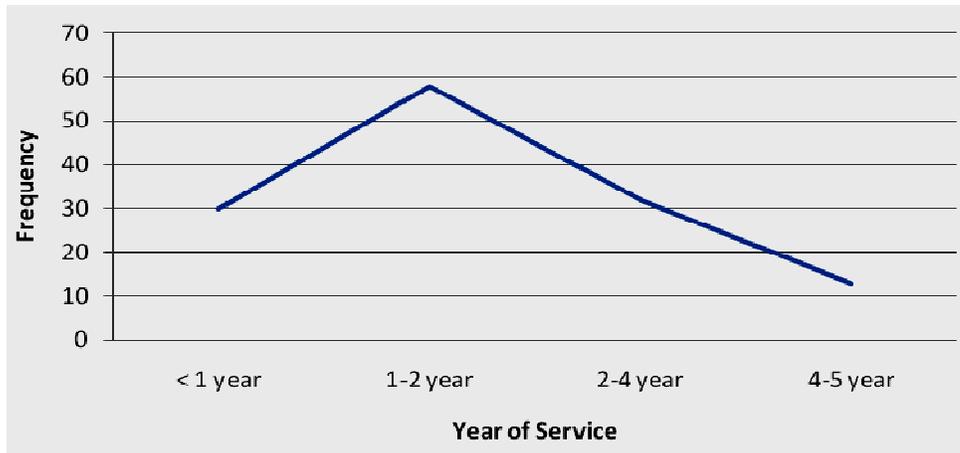


Figure 4.3 Frequency vs years of experiences. (n = 133)

4.2 Data Analysis and Interpretation

Out of the total 139 self-administrated questionnaires distributed through data collector, 133 were returned. Six data sheets were later discarded because the respondents were non- migrants, rather they came to search for jobs from another sub-city of Addis Ababa. Therefore, data collected from 133 respondents were accepted and used for processing, interpretation and analyses of information in view of the research objectives. In addition, 42 permanent residents of the sub-city, who are self-employers, including small scale business owners, house renters and formals were interviewed to acquire further information complementing and strengthening the data already collected through questionnaire. Therefore, in the following sections the data interpretations and analyses concerning each issue that the research intended to address are presented and discussed thoroughly.

The important milestone that the researcher started this work is by accepting that the fact that migration is forced choice of people to counterbalance the challenges due to food insecurity, overpopulation, drought, political instability, resettlement, ethnic conflicts, consequences of HIV pandemic, etc. Therefore, it is not the objective of this research to investigate what exactly

motivates people to migrate, i.e., the *push* and *pull* factors are not the subject of this study. Instead the target here is to examine what economical benefits can be obtained as a result of this internal migration, particularly rural to urban, with particular focus to those who came to Bole Sub-city, Addis Ababa during the last five-six years, i.e., between 2003 and 2008 E.C.

From the study it was found out that the number of people migrated to the project area varies from year to year, but in between 2004 to 2007 the number was relatively higher, 22%, 23%, 27% and 22% respectively, than it was in 2003 i.e 6%. According to the data from Central Statistics Agency of Ethiopia (CSA), by 2007 the number of migrants living in Addis Ababa, particularly in Bole-sub-city, is about 17,287 (3rd National Population and Housing Census report, 2007). It is logical to assume that by now this number has increased significantly as the construction activities in the town also seem increasing.

It is obvious that whenever someone from a rural area migrates to the town he/she encounters major difficulties related to accommodation, life style, job opportunities, etc even though tried to get prior information from different sources. The data obtained in this study also shows that about 77% had previous information through contact persons, relatives, friends or other sources, whereas 23% of the respondents said they had no information at all about the realities in the town. However, even the majority who said had awareness, whenever they come to the town they faced challenges related to shelter (30%), food and related consumables (8%) as well as problem of finding jobs (50%). Therefore, only 10% of those who had prior information said didn't encounter any major difficulty to settle in the town (Table 4.3).

Table 4.3. Encountered difficulties vs prior information used for decision to migrate (n=133)

Do you have prior information?	Major difficulty encountered					Total
	shelter	food and consumable good	lack of social services (school and medical facilities)	inability to find job	no difficulties were encountered	
Yes	24	8	2	58	10	102
No	17	3	0	8	3	31
Total	41	11	2	66	13	133

From the questioner result it was found out that 65% of the migrants came to Addis Ababa based on self-decision, 14% pushed by families, about 11% by relatives, 3 and 7% by employer and local brokers respectively. Among those respondent who migrated by own self-decision are more vulnerable for different problems. Among those who came through relative/family advices about 25% didn't get the minimum necessary expected supports. Therefore, until they get jobs and shelter by their own efforts, they could be forced to engage in any activities for survival, which would harm the society very much.

One of the key issues is the current situation is the need of the administration to control/monitor the process of migration. This requires proper registration of people migrating to the city so that the process didn't result in unexpected outcomes. However, the survey data indicated that 35% of the respondents have no ID at all (69.5% male and 30.5% female), either from rural or urban administrative organs, whereas 65% have ID and among them 32% are registered in Addis Ababa city, and rest still use their IDs obtained from their former residential kebeles (Table 4.4). Therefore, the loose registration system doesn't allow obtaining adequate information about the residents and control accidents or lawbreaking by people, particularly by those without ID / specific addresses.

Table 4.4 Respondents registration status

Do you have ID?		ID card		Total
		Yes	No	
Region	Amhara	31	7	38
	Tigray	4	2	6
	SNNP	23	20	43
	Oromia	29	16	45
	Afar	0	1	1
Total		87	3946	133

Age	ID card		Total
	Yes	No	
18-29	67	38	105
30-39	16	7	23
40-49	4	1	5
Total	87	46	133

The research made to understand about the medical services indicated that about 11% use government-run clinics and hospitals, whereas 89% do not get such services from governmental medical centers and out of this 89% migrant population 93% use only private clinics available in the neighborhoods. Meanwhile about 7% of the respondents said that they use traditional

medicines or never visited any clinic. It was learnt from the questioner result that migrants do not go to government clinics because they assume that they need to be registered in Addis Ababa in order to get the service. However, author's discussion with health workers and supervisors at one of the Bole sub-city's medical centers revealed that the government provides free medication service at all health centers and hospitals for anyone who is need of such services. Unfortunately, migrants often go to private clinics and pay more because of awareness problem about the realities on the ground.

When migrants leave their birth places one of their target is to improve their educational background. Therefore, comparisons made on this matter revealed that migrants who were unable to read and write and also those with elementary education are progressed to next levels (Figure 4.4). In this respect, the daily laborers working for long hours have little chance to attend classes although there are few schools in Bole Sub-city that provide education in extension program.

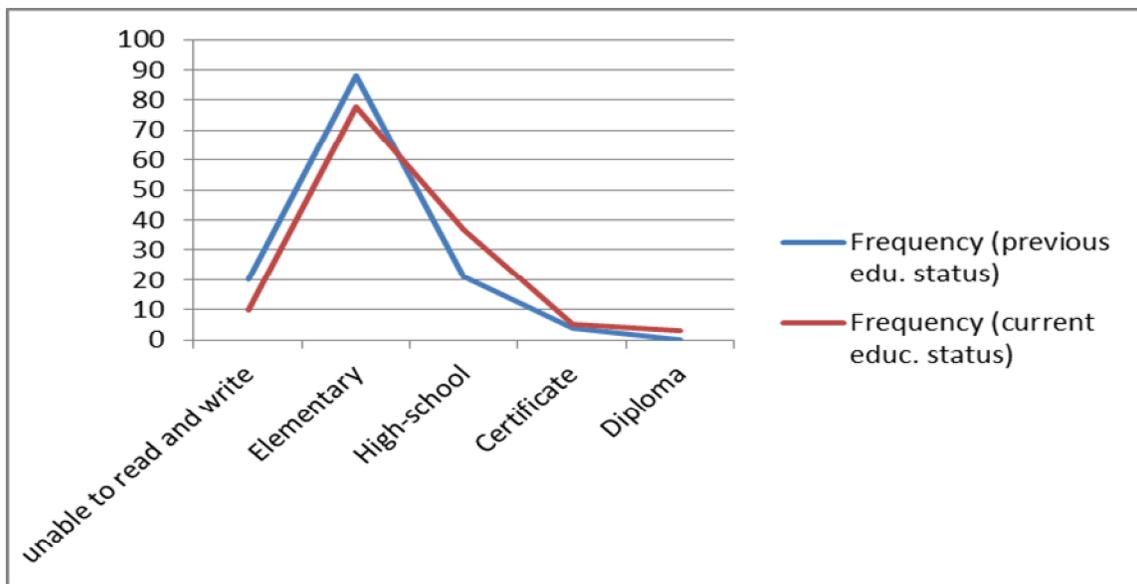


Figure 4.4- Current educational status vs previous study

In the course of examining the living condition of the migrants, the data analysis shows that 99.9% of the respondents don't have their own house and out of this population 66% live by renting individual houses and the remaining 34% live either with their employers, as dependent in relatives, friends, etc, and/or live in stores as night time guards in private houses that are under

construction. From the individual who rented houses 7.5% lack any sanitary facilities (toilet), 57.9% have dry pits, 1% use flush type of toilet. Moreover, 43% of the migrants live in houses which do not have bathing facility with adequate ventilation at all, and the remaining 19.5% have shared shower. Similarly, 57.9 % of the houses have no space to prepare food (kitchen) and only in 8.3% of the rented houses such facilities are fairly available. Particularly, migrants living in houses without the basic services are forced them to use river and spring water to clean up and take shower. Today sanitation is one of the main problems of Addis Ababa City, therefore, unless the standard of house is improved and, at least, well constructed dry-pit toilet facility are provided, the current sanitation problem of the city will be worsen, which obviously have multi-sided consequences (Annex II).

Since the ultimate target of any migrant is to improve his/her wellbeing, this research has attempted to investigate the overall economic status through their monthly incomes. In fact, here, emphasis was made not only for the economic benefit that directly goes to individuals, but also to the contribution that migrants are bringing to the overall development of the town that is reflected in form of income tax and other liabilities that a civilized citizen should fulfill. In this regard, from 133 respondents included in the assessment about 45% earn a monthly income that ranges from 3551 to 5000 ETB/month, 12.8% - between 2351 and 3500 ETB, 18% - 1401-2350 ETB, 21.8 % - 651-1400 ETB, whereas < 2.3% of the respondents get a monthly income of less than 650 ETB (Figure 4.5). It is important to mention here that among the 55% migrants who are engaged in daily labors, 44.59% has only 1-2 years of experience and when their incomes is compared with those workers with similar standards serving in government institutions, then income of the private workers was found higher though job the security other benefits (pension, annual leave, insurance) are less for private workers.

As per the assessment result, 97% of the respondents said that no income tax is deducted from their earnings by employers and also they don't voluntary declare and pay directly to the revenue authority. Rather only 3% of the respondents replied that they pay income tax properly. The main reason for overlooking the tax obligation is the nature of the job where the migrants were

engaged. As they are looking jobs by their own and the permanency of the labor demand by one employer is not definite, always they are considered as daily laborers who are exempted from employment income tax.

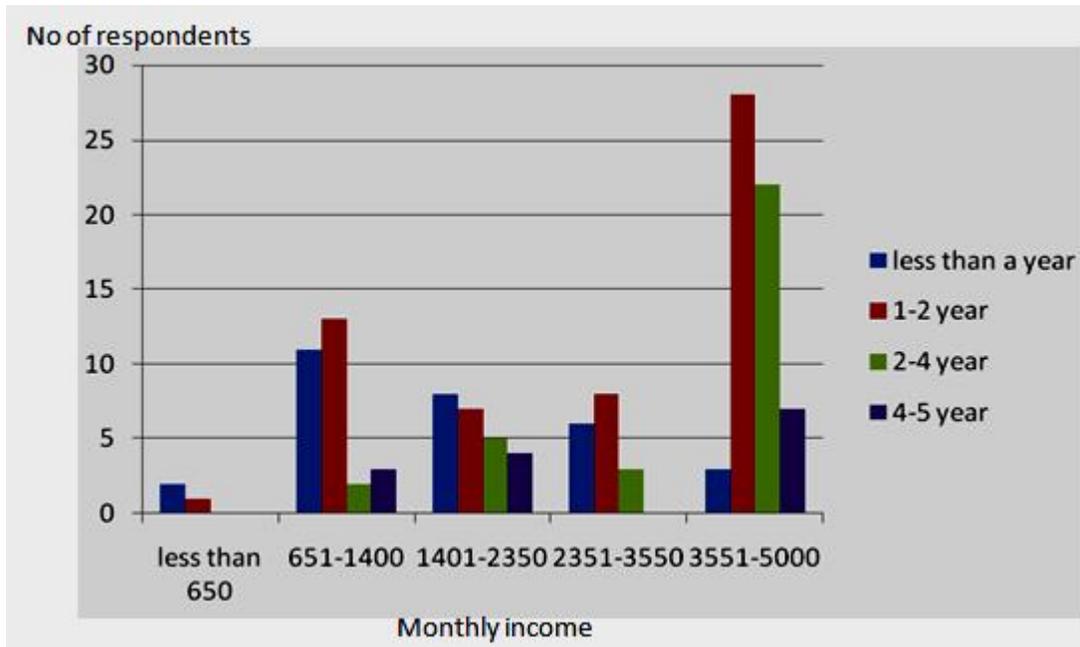


Figure 4.5- Monthly income against year of migrants experience.

This study has made preliminary computations to estimate the amount of income tax that would have been collected by the revenue authority from the migrant worker if they are subcontracted through a formal agency or legal body. The result has made clear that about 800,000 ETB annually (Table 4.5) was supposed to be collected from a small group of people included only in this research. This estimation indicates how much untapped potential exists that can be exploited to accelerate the economic development of the town, and the country at large, if the subject is administered properly.

Table 4.5. Estimated income tax revenue (n=133)

Monthly income tax bands- (ETB)	No. of respondents	Estimated average Salary /month	Estimated Income tax/month/laborer	Estimated Income tax/year - (ETB)
< 650	3	550.00	40.00	1,440.00
651-1400	29	1,000.00	102.50	35,670.00
1401-2350	24	1,800.00	242.50	69,848.00
2351-3550	17	3,100.00	540.00	110,160.00
3551-5000	60	4,200.00	847.50	610,200.00
Total	133	10,650.00	1,772.50	827,310.00

When the present occupations of migrants are considered it became apparent that 56% are engaged in construction projects as daily laborer, and out of this population female comprise only 3%, while the rest are and 97% are male. Besides, migrant workers are serving as home maids (12%), guards (9%), sales persons and other street vendors, such as providing tea, coffee and snake services (19.5%). Out of those respondents who are serving as a home maid, guards and salespersons, about 25% got the employment opportunity through local brokers and pay a commission fee, 15% of their monthly salary and the remaining 40% will get the job opportunities through people (relatives and friends). Whereas the job opportunities for almost all migrants who are engaged under daily laborer/construction industry is depends on their own effort 35% (by knocking individual home, waiting at the major locations/square (like Gurji and CMC) and through time individual contacts help out them as a source of reference for related jobs.

Since the construction industry is the major sector that absorbed more than half of the migrated working force, it should be supplied with fairly trained workers who know how to do the specific tasks they are given and satisfy the needs of employers like any other economic sector. However, apart from the top of the low educational backgrounds and absence of centers which could deliver on-job capacity building trainings, almost all workers engage in any assignment without any training during the early time of their careers. Currently there are about ten HR outsourcing service provider agencies who are engaged in supplying educated and semi-educated professional

employees for different local and international companies and industries, and few of them were engaged in providing baby sitter, home maid and security guards.

Therefore, because of low educational backgrounds and failure to get appropriate trainings, migrant workers are forced to engage in activities that enable them to secure their daily subsistence only. As a result there is high turnover and dissatisfaction in the labor market. Even though they are engaged in different occupation 45% of them are not happy on their current occupation and didn't perform well and provide quality service. Most of the employers suggest that if the vast labor force has good knowledge and testified work experience, their contribution will be much better and both the service provider and received could be satisfied well.

The researcher request the respondent on their preference to work with and only 5.3% of the respondents prefer to work in government institutions, whereas 19.5% - in NGOs, and majority (37%) prefer to engage in private businesses and about 58% replied to work with individuals and NGO as the salary scales is better although the work security is low. Assessment of response to this question indicated that rural migrants have energy and courage to change their lives and the life of subordinates. To realize such ambitions they prefer to run their own businesses rather than being an employee in for individuals or governmental institutions.

As the respondents couldn't realize how training plays a great role in enhancing work efficiencies that ultimately contribute to improve their incomes, they didn't fight to do so. Hence 95% of the migrants agreed that training has a direct impact on their work performance. As there is no formally registered training agency which focuses on job training for urban-rural migrants, they have faces a big challenge while performing their day to day activities especially at the early stages. They have also received many complaints on their job performance and this is also a reason for changing their present work in a continuous basis. During such transition migrants could be ideal for days or weeks and will force them to lose what they have saved while being on duty. Even though there are few other reasons for job termination, most of the reasons are directly related to staff performance which could be upgraded through on job training.

As it is known from time to time the standard of living in Addis Ababa city is becoming expensive. Therefore, low income city dwellers are engaged in different activities that help them generate finance and improve their livelihoods. Among such activities are renting houses (mostly by splitting limited spaces they have) and/or constructing additional rooms without fulfilling the minimum basic facilities mentioned earlier (kitchens, showers, water and sometimes electricity). Since the houses are relatively inexpensive, they are affordable for migrants. Hence, 25% of the respondents said that they pay between 200-300 ETB/month, 26% - 300-500 ETB, 11% - 500-800 ETB and about 4% pay above 1000 ETB/month for the rooms they rented. It must be pointed out that about 60% of such rented houses have no kitchen at all and this forces 51% of the respondents to rely on small restaurants and cafes services, for what they spend on average 50-70 ETB/day. Nevertheless, 31% of the respondents are still striving to cook foods in their rented houses, whereas 18% - eat food at their working places. Interview results disclosed that small restaurant and cafe owners quite adequate income from the services they provide, and help them to manage their families and improve livelihoods. The target population of these small restaurants and cafes are the daily laborers who seek food items in a daily basis. It is obvious that this result provides some insight about the job opportunities that are created because of the high number of migrants (daily laborers) in the city who are in need of different basic services.

Saving is also well practiced by migrants, which are often taking family responsibilities and dedicatedly working to change their life. As it can be noticed from Table 4.6, more than 75% of the labor force saves money from their income, among which 88% are male and 22% female. Even though their educational status and their living condition are relatively lower, they are using different mechanisms, like banks, relatives, friends, employer and other means to save from their income. As per the assessment, majority of respondents, i.e is 43 %, prefers and trust banks to save their money where as 16.5% prefer their relatives as a means of saving as they don't have an access to use bank services. If these migrants are legally registered and develop awareness, the city administration could exploit the opportunities from the local remittance and savings.

Table 4.6 Saving practices and means of saving (n=133)

Where did you save?	Do you save?		Total
	Yes	No	
No saving	0	32	32
Saving at bank	57	0	57
With relatives	21	1	22
With friends	8	0	8
With my employer	2	0	2
Others means of saving	12	0	12
Total	100	33	133

On the other hand supporting families by sending money is taken considered as obligation by most migrants. Even under difficult situations migrants are exerting efforts to support their families left behind. The assessment also shows that 58% of respondents send money although the amount varies from individual to individual. Accordingly, about 21% of the respondents send up to 1000 ETB/year, about 24% - up to 2000 ETB/year, 11% - up to 3000 ETB/year and 1.5% - 4000 ETB/year and about 0.8% replied that they send above 4000 ETB/year. On the other hand, such practice supports the living condition of the family behind and will minimize the number of migrants through time.

CHAPTER FIVE

CONCLUSIONS AND RECOMMENDATIONS

5.1 Conclusions

This research was made to explore the economic aspects of rural-urban migration, which look undermined as many people, including communities at migrant-destination centers, civil societies, government institution, associate the rural-urban migration phenomenon with some kind of negative connotations. Despite this, the current study has attempted to investigate the problem by focusing on its positive sides and for this purpose the Bole-Sub-city was selected as a case study area, where data are collected and analyzed.

From this perspective, the research has raised different questions that concern about migrants' monthly earnings (incomes), expenditures, savings, issues related to income tax, occupations, work skills, educational backgrounds, ability of supporting families at home, etc, were assessed, which are believed directly or indirectly enable to obtain data/information about migrants contributions in stimulating the economy of the city.

Accordingly, the study conducted considering these facts has come up with important conclusions on which basis recommendations are forwarded. It is the author's assumption that the research outputs may serve as input in future studies about the subject matter and also help to make certain decisions on the way forward. Therefore, the main conclusions made from this study are summarized as follows:

- a) Different years of data collected during this research and also that of the Central Statistics Agency (CSA) of Ethiopia generally indicate the numbers of people migrating from rural areas to urban centers, like Addis Ababa, is increasing. From this study more than 58% of the migrant are found working in construction projects and earn a monthly income of above 2,350 Birr. This income is relatively higher than the amount paid to similar workers engaged in governmental organizations. Moreover, apart from substance costs and savings more than 58.6% of the migrants send money and help their families and other

subordinates. This confirms the opportunities that the city has provided to migrant workers to improve their economic welfares and at the same time shows how much is the availability of labor force instrumental for various developmental projects undertaken both by the government and private sectors. These mutual benefits have direct impacts on the socio-economic progress of the city, and the country at large.

- b) Despite the fact that more than 76% of the migrant workers earn above 1400 Birr/month, 97% of them said that they are not paying income tax nor their employers deduct from their payments and submit to the tax collecting authority. In this regard, rough calculations made to estimate the amount of tax revenue that was supposed to be collected from a small group of people considered in this research was found to be over 800,000 birr/year, which is quite substantial. This figure indicates that if these labor force is administrated under a well-structured private or governmental organization, the migrants' working conditions are improved, then there is a huge untapped potential (in form of tax revenue) that can be exploited to improve the development of the city as a whole;
- c) The study result has revealed that more than 80% of the migrant workers are involved in construction and other labor demanding sectors. Today all sectors require trained, at least to a minimum level (slightly skilled) labor force that adequately know the duties assigned and perform with acceptable qualities. Unfortunately, almost 100% of the migrant workers involved in different activities do their jobs without the necessary trainings, and because of this 56% employers are dissatisfied by the performances of their employees and 17.3% leave their job due to inability to perform the required services. As there is no stationed source of job providing services, it is impossible to evaluate individuals' capacity in order to save wastage of money, resources and time from both sides, service provider and receiver;
- d) The sustainable development of the city can be ensured if and only if the Kebele registration system becomes refined, simple, up-to-date, gives protection and makes new comers more accountable to all government systems. But only 21% of the migrants have Addis Ababa's ID, the rest have ID from their rural Kebeles, which might already be expired or soon will be expired, whereas about 35% of the migrants currently working in

the sub-city have no ID cards at all. As a result, it is impossible to easily follow / trace if someone commits crime or enters in to illegal businesses that deteriorate the city's security (robbery, drug dealing, etc) and damaging its economic activities. Today this fact is witnessed by the increasing rate of crimes that police regularly reports;

- e) As seen from the statistics, migrant workers after settling in the city have gone to extension classes and upgraded their educational backgrounds. As their backgrounds improve they switch to a better occupation. Even though sharing the limited resources of non-migrants has a negative impact, improving their education has also good prospects for the non-migrants/employer/service receivers. As more than 95% of employers have greater interest to hire comparatively educated and relatively trained labor force. Hence such academics improvement has a positive impact on laborers work performance and efficiency.
- f) Assessment of the overall economic status of migrant works revealed that about 92% have rated their current standards of living as fair and good.

5.2 Recommendations

- a) The private sector should be involved in such businesses as deliverer of on-job trainings at different levels which enables the dweller to get an access to improve their skills and job performances. At the same time workers should be encouraged, to some extent to attend such trainings. This will ultimately rewards and helps them to promote to the higher levels of performance and better payment as well. Therefore, establishment of such centers not only help to reduce frequency of labor turnover and workers' idle time, but also creates job opportunities to other who will be involved in the programs. Therefore, the federal and regional governments should give due attention to the multi-dimensional advantages of expansion of skill developing training and outsourcing centers for dwellers in the country.
- b) In order to control the mass migration of rural youths to Addis Ababa and other big cities, a centralized system of registration and issuing Identification Card must be emplace immediately before the migration opportunities turned to be a major challenges.

- c) The revenue authority should make more efforts in creating awareness or enforcing the existing laws so as taxes from the large contingent of migrants could be collected through individual employers.
- d) Individual who involved in house renting, particularly low standard houses favored by migrants, should be rented with minimum necessary facilities as toilets, kitchen, which have impacts on the sanitary conditions and incomes of workers. Therefore the Kebele administrations should work towards this issue and regularly check for their sanitary conditions by relevant governmental bodies.

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APPENDICES

St. MARY UNIVERSITY
SCHOOL OF GRADUATE STUDIES
MBA PROGRAM

Dear respondents,

I am attending my second degree in Master of Business Administration (MBA) program of St. Mary University. Currently I am conducting a research paper entitled *Development challenges and opportunities of internal rural-urban migration: A study in Bole Sub city of Addis Ababa*. This assessment work is planned purely for academic purpose, therefore, I hereby request you to fill the questionnaire and provide us your genuine responses and feedbacks as early as possible, which are highly valuable to conduct the study and come up with fair and valid conclusions. I also would like to notify you that all your responses would be kept confidential.

In advance I extend my appreciation for sharing your precious time and willingness to complete this questionnaire.

Instruction:

- Please use tick mark (☑) in the boxes provided to choose from the options provided
- There is no need to write your name if you are not interested.
- For questions that demand your opinion, please try to describe honestly as per the question on the space provided.
- If you need any clarification, Please contact me through cell phone number 0911 40 90 70 or e-mail : <abebayehufekade@gmail.com>

PART I: Respondents profile

1. **Gender:** Female _____ Male _____
2. **Age Group:** 18-29 [], 30-39 [], 40-49 [], >50 []
3. **Place of Birth:** Region _____ A) Rural _____ B) Urban _____.
4. **Educational Status:** Unable to read and write [], Elementary [], High school [], Certificate [], Diploma [], First Degree [], Others (please specify) _____.
5. **Current Occupation Status:**-Daily laborer [], Guard [], Home-maid [], Baby-sitter [], Others (individual business) [].
6. **How long you have been engaged in the work that doing now?** Less than a year [], 1-2 years [], 2-4 years [], 4-5 years [].

PART II: Queries specific to the research objective

7. When did you come to Addis Ababa/Bole sub city (year)? _____
8. Did you have any information about Addis Ababa, before you moved to live in the town?
(a) Yes _____ b) No _____
9. If your answer is "Yes", to question no, 8, what was the main source of that information?
a) Previous visits of the town _____ b) Mass media _____
c) Contact with people who knew the town _____ d) Relatives _____ e) Others (specify) _____
10. Who was the decision maker in your leaving your place of birth or last place of residence?
a) Self _____ b) Relatives or friends _____ c) Family _____ d) Employer _____
e) Parent(s) _____ f) Other (specify) _____
11. How old you were when leaving your home place?
a) 0 - 9 _____ b) 10 - 19 _____ c) 20 - 29 _____ d) 30 - 39 _____ e) 40 - 49 _____ f) 50 - 59 _____
g) 60 - 64 _____ h) >64 _____
12. What was your marital status when you left your place of Birth?
a) Married _____ b) Single _____ c) Widowed _____ d) Divorced _____

13. What was your level of education when you left your place of birth?
 Unable to read and write [], Elementary [], High school [], Certificate [], Diploma [],
 First Degree [], Others (please specify) _____
14. Are you registered as a resident in any woreda of Addis Ababa (a) Yes ____ b) No ____
15. Do you have any identification Card (ID) on your hand? (a) Yes ____ b) No ____
16. Did any of your relatives or friends assisted you to settle in the town? a) Yes ____ b) No ____
17. If your answer to question No.16, is "Yes" what type of support you got?
 a) Finding job/employment ____ b) Accommodation ____ c) Materials (housing, food, clothing,
 etc) _____ d) Financial _____ e) other (specify) _____
18. After your arrival at Addis Ababa, what was the major difficulty encountered?
 a) Shelter _____ b) Food and related consumer items _____
 c) Lack of social services such as school, medical facilities etc. _____
 d) Inability to find job _____ e) No difficulties were encountered _____
19. How long you are working with one employer?
 a) one day ____ b) one week ____ c) one month ____ d) three months ____ e) six Months
 f) one year ____ g) more than one year ____
20. If you change your work frequently, what is the major reason?
 a) Lower payment ____ c) inability to perform quality work as required ____
 b) Communication gap ____ d) educational background ____ e) others _____
21. How much you earn per month?
 a) < 650 ____ b) 651 - 1,400 ____ c) 1,401 - 3,550 ____ d) 3,551 - 5,000 ____ e) > 5001 ____
22. Do your employers deduct income tax?
 a) Yes ____ b) No ____
23. Do you own the house you live in? a) Yes ____ b) No ____
24. If your answer is "No" to question No. 26, what kind of arrangement have you made for living in it?
 a) rent ____ b) dependent ____ c) Other (specify) _____.
25. If rented, the house belong to:
 a) Kebele/Govt owned _____ b) Municipality _____ c) Public housing agency _____
 d) Private individuals _____ e) Other (specify) _____
26. How many rooms does the house you live in have?
 a) one ____ b) two ____ c) more than three ____

27. Does your house have a separate kitchen?
 a) Yes _____ b) No _____
28. Availability and type of toilet facilities:
 a) flush _____ b) dry - pit _____ c) not available _____
29. If you have toilet, is it _____?
 a) shared _____ b) private _____ c) don't have the service _____
30. What type of bathing facility do you have?
 a) don't have the service _____ b) shower private _____ c) shower shared _____
31. What is the regular and most accessible source of water for your household?
 a) own meter _____ b) shared meter _____ c) public tap _____ d) other household _____
 e) river/spring/pond _____
32. How do you get your electricity supply?
 a) own meter _____ b) shared meter _____ c) don't have the service _____
33. How much you pay for house rent per month:
 a) 200-300 _____ b) 301-500 _____ c) 501-800 _____ d) 801-1000 _____ e) >1001 _____
34. Do you save money from your income? a) Yes _____ b) No _____
35. If your answer is YES for question no. 38, where do you save it?
 a) at Bank b) with relatives c) with Friends d) with my employer e) others _____
36. Do you got medical services from governmental-run hospitals/ health posts?
 Yes _____ b) No _____.
37. If your response to question 40 is "NO", then where do you get medical services?
 a) Private Clinics _____ b) private Hospitals _____ c) use traditional medicines _____ d) not ill yet
38. Where do you often make purchasing of consumables (food items, clothing, and other)?
 a) From any nearest shop _____ b) from central market places _____ c) use shops runs by Govt/ cooperatives _____
39. Where do you often eat food?
 a) prepare at home _____ b) in small restaurants/cafe _____ c) at my working places _____
40. If you don't cook at home, then how much Birr you spend for food on a daily basis?
 a) 20 - 30 b) 31 - 50 c) 51 - 70 d) 71 - 100 e) > 100
41. Have you got any job-related training before? Yes _____ No _____

42. If your answer for question no. 45 is YES, then do you believe that job-related training has brought any impact on your work performance? Yes ___ No ___

If yes, how _____

43. If your answer to question No. 45 is NO, then do you agree that training will be important to improve your work performance? a) Agree ___ b) Not Agree ___

44. Did any of your employers complained about poor service quality? Yes ___ No ___

45. How did you get your Job? a) using brokers ___ b) using relatives/friends ___ c) by own effort ___

46. Do you like your current Job? Yes ___ No ___

47. What type of employers you prefer to work with?

a) Private business owners ___ b) Government owned institutions ___ c) NGOs ___
d) other ___

48. Do you support your family at your home place? Yes _____ No _____

49. If your answer to Question No. 51 is YES, then on average how much you send per year?

a) 500 - 1,000 ___ b) 1,001 - 2,000 ___ c) 2,001 - 3,000 ___ d) 3,001 - 4,000 ___ e)
4,001 - 5,000 ___ f) >5,001 ___

50. How do you evaluate your current economic status?

a) Poor ___ b) Fair ___ c) Good ___ d) Very good ___

Interview Questions for Employers

1. How do you evaluate the work performance by daily laborers you hired?
2. Have you ever employed trained employee/employees (daily laborers/home maid/baby sitters/guards) all the time?
3. Have you noticed the difference between the trained and un-trained workers? What were the challenges you have while you give a specific type of work for un-trained employees?
4. How do you evaluate the availability of the labor force in line with the demand by different sectors (construction and other sectors)?

5. What do you suggest to be done so as to maximize the benefits from the current massive migrants labor force?
6. What do you think as the government/private sector should do In order to get the maximum benefits from the current labor force?

Interview Questions for small scale business owners

1. For how long you are engaged in this type of business?
2. Who are your target customers in these areas and what type of service you provide to them?
3. Do you provide all your service throughout without interruption?
4. If you are small scale business owners, do you have license to run the business you are running?
5. If you are a house renter, do you have completed the legal formality at your nearest administration office?
6. How do you evaluate your income against your service?
7. Do you provide toilet and bathing facility to your customers?

Interview Quest-ions for Bole sub-city Health Post

1. Currently, what are the minimum criteriaø to be fulfilled in order to get any medical service at Bole Sub-city health post?
2. If a person has got an accident or emergency case, what are the minimum requirements to be fulfilled to get first aid support service?
3. If someone who doesnø have an ID card or Living certification in a specific sub-city, could he/she gets the medical service for medication/check-up at Bole Health post?
4. What is the future plan to provide a medical service for people who migrated from rural areas and arenø registered in Addis Ababa under any Kebeleø administration?

THANK YOU VERY MUCH FOR YOUR SUPPORT AND TIMLEY RESPONSE

Demographic characteristic of respondents.

Age	Frequency	%	Valid %	Cumulative %
18-29	105	78.9	78.9	78.9
30-39	23	17.3	17.3	96.2
40-49	5	3.8	3.8	100
Total	133	100	100	

Place/origin of birth	Frequency	%	Valid %t	Cumulative %
Rural	70	52.6	52.6	52.6
Urban	63	47.4	47.4	100
Total	133	100	100	

Region	Frequency	%	Valid %	Cumulative %
Amhara	38	28.6	28.6	28.6
Tigray	6	4.5	4.5	33.1
SNNP	43	32.3	32.3	65.4
Oromia	45	33.8	33.8	99.2
Afar	1	0.8	0.8	100
Total	133	100	100	

Educational status	Frequency	%	Valid %	Cumulative %
unable to read and write	10	7.5	7.5	7.5
Elementary	78	58.6	58.6	66.2
High-school	37	27.8	27.8	94
Certificate	5	3.8	3.8	97.7
Diploma	3	2.3	2.3	100
Total	133	100	100	

Current occupation	Frequency	%	Valid %	Cumulative %
Daily laborer	74	55.6	55.6	55.6
Guard	12	9	9	64.7
House maid	16	12	12	76.7
Baby- sitter	5	3.8	3.8	80.5
other	26	19.5	19.5	100
Total	133	100	100	

Length of engaged	Frequency	%	Valid %	Cumulative %
less than a year	30	22.6	22.6	22.6
1-2 year	57	42.9	42.9	65.4
2-4 year	32	24.1	24.1	89.5
4-5 year	14	10.5	10.5	100
Total	133	100	100	

Current occupation	Frequency	%	Valid %	Cumulative %
Daily laborer	74	55.6	55.6	55.6
Guard	12	9	9	64.7
House maid	16	12	12	76.7
Baby- sitter	5	3.8	3.8	80.5
other	26	19.5	19.5	100
Total	133	100	100	

Previous information	Frequency	%	Valid %	Cumulative Percent
yes	102	76.7	76.7	76.7
No	31	23.3	23.3	100
Total	133	100	100	

Source of Information	Frequency	%	Valid %	Cumulative Percent
Not have Information	31	23.3	23.3	23.3
Previous visit	9	6.8	6.8	30.1
Mass media	1	0.8	0.8	30.8
Contact person	52	39.1	39.1	69.9
Relatives	38	28.6	28.6	98.5
Brokers	2	1.5	1.5	100
Total	133	100	100	

How old you were?	Frequency	%	Valid %	Cumulative Percent
0-9	1	0.8	0.8	0.8
10-12	75	56.4	56.4	57.1
20-29	53	39.8	39.8	97
30-39	4	3	3	100
Total	133	100	100	

Previous educational status	Frequency	%	Valid %	Cumulative Percent
Unable to read & write	20	15	15	15
Elementary	88	66.2	66.2	81.2
High school	21	15.8	15.8	97
Certificate	4	3	3	100
Total	133	100	100	

Have you ID card?	Frequency	%	Valid %	Cumulative Percent
yes	87	65.4	65.4	65.4
No	46	34.6	34.6	100
Total	133	100	100	

Type of support	Frequency	%	Valid Percent	Cumulative Percent
Not supported at all	28	21.1	21.1	21.1
Finding job/employment	30	22.6	22.6	43.6
Accommodation	70	52.6	52.6	96.2
Material (housing, food, clothing etc.)	3	2.3	2.3	98.5
Financial	2	1.5	1.5	100
Total	133	100	100	

Did you pay Income tax?	Frequency	%	Valid Percent	Cumulative Percent
yes	4	3	3	3
No	129	97	97	100
Total	133	100	100	

Year of arrival	Frequency	%	Valid %	Cumulative %
2007 EC	29	21.8	21.8	21.8
2006 EC	36	27.1	27.1	48.9
2005 EC	31	23.3	23.3	72.2
2004 EC	29	21.8	21.8	94
2003 EC	8	6	6	100
Total	133	100	100	

Decision making	Frequency	%	Valid %	Cumulative %
self	87	65.4	65.4	65.4
Relatives /friends	14	10.5	10.5	75.9
family	19	14.3	14.3	90.2
employer	4	3	3	93.2
brokers	9	6.8	6.8	100
Total	133	100	100	

Marital status	Frequency	%	Valid %	Cumulative %
married	22	16.5	16.5	16.5
single	93	69.9	69.9	86.5
widowed	1	0.8	0.8	87.2
divorced	17	12.8	12.8	100
Total	133	100	100	

Addis Ababa ID card	Frequency	%	Valid %	Cumulative %
Yes	28	21.1	21.1	21.1
No	105	78.9	78.9	100
Total	133	100	100	

Did your relative assisted you?	Frequency	%	Valid %	Cumulative %
Yes	105	78.9	78.9	78.9
No	28	21.1	21.1	100
Total	133	100	100	

Type of major difficulty	Frequency	%	Valid %	Cumulative %
shelter	41	30.8	30.8	30.8
food & consumable good	11	8.3	8.3	39.1
lack of social services (school & medical facilities)	2	1.5	1.5	40.6
inability to find job	66	49.6	49.6	90.2
no difficulties were encountered	13	9.8	9.8	100
Total	133	100	100	

Monthly income	Frequency	%	Valid %	Cumulative %
less than 650	3	2.3	2.3	2.3
651-1400	29	21.8	21.8	24.1
1401-2350	24	18	18	42.1
2351-3550	17	12.8	12.8	54.9
3551-5000	60	45.1	45.1	100
Total	133	100	100	

Reason for changing work	Frequency	%	Valid %	Cumulative %
Lower payment	44	33.1	33.1	33.1
Communication gap	7	5.3	5.3	38.3
Inability to perform quality work as required	23	17.3	17.3	55.6
Educational background	1	0.8	0.8	56.4
Other	58	43.6	43.6	100
Total	133	100	100	

Length of stay with one employee	Frequency	Per cent	Valid Percent	Cumulative Percent
One day	1	0.8	0.8	0.8
One week	49	36.8	36.8	37.6
One month	42	31.6	31.6	69.2
Three month	13	9.8	9.8	78.9
Six month	14	10.5	10.5	89.5
One year	9	6.8	6.8	96.2
> One year	5	3.8	3.8	100
Total	133	100	100	

Number of rooms	Frequency	%	Valid %	Cumulative %
Not rented	45	33.8	33.8	33.8
One	82	61.7	61.7	95.5
Two	5	3.8	3.8	99.2
> two	1	0.8	0.8	100
Total	133	100	100	

Type of toilet	Frequency	%	Valid %	Cumulative %
Not rented	45	33.8	33.8	33.8
Flush	1	0.8	0.8	34.6
Dry-pit	77	57.9	57.9	92.5
Not available	10	7.5	7.5	100
Total	133	100	100	

Bathing facility	Frequency	%	Valid %	Cumulative %
Not rented	45	33.8	33.8	33.8
Don't have the service	57	42.9	42.9	76.7
Shower private	5	3.8	3.8	80.5
Shower shared	26	19.5	19.5	100
Total	133	100	100	

Do you have house?	Frequency	%	Valid %	Cumulative %
No	133	100	100	100

House arrangement	Frequency	%	Valid %	Cumulative %
Rent	88	66.2	66.2	66.2
Dependent	19	14.3	14.3	80.5
Other	26	19.5	19.5	100
Total	133	100	100	

To whom your house belongs	Frequency	%	Valid %	Cumulative %
Not rented	45	33.8	33.8	33.8
Private individual	88	66.2	66.2	100
Total	133	100	100	

Availability of separate kitchen	Frequency	%	Valid %	Cumulative %
0	45	33.8	33.8	33.8
yes	11	8.3	8.3	42.1
No	77	57.9	57.9	100
Total	133	100	100	

Toilet arrangements	Frequency	%	Valid %	Cumulative %
Don't have the service	55	41.4	41.4	41.4
Shared	74	55.6	55.6	97
Private	4	3	3	100
Total	133	100	100	

Source of water	Frequency	%	Valid %	Cumulative %
Not rented	45	33.8	33.8	33.8
Own meter	2	1.5	1.5	35.3
Shared meter	46	34.6	34.6	69.9
Public tap	21	15.8	15.8	85.7
Other household	16	12	12	97.7
River/springs /ponds	3	2.3	2.3	100
Total	133	100	100	

Source of power	Frequency	%	Valid %	Cumulative %
Not rented	45	33.8	33.8	33.8
Own meter	3	2.3	2.3	36.1
Shared meter	84	63.2	63.2	99.2
Don't have the service	1	0.8	0.8	100
Total	133	100	100	

Saving	Frequency	%	Valid %	Cumulative %
Yes	100	75.2	75.2	75.2
No	33	24.8	24.8	100
Total	133	100	100	

Where do you save	Frequency	%	Valid %	Cumulative %
Don't save	33	24.1	24.1	24.1
At bank	56	42.9	42.9	66.9
With relatives	22	16.5	16.5	83.5
With friends	8	6	6	89.5
With my employer	2	1.5	1.5	91
Others	12	9	9	100
Total	133	100	100	

medical service	Frequency	%	Valid %	Cumulative %
Yes	14	10.5	10.5	10.5
No	119	89.5	89.5	100
Total	133	100	100	

Where did you get medical service?	Frequency	%	Valid %	Cumulative %
Not ill yet	16	12	12	12
Private clinic	113	85	85	97
Traditional medicine	4	3	3	100
Total	133	100	100	

How much you spent for food?	Frequency	%	Valid %	Cumulative %
0	65	48.8	48.8	48.8
20-30	32	24.1	24.1	72.9
31-50	30	22.1	22.1	95.5
51-70	6	4.5	4.5	100
Total	133	100	100	

training impact	Frequency	%	Valid %	Cumulative %
0	131	98.5	98.5	98.5
Yes	1	0.8	0.8	99.2
No	1	0.8	0.8	100
Total	133	100	100	

Compliance on quality of work	Frequency	%	Valid %	Cumulative %
Yes	96	72.2	72.2	72.2
No	37	27.8	27.8	100
Total	133	100	100	

Impact of training on performance	Frequency	%	Valid %	Cumulative %
Yes	126	94.7	94.7	94.7
No	7	5.3	5.3	100
Total	133	100	100	

Compliance on quality of work	Frequency	%	Valid %	Cumulative %
Yes	96	72.2	72.2	72.2
No	37	27.8	27.8	100
Total	133	100	100	

House rent	Frequency	%	Valid %	Cumulative %
Not Rented	45	33.8	33.8	33.8
200-300	34	25.5	25.5	59.4
301-500	35	26.3	26.3	85.7
501-800	13	9.8	9.8	95.5
801-1000	1	0.8	0.8	96.2
above 1001	5	3.8	3.8	100
Total	133	100	100	

Where purchase goods?	Frequency	%	Valid %	Cumulative %
From any nearest shop	91	68.4	68.4	68.4
From central market places	42	31.6	31.6	100
Total	133	100	100	

Where eat food?	Frequency	%	Valid %	Cumulative %
Prepare at home	41	30.8	30.8	30.8
In small restaurants	68	51.1	51.1	82
At working places	24	18	18	100
Total	133	100	100	

Have you got job training?	Frequency	%	Valid %	Cumulative %
Yes	4	3	3	3
No	129	97	97	100
Total	133	100	100	

Like your job	Frequency	%	Valid Percent	Cumulative Percent
Yes	58	43.6	43.6	43.6
No	75	56.4	56.4	100
Total	133	100	100	

Job preference	Frequency	%	Valid %	Cumulative %
Private business owner	51	38.3	38.3	38.3
Government owned institution	7	5.3	5.3	43.6
NGO's	26	19.5	19.5	63.2
Others	49	36.8	36.8	100
Total	133	100	100	

Impact of training on performance	Frequency	%	Valid %	Cumulative %
Yes	126	94.7	94.7	94.7
No	7	5.3	5.3	100
Total	133	100	100	

Why you leave your Job?	Frequency	%	Valid %	Cumulative %
Lower payment	44	33.1	33.1	33.1
Communication gap	7	5.3	5.3	38.3
Inability to perform quality work as required	23	17.3	17.3	55.6
Educational background	1	0.8	0.8	56.4
other	58	43.6	43.6	100
Total	133	100	100	

How did you get your job?	Frequency	%	Valid %	Cumulative %
Through brokers	33	24.8	24.8	24.8
Through family/friends	53	39.8	39.8	64.7
By own effort	47	35.3	35.3	100
Total	133	100	100	

How much you send?	Frequency	%	Valid %	Cumulative %
0	55	41.4	41.4	41.4
500-1000	28	21.1	21.1	62.4
1001-2000	32	24.1	24.1	86.5
2001-3000	15	11.3	11.3	97.7
3001-4000	2	1.5	1.5	99.2
4001-5000	1	0.8	0.8	100
Total	133	100	100	

Do you support family?	Frequency	%	Valid %	Cumulative %
Yes	78	58.6	58.6	58.6
No	55	41.4	41.4	100
Total	133	100	100	

What is your economic status?	Frequency	%	Valid %	Cumulative %
poor	10	7.5	7.5	7.5
fair	86	64.7	64.7	72.2
good	37	27.8	27.8	100
Total	133	100	100	

Housing units of sub-cities by type of toilet facility (2007)

Sub City	Type of Toilet Facility							
	All Housing Units	No Toilet Facility	Flush Toilet, Private	Flush Toilet, Shared	VIP Latrine, Private	VIP Latrine, Shared	Pit Latrine, Private	Pit Latrine, Shared
ADDIS ABABA CITY ADMINISTRATION	628,986	90,206	58,123	35,684	28,903	95,520	62,009	258,541
AKAKI KALITY-SUB CITY	45,751	9,949	1,743	1,531	1,950	5,700	5,091	19,787
NEFAS SILK-LAFTO-SUB CITY	75,080	10,424	8,569	4,606	4,429	9,191	8,027	29,834
KOLFE KERANIYO-SUB CITY	93,334	14,018	7,586	2,985	6,470	9,165	16,220	36,890
GULELE-SUB CITY	57,840	8,827	3,215	2,524	1,937	9,341	5,283	26,713
LIDETA-SUB CITY	44,351	5,431	1,778	2,907	1,166	9,930	2,273	20,866
KIRKOS-SUB CITY	52,584	5,096	5,701	3,722	1,606	11,360	2,827	22,272
ARADA-SUB CITY	47,364	4,426	3,829	3,809	2,008	12,168	2,703	18,421
ADDIS KETEMA-SUB CITY	49,041	6,232	1,780	3,235	1,558	10,425	2,564	23,247
YEKA-SUB CITY	87,347	13,124	6,686	4,403	3,492	11,688	11,110	36,844
BOLE-SUB CITY	76,297	12,679	17,236	5,963	4,288	6,553	5,910	23,668

Housing units of sub-cities by type of tenure (2007)

Sub City	Type of Tenure							
	All Housing Units	Owner Occupied	Rent Free	Rented from Kebele	Rented from House Renting Agency	Rented from Other Organization	Rented from Private Household	Occupied Difference Rent
ADDIS ABABA CITY ADMINISTRATION	628,986	205,196	37,293	148,645	11,388	3,281	222,384	799
AKAKI KALITY-SUB CITY	45,750	17,731	2,712	7,046	858	212	17,154	37
NEFAS SILK-LAFTO-SUB CITY	75,079	30,204	5,158	7,239	906	354	31,164	54
KOLFE KERANIYO-SUB CITY	93,335	40,944	5,734	7,280	736	505	38,023	113
GULELE-SUB CITY	57,840	17,116	2,958	14,613	398	461	22,205	89
LIDETA-SUB CITY	44,350	8,050	2,662	22,388	532	341	10,324	53
KIRKOS-SUB CITY	52,582	10,570	3,032	21,119	2,111	295	15,408	47
ARADA-SUB CITY	47,364	7,752	2,646	25,442	1,769	467	9,179	109
ADDIS KETEMA-SUB CITY	49,042	8,672	1,666	27,494	444	92	10,631	43
YEKA-SUB CITY	87,346	33,124	5,166	11,820	747	392	35,922	175
BOLE-SUB CITY	76,298	31,032	5,557	4,204	2,887	163	32,376	79

Migrants by length of residence, urban-rural residential and sex: 2007.

Sex	Length of Residence in Current Place (by Year)								
	All Migrants	0	1	2	3	4	5-6	7-9	10+
ADDIS ABABA CITY ADMINISTRATION									
Both Sexes	1,302,967	122,511	56,802	64,324	63,435	61,726	113,451	110,791	709,927
Male	589,884	48,545	21,181	26,448	26,154	25,396	50,847	49,730	341,583
Female	713,083	73,966	35,621	37,876	37,281	36,330	62,604	61,061	368,344
AKAKI KALITI SUB CITY									
Both Sexes	78,195	7,204	3,478	4,340	3,901	3,834	6,791	6,879	41,768
Male	36,654	3,079	1,352	1,822	1,736	1,718	3,136	3,194	20,617
Female	41,541	4,125	2,126	2,518	2,165	2,116	3,655	3,685	21,151
NEFAS SILK-LAFTO SUB CITY									
Both Sexes	162,387	15,835	7,997	8,249	8,199	8,051	15,219	15,223	83,614
Male	73,153	6,392	2,975	3,344	3,405	3,238	6,656	6,557	40,586
Female	89,234	9,443	5,022	4,905	4,794	4,813	8,563	8,666	43,028
KOLFE KERANIYO SUB CITY									
Both Sexes	216,405	21,493	9,592	11,064	11,663	10,931	20,032	19,541	112,089
Male	102,686	8,392	3,319	4,321	4,773	4,534	9,385	9,199	58,763
Female	113,719	13,101	6,273	6,743	6,890	6,397	10,647	10,342	53,326
GULELE SUB CITY									
Both Sexes	114,954	10,155	4,369	5,022	5,535	4,927	9,381	8,754	66,811
Male	52,644	4,039	1,723	2,047	2,148	2,020	4,271	4,012	32,384
Female	62,310	6,116	2,646	2,975	3,387	2,907	5,110	4,742	34,427
LIDETA SUB CITY									
Both Sexes	87,008	7,382	3,250	3,298	3,098	3,057	6,067	6,060	54,796
Male	39,070	2,996	1,192	1,232	1,221	1,279	2,589	2,792	25,769
Female	47,938	4,386	2,058	2,066	1,877	1,778	3,478	3,268	29,027
KIRKOS SUB CITY									
Both Sexes	102,134	8,560	4,025	4,985	4,517	4,019	7,829	7,614	60,585
Male	43,432	3,065	1,416	2,133	1,787	1,472	3,221	3,050	27,288
Female	58,702	5,495	2,609	2,852	2,730	2,547	4,608	4,564	33,297
ARADA SUB CITY									
Both Sexes	91,856	8,178	3,225	3,717	3,315	3,306	6,766	6,002	57,347
Male	39,848	3,038	1,054	1,467	1,224	1,168	2,948	2,824	26,125
Female	52,008	5,140	2,171	2,250	2,091	2,138	3,818	3,178	31,222
ADDIS KETEMA SUB CITY									
Both Sexes	105,618	8,181	3,855	4,112	4,198	3,989	7,405	7,324	66,554
Male	48,516	3,216	1,300	1,696	1,858	1,718	3,266	3,522	31,940
Female	57,102	4,965	2,555	2,416	2,340	2,271	4,139	3,802	34,614
YEKA SUB CITY									
Both Sexes	173,107	17,151	8,021	8,481	8,489	8,947	16,571	16,502	88,945
Male	76,696	6,862	3,137	3,616	3,601	3,783	7,551	7,079	41,067
Female	96,411	10,289	4,884	4,865	4,888	5,164	9,020	9,423	47,878
BOLE SUB CITY									
Both Sexes	171,303	18,372	8,990	11,054	10,523	10,668	17,387	16,892	77,417
Male	77,183	7,466	3,713	4,768	4,402	4,467	7,822	7,501	37,044
Female	94,120	10,906	5,277	6,286	6,121	6,201	9,565	9,391	40,373

DECLARATION

First of all, I declare that this thesis is my work and that all sources of the materials used for this thesis have been duly acknowledged. This thesis has been submitted to partial fulfilment of the requirements for M.Sc Degree at Saint Maryø University and it is deposited at the University library to be made available to borrowers under the rules of the library. I solemnly declare that this thesis is not submitted to any other institution anywhere for the aware of any academic degree, diploma or certificate.

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Name:- í í í í í í í í í í í í í í í í í í .. Signature:-
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Place:- St. Mary University, Addis Ababa

Date of Submission:- í í í í í í í í í í í í í í í í í í í

ENDORSEMENT

This thesis has been submitted to St. Mary's University, School of Graduate Studies for examination with my approval as a university advisor.

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Advisor

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Signature and Date