

MARKET AND LIVELIHOOD ASSESSMENT

Submitted To:

SOS Children's Villages in Ethiopia

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**SOS CHILDREN'S
VILLAGES**

 **Austrian
Development
Cooperation**

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EXECUTIVE SUMMARY

ASSESSMENT OBJECTIVE

The overall objective of market and livelihood assessment of the Grow Equal project is to assess and analyze skill requirements in the labor market, skill gaps employers' face when hiring new staff, viable business areas for self-employment, and job opportunities for wage employment and feasible, sustainable, livelihood interventions for women and adolescent girls.

METHODOLOGY

To achieve the stated objectives, the assessment employed a mixed-methods approach comprising of a combination of a Quantitative (young women & girls' survey, and adult women and men survey) and Qualitative which includes focus group discussions (FGD) and Key informant interview (KII). In general a total of 256 survey participants which includes 114 young women and adolescent girls (15-29 years old) and 142 adult women and men survey participants were selected using a combination of stratified and simple random sampling techniques to help collect the quantitative data needed to set appropriate indicator targets. Out of total 114 young women & adolescent girls (15-29 years old), 49 of them were from Hawassa, and 65 were from Jimma. Similarly, out of total 142 adult men and women, 59 were from Hawasaa and 83 were from Jimma. On the other hand, FGD and KII participants were purposively selected. In general a total of 30 KIIs (15 KIIs per study site—Hawassa & Jimma) were facilitated. Similarly, a total of 8 FGDs (4 per project site) were held. Moreover, a SWOT analysis was undertaken to identify the existing strengths, weaknesses, and challenges that the project intervention areas have had towards implementing the planned intervention activities.

MAJOR FINDINGS: Adult Men & Women

Regarding adult men and women's main occupation, finding verified that majority (79, 55.63%) were reported to be or being self-employed or working on their own business like petty trading, followed by daily laborer (46, 32.4%). Only 14(9.9%) of the surveyed adult men and women are reported to be or being wage employed. Assessment finding also indicated that the proportion of adult women who reported being self-employed or working on their own business (47, 33.1%) is higher than the men group (32, 22.5%). Regardless of different factors such as lack of entrepreneurship, business & financial management skills that are holding both adult women and men from engaging in self-employment, finding here implies that in project target areas, the motivation of adult women to engage themselves in self-employment is higher compared to the male group. Disaggregation by location indicated that, in Hawassa city majority (50, 84.7%) of the surveyed adult women and men are reported to be or being self-employed, followed by daily laborer (5, 8.5%). Whereas, in Jimma town majority (41, 49.4%) of the surveyed adult women and men are reported to be or being daily laborer, followed by self-employed or working on their own business (29, 34.9%).

Finding revealed that majority (130, 91.5%) of adult men and women are highly eager to pursue entrepreneurship or start their own business. The proportion of adult women (92.7%) who reported interested in pursuing entrepreneurship or starting their own business is slightly higher than adult men (90%).

Assessment findings indicated that no surveyed adult women and men were currently engaged in green IGAs (livelihoods). On the other hand, all adult women and men who participated in the survey were interested in being engaged in green livelihoods if they would have to get an opportunity. Regarding resources or supports need by adult men and women to improve their livelihood or in pursuing entrepreneurship or starting your own business, vast majority (140, 98.6%) of them preferred financial assistance and training (68, 47.9%) which includes entrepreneurship, business, sector specific-tailings, and financial literacy program. Disaggregation by gender indicate that the largest proportion (40.8% adult women and 57.7% adult men) were preferred financial assistance, followed by training program assistance as reported by 21.8% adult women and 26.1% adult men.

Out of 142 surveyed adult men and women, only 29 (20.4%) reported being satisfied with their current income. Comparison by gender revealed the proportion of adult women who reported being satisfied with their current income (33.5%) is higher than the male group, in which only 11% replied being satisfied with their current income. The fact that only 20.4% of respondents are satisfied with their current income reflects widespread economic dissatisfaction, highlighting the need for interventions to improve income generation opportunities. Finding verified that lack or shortage of adequate initial capital which is mainly due to widespread economic dissatisfaction coupled with limited access to credit service was identified as the most significant gap/barriers by 121 (93.8%) adult women and men to securing employment or creating a means for sustaining themselves. Difficulty of finding good location and or premises for starting own business (70, 54.3%) and lack of entrepreneurship, business & financial management skills which includes such as record keeping and marketing (45, 34.9%) were found to be the second and third most significant barriers to adult men and women in securing and sustaining self-employment or creating a means for sustaining themselves. Finding here highlighting the need for interventions to address the financial related challenge through grant support and facilitating credit/ service loan by linking the group with locally available microfinance institutions.

Disaggregation by gender and location indicated that in terms of sequence of magnitude the most significant barriers identified/ indicated above are similar for both adult women and men at both project location in which lack of adequate initial capital, difficulty of finding good location and or premises for starting own business and Lack of entrepreneurship, business & financial management skills were ranked as the first, second and third barriers in securing and sustaining self-employment or creating a means for sustaining themselves, respectively.

Furthermore, as per KII and FGD participant's view cultural factors such as gender stereotypes (community's or people's belief about the capabilities of women) are other obstacle facing women in accessing and maintaining the most economic and entrepreneurial opportunity in which they are interested or aspire to engage in. Because of their reproductive roles women tend to be responsible for most of the unpaid work in the household (domestic responsibilities such as cooking, cleaning and caring for children and other household members).

MAJOR FINDINGS: Young Women & Adolescent Girls (15 - 29 Years Old)

Concerning employment status, assessment finding shows majority (33, 28.9%) of young women and adolescent girls are reported in school/education, followed by those who are unemployed and looking for a job (24, 21.1%). Disaggregation by location indicated that in Hawassa City, majority (23, 46.9%) of the surveyed young women and adolescent girls reported unemployed and looking for a job, and about 11 (22.2%) are reported in school/education. Whereas in Jimma town, majority (22, 33.8%) of young women and adolescent girls are in school/education; this is followed by those who are self-employed (12, 18.5%).

Majority of young women and adolescent girls at project target areas derive most of their livelihood in four sectors/activities, namely wholesale and trading (24, 21.1%), Food and Coffee making/processing (21, 18.4%), Carpentry/ Woodwork (18, 15.8%) and Agriculture (Dairy farming, fattening) (17, 14.9%) as their primary source of livelihood. Looking by location, young women and adolescent girls in Hawassa city primarily earn their livelihood from wholesale and trading, food and coffee making/processing, dressmaking/tailoring/sewing, and industry/manufacturing. On the other hand, carpentry/woodwork, building & construction, food and coffee making/processing, and agriculture (dairy farming, fattening) are indicated as primary sources of livelihood for young women and adolescents in Jimma town.

Findings revealed that majority (53, 46.5%) of the young women and adolescent girl's respondents disagreed with the statement that employers' attitudes towards hiring young employees (below the age of 29) versus hiring those above age of 30 is fair in project target areas. Which means, employers have negative attitudes towards hiring youth below age 29 versus those above 29 years old. This finding is also coincides information from KII and FGD participants. KII and FGD participants at both Hawassa and Jimma noted that, employers generally prefer to hire employees who are 30 and above. As per their view older employees tend to be more mature, patient, and better equipped to handle the pressures and challenges of the workplace. On the other hand, younger employees under 30 are often more energetic and tech-savvy, but they tend to have higher expectations and are less willing to endure hardships, and even they often leave quickly when faced with challenges or when their expectations are not met, which makes it harder for them to gain the experience they need to grow.

During FGDs held and in which Persons with disabilities (PWDs) were also part were asked to express their view about employing, recruiting, and hiring people with disabilities in their area. Almost all FGD discussants expressed that private sectors employers' attitude towards employing, recruiting, and hiring people with disabilities is negative. On the other hand, key informants from private sectors indicated that although majority of employers believe that the idea of hiring people with disabilities is appropriate, majority of employers are not willing to consider people with disabilities as job applicants for their own company. Key informant interviewees stated that in actual recruitment practices employers are less likely to invite job applicants disclosing disabilities compared to job applicants without disabilities.

Finding revealed that only 23 (20.2%) of young women and adolescent girls ever engaged in or participated in green livelihood income generating activities, such production and sales of energy efficient stoves, solar dealership, and environment friendly tree seedling. However,

finding verified that only 13 (11.4%) of the surveyed young women and adolescent girls reported currently participating in green livelihood income generating activities. All most all the surveyed project target groups have complained lack of start-up capital and lack of awareness about green livelihood income generating activities as major hurdles that kept them from engaging in any green livelihood income generating activities or enterprises.

The best priority of green livelihood income generating activities identified by young women and adolescent girls at both project sites are dairy farming and urban gardening (58, 50.9%), environment-friendly tree seedling (47, 41.2%), making and selling (29, 25.4%), solid waste management disposal (24, 21.1%), and production and sales of energy efficient stoves (22, 19.3%). Disaggregation by location revealed that dairy farming and urban gardening, environment-friendly tree seedling, making and selling of briquettes, solar dealership and production and sales of energy efficient stoves are identified by young women and adolescent girls in Hawassa city as top five best priority of green livelihood income generating activities, respectively. Similarly, dairy farming and urban gardening, environment-friendly tree seedling, making and selling of briquettes, solid waste management disposal and production and sales of energy efficient stoves are identified by young women and adolescent girls in Jimma town as top five best priority of green livelihood income generating activities, respectively.

Finding identified barriers or obstacles that make young women and adolescent girl's worry to start engaging in green livelihood activities and business in the future. Accordingly, majority (96, 84.2%) claimed that inadequate start-up capital as major barriers or obstacles that worried the target groups to start engaging in green livelihood income generating activities and business in the future. Lack of access to land (48, 42.1%) and lack of access to green livelihood income generating activities and business (40, 35.1%) were identified as the second and third major barriers/obstacles.

Finding verified that the top three areas of support in which young women and adolescent girls prioritized and interested are financial aid (107, 93.9%), training programs (82, 71.9%) and networking opportunities (79, 69.3%). Project target young women and adolescent girls were asked to specify the kind of capacity-building training they would like to receive. Accordingly, financial management training (110, 96.5%), entrepreneurial training and support (86, 75.4%), and business skills and sector-specific trainings (82, 71.9%) are the top three top capacity-building training areas of interest highlighted by youth respondents.

RECOMMENDATION

Engaging project target groups (adult women & men, young women and adolescent girls, and persons with disabilities) self-employment in green livelihood IGAs that they preferred to pursue in the future, such as energy-efficient stove production and sales, solar dealerships, and environment- friendly tree seedling, as well as the production and sale of briquettes (whose raw materials may come from non-hazardous household waste and agricultural biomass). In addition, dairy farming, fattening, and beekeeping, waste recycling, solid waste management disposal were IGAs proposed by target groups at Hawassa and Jimma, which shows areas for intervention.

Supporting project target groups with start-up capital to start new businesses or expand existing businesses through grant support and facilitating credit service by linking the group with locally available microfinance institutions. There is urgent need of providing project target groups with necessary trainings that could be business skills training, entrepreneurship training, sector-specific training, financial literacy training, soft skill trainings (job readiness, borrower training, career planning), and financial literacy program). At the same time SOS CVE needs to focus on supporting target participants through networking opportunities that would benefit participants by increasing access to job opportunities, creating support systems, expanding knowledge, and building their confidence.

Finally, SOS CVE should focus on areas that require advocacy action such as cultural factors which are gender stereotypes obstacle facing women in accessing and maintaining the most economic and entrepreneurial opportunity in which they are interested or aspire to engage in. Similarly advocacy is required to change employers' negative attitudes towards hiring persons with disabilities.

1. INTRODUCTION

1.1. Background of SOS Children's Villages

SOS Children's Villages Ethiopia (SOS CVE) is a non-governmental, non-political, non-denominational charitable child welfare organization. For the past more than 59 years, SOS - CVE has been working to build families for children in need, help them shape their own future and share in the development of their communities. SOS CVE helps vulnerable families, cares for their children, and works to prevent the breakdown of families. When children lose their own families' parental care, SOS CVE provides quality alternative care in SOS - CVE families and implements family strengthening projects. Moreover, SOS CVE supports young people in their efforts to become independent adults and succeed in life. SOS Children's Villages Ethiopia has currently seven program locations (Mekele, Harar, Hawassa, Bahir Dar, Addis Ababa, Jimma and Gode). The organization has planned to expand its intervention to Arbaminch, Dessie, Semera and Axum. Furthermore, SOS - CVE's Villages Ethiopia Hawassa and Jimma program locations have started implementing grow equal project which is co-funded by the Austrian Development Cooperation and SOS - CV Austria.

Below is an overview of the project being implemented in Hawassa City (Tabor sub city-Tilte Kebele) and Jimma town (Jiren and Mendre Kochi) with a project period ranging from Jan-2024 to December 2027.

1.2. SOS CVE's Hawassa and Jimma program location

Hawassa program location is the fourth oldest Children's village under SOS CV Ethiopia which was established in 1985 due to the drought that occurred amid 1980 in the southern part of the country. In our programs, we take action for children as an independent non-governmental social development organization. In doing so, we respect varying religions and cultures and work in the spirit of the United Nations convention on the rights of the child. Currently, Hawassa program location consists of 13 projects reaching more than 39,363 direct participants and more than 136,000 indirect beneficiaries. Within the strategy period 2023-2027, the programme location will reach about 79,865 direct participants and more than 320,000 indirect beneficiaries.

Similarly, SOS Children's Village Jimma, as an umbrella of SOS Children's Villages International, is one of seven programs under SOS Children's Villages in Ethiopia and inaugurated in March 2013 and has been operating various interventions primarily focusing on children, young people, families, and communities of Jimma in Oromia regional state.

1.3. Rational for the Market and Livelihood Assessment

There are a lot of vulnerable children in Jimma and Hawassa towns. According to the need assessment in Jimma intervention areas, children with single caregiver or double orphan make up about 21% of the child population. Many children and young people are growing up without receiving the required care and protection because they are separated from their families, abandoned, neglected, or made to live in abusive environments. There are also several single mothers whose husbands left for unknown reasons related to business and politics. Vulnerable young women, including young women at risk or survivors of GBV (Gender Based Violence) lack skills for generating sustainable income.

Widows who earn income as domestic workers make up most of those single adult caregivers. Moreover, different vulnerability factors including socioeconomic problems, lack of access to quality services, and poor enforcement of laws are major ones severely affecting the proper development of vulnerable children and young persons in the study areas. Furthermore, there are no sustainable alternative green livelihood and sustainable income generating activities (IGAs) in both Jimma and Hawassa that specifically address the needs of disadvantaged program participants.

Although most stakeholders, including duty bearers and NGOs have positive attitudes and interest in addressing the community needs in the intervention areas, they lack the required power, functional and financial capacity to address the identified needs. Therefore, grow equal project market and livelihood assessment is expected to identify green, sustainable alternative livelihood and feasible market options. The study needs to critically assess environmentally friendly business practices and experiences that could be managed by adolescent girls and destitute women with very reasonable amount of start-up capital.

1.4. Objectives of the Market and Livelihood Assessment

1.4.1. Overall objective

The overall objective of the market and livelihood assessment of Grow Equal project is to assess and analyze skill requirements in the labor market, skill gaps employers face when hiring new staff, viable business areas for self-employment, job opportunities for wage employment and feasible, sustainable, women responsive livelihood interventions.

1.4.2. Specific objectives

1. Identify feasible business types for youth and women, analyze labour and business market situation in the intervention areas from both demand side (job seekers) and supplies side (employers);
2. Assess obstacles and barriers that prevent women and girls from participating in green livelihood and market opportunities;
3. Identify market-gainful self-employment opportunities (both farm and non-farm for women and girls to improve their green livelihood options.
4. Identify and assess existing livelihood and market opportunities as expressed through the perception and experience of various value chain actors and private sectors.
5. To find appropriate, feasible, viable, sustainable, gender –responsive considerate and inclusive livelihood solutions for the target young girls and caregivers
6. Identify the possible social business for the partner CBOs (Community Based Organizations) that would be a green and sustainable finance source.
7. To assess the green market to be used for developing feasible and profitable types of income-generating activities for families' and CBOs empowerment.
8. To assess the general means of living/livelihood of targeted young girls, families and local communities use in their day-to-day development activities.
9. To identify existing assets and strategies available to project targeted vulnerable families and use these as a starting point for the development of green and Sustainable Livelihoods

10. Identify the possible and sustainable business fields and options which are gender responsive, inclusive, and environmentally sustainable for the project target families & youths.

1.5. Scope of the Assignment

The assessment is limited to the project participant which includes adult men & women, young women & adolescent girls (15 - 29 years old), and key implementation partners (CBOs) in Hawassa (Tilte Kebele in Tabor sub city) and Jimma cities (Jiren and Mendere Kochi kebele). Thematically, market and livelihood assessment of Grow Equal project includes- assessing/identifying feasible business types, market-gainful self-employment opportunities, existing livelihood and market opportunities, obstacles and barriers that prevent women and girls from participating in green livelihood income generating activities; identifying inclusive and environmentally sustainable livelihood activities for the project target groups.

2. METHODOLOGY

2.1. Assessment Design

To achieve the stated objectives, the assessment employed a mixed-methods approach comprising of a combination of a Quantitative (young women & girls' survey, and adult women and men survey) and Qualitative (focus group discussions (FGD) and Key informant interview). The young women and girls' and adult women and men survey participants were selected using a combination of stratified and simple random sampling techniques to help collect the quantitative data needed to set appropriate indicator targets. On the other hand FGD and KI participants were purposively selected. Triangulation of information was done through key informant interviews and focus group discussions held at project target areas. Moreover, SWOT analysis was undertaken to identify the existing strengths, weaknesses, and challenges that the project intervention areas have had towards implementing the planned intervention activities. Note that for the administration of the young women & girls' survey, and adult women and men survey data collection used an online data collection platform – Kobo Collect.

2.2. Assessment Population

The assessment population was drawn from the project direct beneficiaries/participants, government stakeholders, private sectors and the wider community members in the project implementation sites. Thus, sample young women & girls and their Parents/caregivers were take part in the quantitative survey as respondents as individual respondents and in qualitative study. Furthermore, relevant local government sector organization: Labor and Community affairs office, Job Creation office, Women, Youth & children affairs, education office and training providers (TVETs), private sector actors such as: small scale traders, micro-entrepreneurs, MFIs; NGOs and others who have experience in youth employment in the area and community elders were involved in the assessment.

2.3. Sampling Techniques and Sample Size Determination

The implementation of the project covered one kebele (Tilte-in Tabor sub city) in Hawassa City and two kebeles (Jiren and Mendre Kochi) in Jimma town. The size of study population is large and thus the assessment cannot cover the entire population. Therefore, there is a need to employ some sampling technique to select sample schools and representative sample size (respondents) to conduct the assessment in timely and cost-effective ways. As per indicated in ToR there are total of 796 young women & girls (15-29 years old) and adult men & Women groups, from which sample is determined.

The sample participants were identified using a combination of purposive, stratified, and simple random sampling techniques. Tilte Kebele of Tabor sub city from Hawassa City and Jiren and Mendre Kochi kebeles from Jimma town were purposefully included in the assessment.

Then, sample participants were selected from a stratified groups such as- young women & girls (15-29 years old) and adult women & men. Having a total size of population of 796, representative sample size is determined using a standard formula developed by Kothari (2004) formula as shown below:

$$n = \frac{Z^2 p \cdot q \cdot N}{e^2(N - 1) + Z^2 \cdot P \cdot q}$$

Where n = sample size; Z = value corresponding to a given confidence level (1.96 for a confidence level of 95%); p = sample proportion, expressed as a decimal (default 0.5); e = standard error, expressed as a decimal (0.05 or 0.10 in general).

Sample size for young women & girls (15-29 years old) and adult men & women (Parents/caregivers):

$$n_{pps} = \frac{(1.96)^2 \cdot 0.5 \cdot 0.5 \cdot 796}{0.05^2(796-1) + (1.96)^2 \cdot 0.5 \cdot 0.5}$$

$$n_{pps} = \frac{765}{3} = 256$$

These sample sizes of **256** are allocated proportionately to the target towns (Hawassa and Jimma) and disaggregated/allocated for each social groups using the following formula and the details are given in Table 1.

$$n_i = \frac{(N_i)n}{N}$$

Where N = total population size, N_i = population size of the i^{th} subgroup, n = total sample size and n_i = sample size of the i^{th} subgroup.

Table 1: Summary of Sample size allocation

Social Groups	Hawassa		Jimma		Total Sample Size
	Total Population	Sample	Total Population	Sample	
Young Women & Adolescent Girls (15-29 years old)	156	49	200	65	114
Adult Men & Women (Parents/caregivers)	180	59 (44 female & 15 male)	260 (236 Women & 26 Men)	83 (67 male & 16 Female)	142 (82 male & 60 female)
Total	336	108	460	148	256 (174 female & 82 male)

2.4. Data Collection Tools

2.4.1. Young Women & Adolescent Girls (15-29 years old) and Adult Men & Women Survey

The survey was specifically targeted at young people aged between 15 and 29 years of age, and adult men & women (household heads/caregivers) and is residents in the targeted communities in Jimma town and Hawassa city. The survey was predominantly quantitative with close-ended questions to capture the respondents' perspective in a more engaging and expanded format. Respondents to the survey were selected using a combination of stratified and simple random sampling techniques. The young people aged between 15 and 29 years of age, and adult men & women (household heads/caregivers) questionnaire survey is a quantitative tool that was designed to assess current socio-economic performance including:

respondents' Socio-demographic characteristics, employment and livelihood status, opportunities and barriers young women & girls, as well as adult women and men faced in accessing and maintaining Employment or creating decent livelihoods in general, and green livelihood options and business opportunities for women and adolescent girls at project target areas.

The quantitative survey questionnaire was developed based on all the assessment objectives stated above. In general, a total of 256 respondents (114 young women and girls & 142 adult women & men) were interviewed at Hawassa city and Jimma town. Data was collected digitally using Smart Phone with application of Kobo toolbox software.

2.4.2. Focus Group Discussion (FGD)

FGDs were held with individuals having 8-12 members that comprises young women & girls, 15- 24 years old), caregivers (men and Women), and persons with disabilities. A total of eight (8) FGDs (four per project site) (2 with young women & girls 15 – 29 years old, and 2 with mixed group that include community representatives or elders, CBOs, and caregivers/parents) was held in Hawassa and Jimma project location. Purposive inclusion of people with disabilities (PWDs) was ensured in all the FGDs. In Hawassa city FGDs were held with a total of 40 participants/discussants (24 female and 15 male). In Jimma town FGDs were held with a total of 37 discussants (22 female and 15 male). FGDs were basically captured the voices of young people and adults and determined the gaps between perceptions and actual employment markets and livelihood options as well. FGDs were transcribed and subsequently analyzed to generate emerging themes and findings of the study. The information collected through FGDs was triangulated and enriched the findings of the quantitative survey.

2.4.3. Key Informants Interview (KII)

The study team undertook KIIs using pre-designed question checklists and got wide-ranging and in-depth information. Thus, KIIs were facilitated with: relevant local government sector organization; Labor and Community affairs office, Job Creation office, Women & Children affairs, City Administration, Saving & Credit Cooperative/MFI, Training center (TVETS), NGOs (SOS Children staff), and private sectors/employers. Thus, from the above mentioned groups, a total of 30 KIIs (15 KIIs per study site-Hawassa & Jimma) were facilitated. In Hawassa city out of total 15 KII participants 9 of them were male and the remaining 6 were female. Similarly, in Jimma town out of total 15 KII participants 10 were male and the remaining 5 were female.

2.5. Data Quality Assurance Measures

The consultant enforced consistent quality standards in carrying out the market and livelihood assessment by using quality control procedures. Working in collaboration with SOS Children Village Ethiopia and another implementation partner, the consultant ensured and maintained data quality assurance that meets the five standards of data quality, such as validity, reliability, integrity, precision, and timeliness.

Data collection instrument pre-testing/pilot study was conducted using 5% of the total sample size to ensure validity (the extent to which a measure actually represents what the project intends to measure) as well as to ensure reliability (the extent to which data collection processes are consistent). Then, based on pilot study feedback an amendment was made.

Moreover, integrity (whether there is improper manipulation of data) issues was realized through triangulation of data obtained using various data collection tools. To maintain precision appropriate and representative sample size was used in this assessment. Moreover, all possible efforts were made to collect data in a sufficient level of detail and up to date to present a fair picture of performance and enable management decision-making.

Furthermore, the consulting firm used Smart Phones and Kobo Toolbox application to collect data electronically.

2.6. Analysis and Reporting

All the quantitative survey data management and analysis followed standard procedures and data management and analysis software. Statistical Package for Social Science (SPSS) was used for quantitative survey analysis. Kobo Toolbox application on smart phone was used to collect data electronically. Then the data was stored on a server, which can be accessed at any time, and exported to SPSS for analysis. Descriptive statistics like frequencies, percentages, means, and standard deviations were utilized for the quantitative data analysis. Assessment results were presented using tables, charts, and graphs. On the other hand, data from KIs and FGDs was analyzed using qualitative methods such as content analysis and narrative analysis. Finally, triangulation of findings that were produced from data gathered through various tools follows.

2.7. Ethical Considerations

We understand that SOS Children's Villages in Ethiopia has zero tolerance to any form of abuse and exploitation of study respondents. We have further learned from the contract agreement and safeguarding policy of the organization that SOS Children's Village Ethiopia bears strong responsibilities to support and develop systems that create and maintain an environment that prevents harassment, sexual exploitation and abuse, safeguard beneficiaries and communities, especially children and promotes the implementation of SOS Children's Village Ethiopia's code of conduct.

Thus, CEIC Consult and team members have already signed SOS Children's Village Ethiopia's Whistleblower Policy and take full responsibilities to safeguard study respondents, communities and other stakeholders. While performing this assignment, we agree to commit ourselves to ensure SOS Children's Village Ethiopia's safeguarding requirements and code of conduct. Each study team member and data collectors to be deployed by the consulting firm will sign and fully comply with SOS Children's Village Ethiopia's conflict of interest; safeguarding policy, code of conduct as well as commit ourselves to ensure study privacy, confidentiality and quality.

During field data collection, we took precautionary measures to respect the privacy of respondents. Verbal informed consent is obtained from each eligible respondent after explaining the purpose of the survey. The respondents were assured that participation is voluntary, the information they provide is completely anonymous and confidential, and they are free to abstain from participating and free to withdraw their consent at any moment during the interview process. The interviewers read out all parts of the information sheet and obtain informed consent from all respondents.

3. ASSESSMENT FINDINGS

3.1. Demographic Characteristics of Respondents

This section of the report presents the analysis of market and livelihood assessment using data collected from 256 participants that includes 114 sample young women & girls (15 - 29 years old) and 142 adult men & Women at Jimma town and Hawassa city. The data gathered from both groups is analyzed concurrently in the undergoing section of the report.

ADULT MEN & WOMEN (HOUSEHOLD HEADS)

In terms of sex composition of total 142 surveyed adult men & Women (household heads) at Jimma town and Hawassa city, 82 (57.7%) were male and the remaining 60 (42.3%) were female. Out of 59 adult men and women participants in Hawassa, 74.6% are female and the remaining 25.4% are male. Similarly, out of 83 adult men and women participants at Jimma town, 80.7% are male and the remaining 19.3% are female (Table 2).

Table 2: Distribution of Respondents by gender

Sample Groups	Hawassa			Jimma			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Adult women and men	44 (74.6%)	15 (25.4%)	59	16 (19.3%)	67 (80.7%)	83	60 (42.3%)	82 (57.7%)	142
Young women & Adolescent Girls(15 – 29 years old)	49	-	49	65	-	65	114 (100%)	-	114
TOTAL	93(86.1%)	15(13.9%)	108	81(54.7%)	67(45.3%)	148	174 (68%)	82 (32%)	256

The age distribution of the surveyed adult men & Women (household heads) in Table 3 shows that majority (69, 48.59%) are between 31 and 40 years old, followed by age group of 41-50 years (39, 27.46%).

Table 3: Age distribution of adult men & Women (household heads)

Age distribution of adult men & Women	Hawassa	Jimma	Total
21-30	21(35.6%)	13(15.7%)	34(23.9%)
31-40	26(44.1%)	43(51.8)	69(48.59)
41-50	12(20.3%)	27(32.5%)	39(27.46%)
Total	59(100%)	83 (100%)	142 (100%)

Marital status of adult men & Women (household heads) distribution in Table 4 shows, a higher proportion of the respondents (123, 86.62%) reported being married, while only (2, 1.41%) expressed being single, (10, 7.04%) were divorced and (7, 4.93%) reported widowed.

Table 4: Distribution of adult men & women by marital Status

Distribution of adult men & Women by marital Status	Hawassa	Jimma	Total
Married	49(83.1%)	74(89.2%)	123(86.62%)
Separated/Divorced	5 (8.5%)	5(6.0%)	10(7.04%)
Single	1(1.7%)	1(1.2%)	2(1.41%)
Widowed	4(6.8%)	3(3.6%)	7(4.93%)
Total	59(100%)	83 (100%)	142(100%)

In terms of education status of adult men and women, the assessment result in Table 5 shows that out of total 142, the majority (38, 26.76%) of respondents reached higher education level (diploma, TVET & above); this is followed by secondary(9 -12th Grade) (30, 21.12%) and junior (7-8th Grade) (27, 19.01%). Disaggregation by gender indicates that the percentage of female (4.2%) who completed a diploma, TVET, or above education level is lower than males (22.55%).

Table 5: Education level distribution of adult men & women by sex

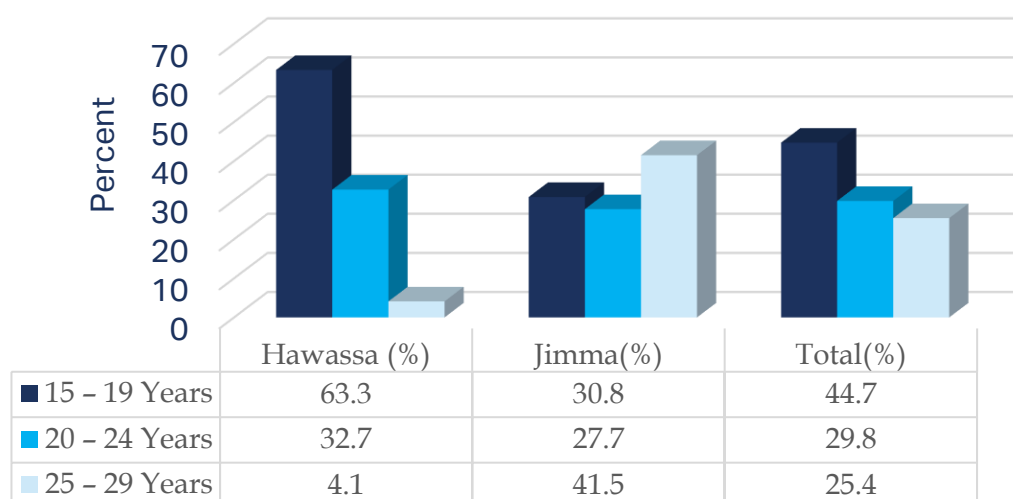
Educational Level category	Gender	Hawassa	Jimma	Total
Can't read or write	Female	15(25.4%)	2(2.4%)	17(12.0%)
	Male	2(3.4%)	0(0.0%)	2(1.4%)
	Total	17 (28.8%)	2(2.4%)	19(13.38%)
Higher Education (diploma, TVET & above)	Female	2(3.4%)	4(4.8%)	6(4.2%)
	Male	1(1.7%)	31(37.4%)	32(22.55%)
	Total	3(5.1%)	35(42.2%)	38(26.76%)
Junior (7-8th Grade)	Female	8(13.6%)	4(4.8%)	12(8.5%)
	Male	4(6.8%)	11(13.3%)	15(10.6%)
	Total	12(20.3%)	15(18.1%)	27(19.01%)
Primary (1-6th Grade)	Female	8(6.8%)	2(2.4%)	10(7.0%)
	Male	5(8.5%)	6(7.2%)	11(7.8%)
	Total	13(22.0%)	8(9.6%)	21(14.79%)
Read and write only	Female	2(3.4%)	0(0.0%)	2(1.4%)
	Male	1(1.7%)	4(4.8%)	5(3.5%)
	Total	3(5.1%)	4(4.8%)	7(4.93%)
Secondary (9-12th Grade)	Female	9(15.3%)	4(4.8%)	13(9.2%)
	Male	2(3.4%)	15(18.1%)	17(12.0%)
	Total	11(18.6%)	19(22.9%)	30(21.12%)

YOUNG WOMEN & ADOLESCENT GIRLS (15 - 29 years old)

Concerning demographic profile of the respondents, result in Figure 1 shows out of total 114 young women and adolescent girl's participants, 51(44.7%) of them are within the age group of

15-19 years. Young women and adolescent girl's participants within age group of 20 – 24 is the second largest group which accounts for 34 (29.8%). The mean age of young women and adolescent girl's respondents was 20.91.

Figure 1: Age distribution of young women & adolescent girls (15-29 years old)



With regard to marital status, out of the 114 youth participants who took part in the assessment, majority (99, 86.8%) of them reported being single/never married, Only 13(11.4%) of the surveyed young women and adolescent girls were married living together. The remaining few respondents were either divorced or widowed (Table 6).

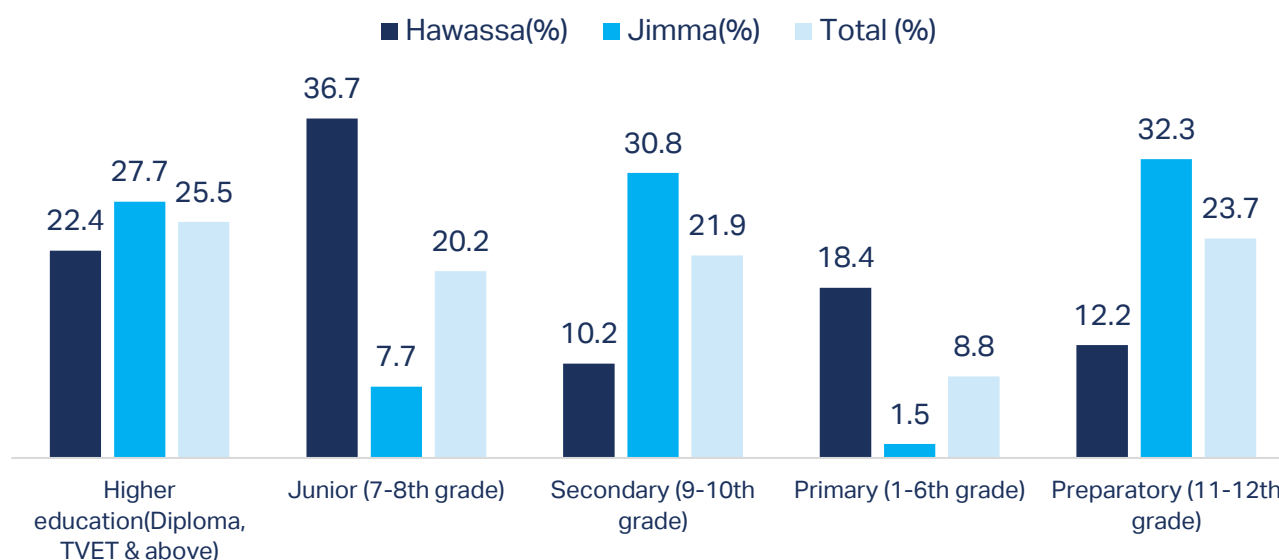
Table 6: Marital Status of Young women and adolescent girls

Personal Status	Hawassa	Jimma	Total
Single/ never married	49(100%)	50(76.9%)	99(86.8%)
Married	0	13(20.0%)	13(11.4%)
Divorced/ Separated	0	2(3.1%)	2(1.8%)
Widow/ Widower	0	1	1(0.9%)
Total	49(100%)	65(100%)	114(100%)

The surveyed young women and adolescent girls were asked whether they have children or not. Accordingly, assessment result indicated that, out of total 114 surveyed young women and adolescent girl, only 7(6.1%) reported having children.

Educational background plays an essential role, and can greatly determine the probability of young women and adolescent girls to be engaged in self-employment or to be employed in the relevant sectors, in general. As illustrated in Figure 2 in terms of level of education, out of total 114 participants, largest proportion (29, 25.5%) of respondents had reached a higher education level(Diploma, TVET & above), followed by preparatory level of education (11 – 12 grade) at 27(23.7%) and high school level(9-10th grade) at 25 (21.9%). This implies the need for vocational training intervention for youth at project target areas.

Figure 2: Percentage of the highest level of education the young women and adolescent girls completed



3.2. Employment Status and Livelihood: Adult Men & Women

Regarding adult men and women's main occupation, assessment result in Table 7 reveals that majority (79, 55.63%) were reported to be or being self-employed or working on their own business like petty trading, followed by daily laborer (46, 32.4%). Only 14 (9.9%) of the surveyed adult men and women are reported to be or being wage employed. The assessment result in Table 7 also revealed that the proportion of adult women who reported being self-employed or working on their own business (47, 33.1%) is higher than the male group (32, 22.5%). Regardless of different factors such as lack of entrepreneurship, business & financial management skills that are holding both adult women and men from engaging in self-employment, finding here implies that in project target areas, the motivation of adult women to engage themselves in self-employment is higher compared to the male group.

Disaggregation by location indicated that, in Hawassa city majority (50, 84.7%) of the surveyed adult women and men are reported to be or being self-employed, followed by daily laborer (5, 8.5%). Whereas, in Jimma town majority (41, 49.4%) of the surveyed adult women and men are reported to be or being daily laborer, followed by self-employed or working on their own business (29, 34.9%).

Table 7: Distribution of adult men & Women by Occupation

Adult Men & Women by Occupation	Gender	Hawassa	Jimma	Total
Daily laborer	Female	3(5.1%)	6(7.2%)	9(6.3%)
	Male	2(3.4%)	35(42.2%)	37(26.1%)
	Total	5(8.5%)	41(49.4%)	46(32.4%)

Wage Employment	Female	2(3.4%)	1(1.2%)	3(2.1%)
	Male	1(1.7%)	10(16.9%)	11(7.8%)
	Total	3(5.1%)	11(13.3%)	14(9.9%)
Caregiving Responsibility	Female	1(1.7%)	1(1.2%)	2(1.40)
	Male	-	-	-
	Total	1 (1.7%)	1 (1.2%)	2(1.41%)
Self-employed/Own Business	Female	38(64.4 %)	9(10.8%)	47(33.1%)
	Male	12(20.3 %)	20(24.1%)	32(22.5%)
	Total	50(84.7 %)	29(34.9%)	79(55.63%)

According to the assessment result in Table 8, out of 142 surveyed adult men and women, only 29 (20.4%) reported being satisfied with their current income. Comparison by gender revealed the proportion of adult women who reported being satisfied with their current income (33.5%) is higher than the male group, in which only 11% replied being satisfied with their current income. The fact that only 20.4% of respondents are satisfied with their current income reflects widespread economic dissatisfaction, highlighting the need for interventions to improve income generation opportunities.

The overwhelming majority (130, 91.5%) of adult men and women reported that they are highly eager to pursue entrepreneurship or start their own business (Table 8). The proportion of adult women (92.7%) who reported interested in pursuing entrepreneurship or starting their own business is slightly higher than the men group (90%).

Table 8: Adult women and men's view towards satisfaction with their current income and interest in pursuing entrepreneurship

Location	Gender	satisfied with their current income		Interested in pursuing entrepreneurship or starting their own business	
		Yes	No	Yes	No
Hawassa	Female	19(32.2%)	25(42.4%)	42	0
	Male	4(6.8%)	11(18.6%)	15	2(3.4%)
	Total	23 (39%)	36 (61%)	57 (96.6%)	2 (3.4%)
Jimma	Female	1(1.2%)	15(18.1%)	12(14.5%)	4(4.8%)
	Male	5(6.0%)	62(74.7%)	61(73.5%)	6(7.2)
	Total	6 (7.2%)	77 (92.8%)	73 (88%)	10 (12%)
TOTAL	Female	20 (33.3%)	40 (66.7%)	76(92.7%)	6 (10%)
	Male	9 (11%)	73 (89%)	54 (90%)	6 (7.3%)
	Total	29 (20.4%)	113 (79.6%)	130 (91.5%)	12 (8.5%)

Assessment findings indicated that no surveyed adult women or men were currently engaged in green IGAs (livelihoods). On the other hand, all adult women and men who participated in the survey were interested in being engaged in green livelihoods if they would have to get an opportunity.

Adult men and women respondents were asked to indicate the resources or support they need that may help them to improve their livelihood or in pursuing entrepreneurship or starting your own business. Accordingly, the vast majority (140, 98.6%) of them preferred financial assistance and training (68, 47.9%) on entrepreneurship, business, sector specific-tailings, and financial literacy program that would help them to improve their livelihood or in pursuing entrepreneurship or starting their own business (Table 9). Comparison by gender indicate that the largest proportion from both adult women (40.8%) and male (57.7%) were preferred financial assistance, followed by training program assistance such as entrepreneurship, business, sector specific-tailings, and financial literacy program, as reported by 21.8% adult women and 26.1% of male respondents. This is a clear indication that availability of financial support and trainings related to livelihoods would encourage adult men and women to improve their livelihoods.

In terms of comparison by gender, the largest proportion from both adult women (40.8%) and male (57.7%) were preferred financial assistance, followed by training program assistance, as reported by 21.8% adult women and 26.1% of male respondents. This is a clear indication that availability of financial support and trainings related to livelihoods would encourage adult men and women to improve their livelihoods.

Table 9: Resources or support adult men and women need to improve their livelihood

Resources or support needs by adult men and women	Gender	Hawassa	Jimma	Total
Financial assistance	Female	43(72.9%)	15(18.1%)	58(40.8%)
	Male	15(25.4%)	67(80.7%)	82(57.7%)
	Total	58(98.3%)	82(98.8%)	140(98.6 %)
Training programs (entrepreneurship, business, sector specific-tailings, and financial literacy program)	Female	23(39.0%)	8(9.6%)	31(21.8%)
	Male	11(18.6%)	26(31.3%)	37(26.1%)
	Total	34(57.6%)	34(41%)	68(47.9%)
Networking opportunities	Female	4(6.8%)	11(13.3%)	15(10.6%)
	Male	0	16(19.3%)	16(11.3%)
	Total	4(6.8%)	27(32.5%)	31(21.8%)
Mentorship	Female	8(13.6%)	3(3.6%)	11(7.8%)
	Male	2(3.4%)	8(9.6%)	10(7.0%)
	Total	10(16.9%)	11(13.3%)	21(14.8%)

Access to credit/loan plays to start new business or to expand the existing business/own income generation activity. Table 10 below illustrate adult men and women ever needed to borrow money or a loan during the last 12 months and successfulness of the request/ application for the loan disaggregated by location and gender. In this regard, only about 37

(26.1%) of the surveyed adult men and women reported that they ever needed to borrow some money or take out a loan during the last 12 months. However, the majority (21, 56.8%) reported they were not successful for the credit request or application. Assessment results revealed that only 8(21.6%) respondents became successful and accessed the loan credit they requested, and 8 (21.6%) of them reported somewhat successful (partial loan provided) for the credit they requested (Table 10). Information obtained through KII indicates that in addition to the shortage of formal credit provider institutions in the project's target areas, adult women and

men's awareness about credit services is limited. This could be the reason for the lower number of the surveyed adult women and men that accessed credit services from formal institutions (local MFI and Banks) in project target areas (Table 10).

Table 10: Adult men and women ever need to borrow money or a loan during the last 12 months

Location	Gender	Adult men and women ever needed to borrow money or a loan during the last 12 months		The request/ application for the loan was successful		
		Yes	No	Yes (successful)	Somewhat (partial loan provided)	Not at all
Hawassa	Female	7(11.9%)	37(62.7%)	1(10%)	3(30%)	3(30%)
	Male	3(5.1%)	12(20.3%)	0	2(20%)	1(10%)
	Total	10 (16.9%)	49 (83.1%)	1 (10%)	5 (50%)	4 (40%)
Jimma	Female	6(7.2%)	10(12.1%)	3(11.1%)	2(7.4%)	1(3.7%)
	Male	21(25.3%)	46(55.4%)	4(14.8%)	1(3.7%)	16(59.3%)
	Total	27 (32.5%)	56 (67.5%)	7 (25.9%)	3 (11.1%)	17 (63%)
TOTAL	Female	13 (21.7%)	47 (78.3%)	4 (30.8%)	5 (55.6%)	4 (30.8%)
	Male	24 (29.3%)	58 (70.7%)	4 (16.7%)	3 (12.5%)	17 (70.8%)
	Total	37 (26.1%)	105 (73.9%)	8 (21.6%)	8 (21.6%)	21 (56.8)

The surveyed adult men and women were asked about the source of the loan they obtained and the purpose for which the loan was obtained. Assessment result in Table 10, from those who have reported provided a loan, about 6 (37.5%) and 4 (25%) of them were obtained the credit/loan from relatives/ family and friends, respectively. The remaining 6 (37.5%) adult men and women respondents reported obtaining the credit from local MFI, money lender, NGO, and private bank (Table 11). This implies that at project target areas, the formal credit provider institutions that target poor people's livelihood improvement are lacking.

Table 11: Adult men and women's view towards source of the loan provided

Location	Gender	From where did you borrow or obtain a loan?					
		Friends	Local MFI	Money lender	NGO	Private bank	Relatives
Hawassa	Female	0	1	0	0	1	2
	Male	0	0	0	0	0	2
	Total	0	1 (16.7%)	0	0	1 (16.7%)	4 (66.7%)
Jimma	Female	3	1	0	0	0	1
	Male	1	0	2	1	0	1
	Total	4 (40%)	1 (10%)	2 (20%)	1 (10%)	0	2 (20%)
Total	Female	3 (33.3%)	2 (22.2%)	0	0	1 (11.1%)	3 (33.3%)
	Male	1 (14.3%)	0	2 (28.6%)	1 (14.3%)	0	3 (42.9%)
	Total	4 (25%)	2 (12.5%)	2 (12.5%)	1 (6.3%)	1 (6.3%)	6 (37.5%)

Regarding purpose for which the loan was obtained, about 10 (62.5%) of the surveyed adult men and women reported in favor of starting/expanding their own income generation activity (IGA) or business. Whereas (1, 6.3%) and (5, 31.3%) of them mentioned the loan was obtained for children education and personal expenses, respectively (Table 12). This infers that accessibility to credit would encourage the adult men and women to start or expand their own income generation activity (IGA) or business.

Table 12: Purpose for which the loan was obtained

Location	Gender	Purpose for which the loan was obtained		
		Education	Personal expenses	Start/expand own income generation activity (IGA) or business
Hawassa	Female	0	0	4(66.75)
	Male	0	0	2(33.3%)
	Total	0	0	6 (100%)
Jimma	Female	0	3	2(50%)
	Male	1	2	2(50%)
	Total	1 (10%)	5 (50%)	4 (40%)
TOTAL	Female	1 (11.1%)	3 (33.3%)	6 (37.5%)
	Male	0	2 (28.6%)	4(25%)
	Total	1 (6.3%)	5 (31.3%)	10 (62.5%)

Table 13 illustrate adult women and men's view about whether there is any effort in their kebele/locality to assist disadvantaged young and adult women in earning their own income disaggregated by location and gender. Finding result in the table shows that only 46 (32.4%) of them indicated that the government is making an attempt to assist low-income young and adult women in earning their own money in the project target area. Majority (76, 53.5%) of them reported that no any efforts made to support the poor women to generate their own income at project target area. The remaining 20(14.1%) reported don't know about this issue.

Table 13: Availability of any effort to support poor women to generate their own income at project target area

Is there is any effort to support poor women and adolescent girls to generate their own income in your kebele/ locality?				
Location	Gender	Response		
		Yes	No	I don't know
Hawassa	Female	16(27.1%)	26(44.1%)	2(3.4%)
	Male	6(10.2%)	9(15.3%)	0
	Total	25 (42.4%)	32(54.2%)	2(3.4%)
Jimma	Female	1(1.2%)	13(15.7%)	2(2.4%)
	Male	20(24.1%)	31(37.4%)	16(19.3%)
	Total	21(25.3%)	44(53.0%)	18(21.7%)
TOTAL	Female	17(12%)	39(27.5%)	4(2.8%)
	Male	26(18.3%)	40(28.2%)	16(11.3%)
	Total	46(32.4%)	76(53.5%)	20(14.1%)

During the course of this assessment, adult men and women respondents were asked about the extent to which adult men and women are able to identify business opportunities in their communities. Assessment results revealed that the majority 63 (44.4%) of adult men and women reported that they can identify business opportunities in their communities to some extent. The majority (36, 25.4%) of adult women respondents replied 'great extent' for the issue of the ability to identify business opportunities in their communities compared to adult male respondents, in which the majority (45, 31.7%) replied 'some extent'. To the extent to which there is increased confidence among adult men and women to venture into businesses, the majority (63, 44.4%) replied to some extent, followed by a very great extent (57, 40.1%). The majority of adult female respondents (34, 23.9%) reported to a 'great extent' about the increased confidence to venture into businesses compared to the majority (46, 32.4%) of male respondents that reported 'to some extent' (Table 14).

Table 14: Extent to which adult men & women are able to identify business opportunities in their communities and their confidence to venture into businesses

Items	Town	Very Little Extent	Little Extent	Some Extent	Great Extent	Very Great Extent
Adult Men & Women in our locality are able to identify business opportunities in their communities	Hawassa	0	1(1.7%)	15(25.4%)	43(72.9%)	0
	Jimma	4(4.8%)	18(21.7%)	48(57.8%)	13(15.7%)	0
	Female	1(1.2%)	5(3.5%)	18(12.7%)	36(25.4%)	
	Male	3(3.6%)	14(9.9%)	45(31.7%)	20(14.1%)	
	Total	4(2.8%)	19(13.4%)	63(44.4%)	56(39.4%)	0
There is increased confidence among Adult Men & Women to venture into businesses	Hawassa	0	1(1.7%)	16(27.1%)	41(69.5%)	1(1.7%)
	Jimma	1(1.2%)	19(22.9%)	47(56.6%)	16(19.3%)	0
	Female	0	8(5.6%)	17(11.9%)	34(23.9%)	1(1.7%)
	Male	1(1.2%)	12(8.5%)	46(32.4%)	23(16.2%)	0
	Total	1(0.7%)	20(14.1%)	63(44.4%)	57(40.1%)	1(0.7%)

Assessment finding in Table 15 illustrates about adult women and men's view towards major barriers or challenges facing adult men and women in securing and sustaining self-employment or creating a means for sustaining themselves disaggregated by location and gender. According to the assessment result, lack or shortage of adequate initial capital, mainly due to

widespread economic dissatisfaction coupled with limited access to credit service, was identified as the most significant gap/barrier (121, 93.8%) to securing employment or creating a means for sustaining themselves. Hence, finding here highlighting the need for interventions to address the financial-related challenge through grant support and facilitating credit service by linking the group with locally available microfinance institutions.

Difficulty of finding good location and or premises for starting own business is found to be the second most significant barriers to adult men and women in their area in securing and sustaining self-employment or creating a means for sustaining themselves, that claimed by 70 (54.3%) respondents. The third significant barrier faced by adult men and women to securing and sustaining the self-employment was found to be a lack of entrepreneurship, business & financial management skills which includes such as record keeping and marketing, witnessed by 45(34.9%) of respondents. The surveyed adult women and men also mentioned lack of their own personal drive/ motive to get started (24, 18.6%) and unaffordable cost of marketing (11, 8.5%) as fourth and fifth barriers for young people across project target areas in securing and sustaining the self-employment.

Table 15: Barriers or challenges to securing and sustaining the self-employment of adult men and women

Barriers or challenges to securing and sustaining the self-employment of adult men and women	Gender	Hawassa	Jimma	Total
Lack of or shortage of adequate initial capital	Female	41(69.5%)	13(15.7%)	54(38.0%)
	Male	13(22.0%)	54(65.1%)	67(47.2%)
	Total	54(91.5%)	67 (80.7%)	121(85.2%)
Difficulty of finding good location and or premises for starting own business	Female	18(30.5%)	9(10.8%)	27(19.0%)
	Male	11(18.6%)	32(38.6%)	43(30.3%)
	Total	29(49.2%)	41(49.4%)	70 (49.3%)
Unaffordable cost of marketing	Female	5(8.5%)	0	5(3.5%)
	Male	0	6(7.2%)	6(4.2%)
	Total	5(8.5%)	6(7.2%)	11(7.7%)
Lack of their personal motivation to get started	Female	6(10.2%)	4(4.8%)	10(7.0%)
	Male	3(5.0%)	11(13.3%)	14(9.9%)
	Total	9(15.3%)	15(18.1%)	24 (16.9%)
Lack of entrepreneurship, business & financial management skills	Female	18(30.5%)	6(7.2%)	24(16.9%)
	Male	6(10.2%)	15(18.1%)	31(21.8%)
	Total	24(40.7%)	21(25.3%)	45 (31.7%)

Disaggregation by gender shows that about 54(38.0%) adult women identified lack of or shortage of adequate initial capital as most significant barriers to in securing and sustaining self-employment or creating a means for sustaining themselves, compared to the adult men (67, 47.2%). Barriers related to difficulty of finding good location and or premises for starting own business was reported by 19% of women respondents, compared to 30.3% men

respondents. Lack of entrepreneurship, business & financial management skills was identified as the third barriers in securing and sustaining the self-employment, as witnessed by 16.9% women and 21.8% of men respondents.

During the FGD session with adult men and women as well as key informant interviews conducted with experts from labor and community affairs and job creation offices, question of why youths are not motivated to start their own businesses was raised. Accordingly, almost all FGD and KII participants agreed that fear of failure is the reason for young people to start their businesses. Key informants also indicated that there is a perception in their society that starting a small business is risky where the social environment is such that small business ventures are still perceived as overly risky activities where shortcomings outweigh their benefits. Key informant interviewee also stated that the weakness that have been observed is that many educated youths are reluctant and not motivated to start from lower-level or entry positions, and they tend to hold out for higher-paying jobs or roles they deem more suitable for their qualifications, which limits their opportunities for growth.

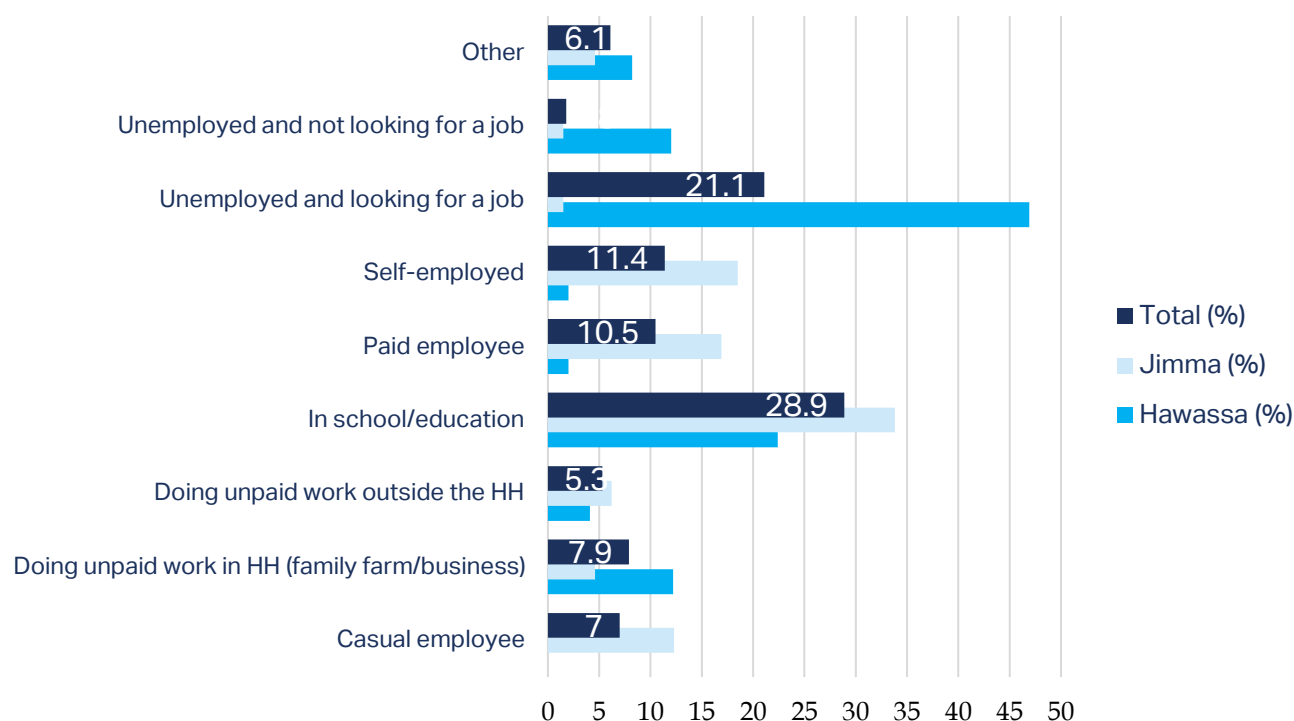
Furthermore, key informant informants and FGD participants identified some social factors that could disproportionately affect women at project target areas. KII and FGD participants were expressed their view about stereotyping which refers to the community or peoples beliefs about the capabilities of women to accessing and maintaining the most economic and entrepreneurial opportunity in which they are interested or aspire to engage in. As per KII and FGD participants view cultural factors such as gender stereotypes are seen as a significant obstacle facing women in accessing and maintaining the most economic and entrepreneurial opportunity in which they are interested or aspire to engage in. This is because of their reproductive roles women tend to be responsible for most of the unpaid work in the household (domestic responsibilities such as cooking, cleaning and caring for children and other household members). Key informants added that women in their area have less time to devote to their work and they are less mobile. Women also face social and cultural barriers, because the overall perception in society is that a woman's main duty is to be a good housewife and mother.

Moreover, FGDs held with young women and adolescent girls indicated that women find more difficulties in personal barriers in accessing and maintaining the most economic and entrepreneurial opportunity, for example, due to the lack of specific training, a lower level of self-confidence, less access to social and business networks or because they are discouraged by difficulties in reconciling work and family life.

3.3. Employment Status and Livelihood: Young Women & adolescent Girls (15 - 29 Years Old)

Concerning employment status, assessment finding in Figure 3 shows majority(33, 28.9%) of young women and adolescent girls are reported in school/education, followed by those who are unemployed and looking for a job (24, 21.1%). Disaggregation by location indicated that in Hawassa city, the majority (23, 46.9%) of surveyed young women and adolescent girls reported being unemployed and looking for a job, and about 11 (22.2%) are reported in school/education. Whereas in Jimma town, the majority (22, 33.8%) of young women and adolescent girls are in school/education; this is followed by those who are self-employed (12, 18.5%).

Figure 3: Respondents Employment Status



Moreover, employment status and important facts about young women and adolescent girls in the target locations were assessed based on findings from FGDs held with young women and adolescent girls group and KII conducted with relevant local government sector organization; Labor and Community affairs office, Job Creation office, Women & Children affairs, City Administration, Saving & Credit Cooperative/MFI, Training center (TVETS), NGOs (SOS Children staff), and private sectors/employers.

About status of unemployment, all most all KII participants described that similar to other cities in the country, unemployment in the project target town and city is a pressing issue. Respondents noted that the unique challenge is the high concentration of rural migrants, many of whom reside in the town temporarily while seeking work in the city center. Poverty is widespread, and job opportunities are limited, especially for those without the right skills. As per key informants view, financial challenges make it difficult for many to find stable employment, and a large portion of these young women and adolescent girls struggle to secure livelihoods. This has created a visible gap in the community's ability to engage in sustainable economic activities, particularly for young women and men.

For question about what the aspirations of young women and adolescent girls regarding wage employment/self-employment are, most FGD participants expressed a preference for self-employment because it offers more independence and the potential for greater earnings. However, they acknowledged that wage employment is more secure and would be their first choice if stable, well-paying jobs were available. For many, the decision between wage employment and self-employment depends on the opportunities they are given and the resources they can access.

Assessment findings verified that the common sources of self-employment (sector) in which the young women and adolescent girls derive most of their livelihood, were both in on-farm activities (including livestock fattening, dairy farming and vegetable & fruit farming) and off-farm activities (included wage-labor for construction, shop, restaurants etc). Assessment result revealed that majority of young women and adolescent girls at project target areas derive most of their livelihood in four sectors/activities, namely wholesale and trading (24, 21.1%), Food and Coffee making/processing (21, 18.4%), Carpentry/ Woodwork (18, 15.8%) and Agriculture (Dairy farming, fattening) (17, 14.9%) as their primary source of livelihood (Table 16).

Table 16: Young women and adolescent girls Respondents drive most of their livelihood

Major Livelihood Activities/sectors	Hawassa	Jimma	Total
Agriculture (vegetable & fruit)	4(8.2%)	7(10.8%)	11(9.7%)
Agriculture (Dairy farming, fattening etc)	8(16.3%)	9(13.8%)	17(14.9%)
Building & Construction	2(4.1%)	11(16.9%)	13(11.4%)
Carpentry/ Woodwork	7(14.3%)	11(16.9%)	18(15.8%)
Food and Coffee making/processing	11(22.5%)	10(15.4%)	21(18.4%)
Electronics & Computer related	5(10.2%)	4(6.2%)	9(7.9%)
Industry/Manufacturing	8(16.3%)	6(9.2%)	14(12.3%)
Wholesale and trading	15(30.6%)	9(13.9%)	24(21.1%)
Other (Dressmaking/ tailoring/ sewing)	9(18.4%)	5(7.7%)	14(12.3%)

Looking by location, young women and adolescent girls in Hawassa city primarily earn their livelihood from wholesale and trading, food and coffee making/processing, dressmaking/tailoring/sewing, and industry/manufacturing. On the other hand, carpentry/woodwork, building & construction, food and coffee making/processing, and agriculture (dairy farming, fattening) are indicated as primary sources of livelihood for young women and adolescents in Jimma town (Table 16).

Young women and adolescent girls being self-employed, casual employees, doing unpaid work in family businesses, doing unpaid work outside the household and paid employees were examined against the amount of time spent per day per week and hour per day on these activities. Accordingly, out of 48 respondents, the majority (30, 62.5%) and (32, 66.7%) of them reported that on average they spend 4-6 days per week and 5-hours per day, respectively.

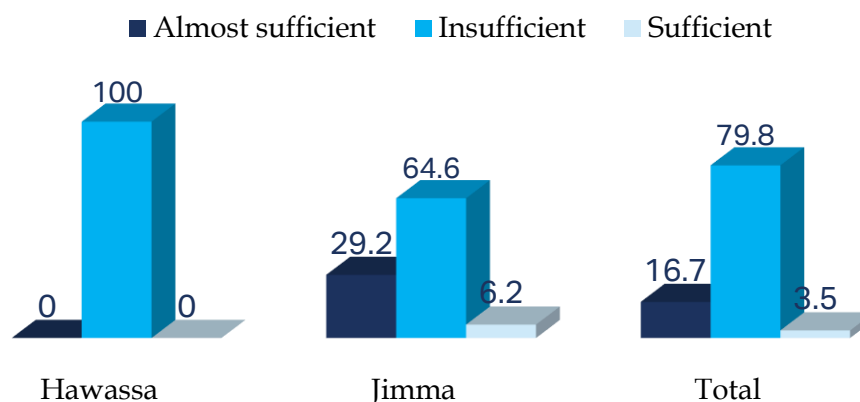
Out of a total of 13 young women and adolescent girl's respondents who reported being self-employed, the majority (9, 69.2%) of them have got the opportunity by themselves. The remaining 3 (23.1%) and 1 (7.7%) indicated that they got the chance of self-employment due to relatives/friends and another business person that gave them the idea, respectively. About the primary reasons for unemployment of 26 respondents reported not working at all; about 20 (76.9%) of them stated waiting for a new job to begin. Couldn't find any work, low wage rate, recently lost job, and physically disabled reasons share the remaining percentage.

Young women and adolescent girl's respondents who participated in this assessment were asked whether or not they have been doing anything to find a job in the last month. In this regard, very few (18, 15.8%) reported have been doing nothing. Of which the largest proportion

(17, 94.4%) of them have family responsibility as a reason. The remaining 5.6% stated lack of job opportunity as a limiting factor for making any effort of finding a job.

The vast majority of the respondents (91, 79.8%) claimed that their earnings were insufficient to cover their ongoing expenses, such as household expenditure, feeding family, etc. Only 3.5% and 16.7% of them reported their earning is sufficient and almost sufficient, respectively (Figure 4).

Figure 4: Young women and adolescent girl's view towards their earning level

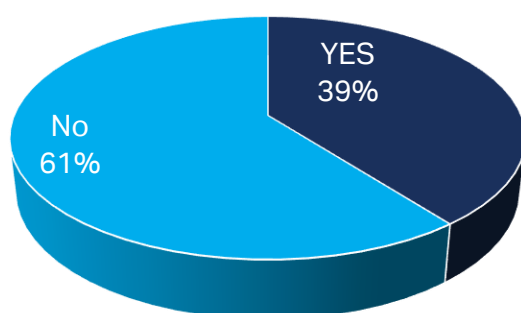


3.4. Community Based Support System Available for Poor Women

Survey participants were asked question about efforts being made to assist impoverished young women and adolescent girls in earning their own money. In this regard, assessment result indicated that, about 45(39.5%) of the participants reported that in the project target areas, there is an effort to support poor women and adolescent girls to generate their own income. Looking by target location indicate that about 28(57.1%) and 17(26.2%) of young women and adolescent girls in Hawassa and Jimma town reported there is an effort to support poor women and adolescent girls to generate their own income, respectively. In contrary, about 47(41.2%) of the respondents reported that in the project target area, there is no community based support system for vulnerable young women and adolescent girls.

For question about whether young women and adolescent girls ever received any employment related training or skill training reveals that the vast majority, 69 (60.5%), had not, and 45 (39.5%) respondents reported having received or attended employment-related training or skills training that helps youths in the target areas to be ready for business. Out of total 45 respondents who reported having attended trainings, about 36 (80%) of them were able to improve their businesses based on the skill training they had received (Figure 5). This implies significant contribution of trainings in improving business of young women and adolescent girls at project location.

Figure 5: Young women and adolescent girls Attended employment-related training or skills training



Regarding existence of community based support system for vulnerable groups, especially young women, some KII and FGD participants indicated that in both project locations at present, there are few training programs including entrepreneurial training and leadership designed to support young women and adolescent girls, but they are not yet as effective or widespread as they should be. For an issue raised about how young people, in particular women, acquire support skills/trainings help to improve their livelihoods, KII with City administration and Training center indicated that young and adult women in the project areas often acquire skills through "Women's Forum" programs, which provide training in entrepreneurial training and leadership. As per key informants view the forum organizes various programs and events to provide training, mentoring, networking and support for women who want to achieve financial independence and improve their livelihoods.

3.5. Challenges Young and Adolescent Girls Faced in Finding/Securing Jobs or Starting a Business

The surveyed young women and adolescent girls were also asked to indicate the three potential barriers to accessing and maintaining the most economic and entrepreneurial opportunity in which they are interested or aspire to engage in. Accordingly, over 85% of the respondents indicate inadequate capital as major barriers to accessing and maintaining the most economic and entrepreneurial opportunity in the sectors they are interested to run their business. Lack of access to land (56, 49.1%) and lack of experience (52, 45.6%) were identified as the second and third major barriers (Table 17).

Table 17: Barriers/challenges to accessing and maintaining the most economic and entrepreneurial opportunity in the sectors of interest

Almost all KII and FGD participants in both project locations have similar feeling about the main challenges young and adult women face in finding a job or starting a business, they noted that the

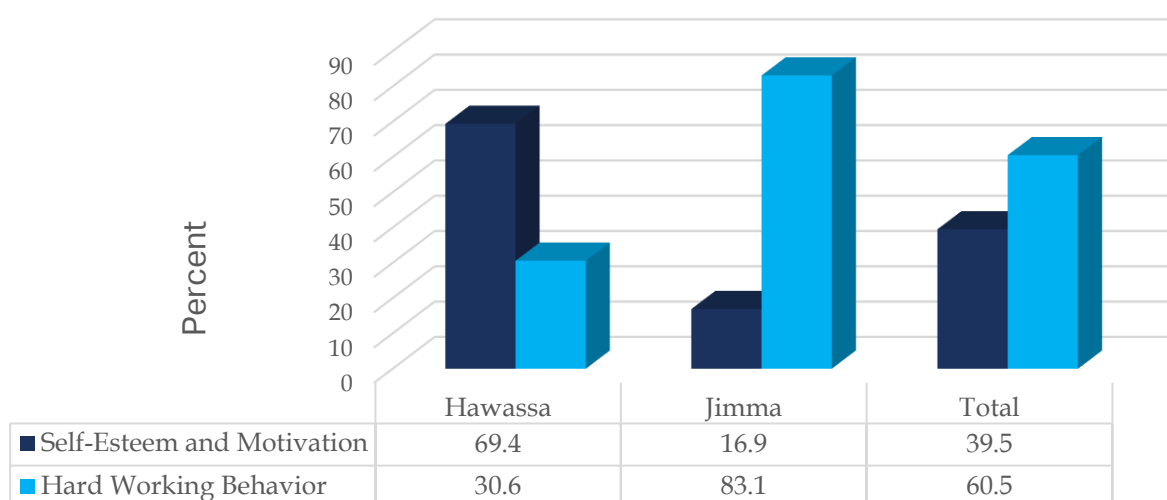
Barriers/ challenges	Hawassa	Jimma	Total
Inadequate capital	43(87.8%)	54(83.1%)	97(85.1%)
Lack of access to land	27(55.1%)	29(44.6%)	56(49.1%)
Lack of business related education/skills	9(18.4%)	20(30.8%)	29(25.4%)
Lack of experience	13(26.5%)	39(60.0%)	52(45.6%)
Lack of information	10(20.4%)	24(37%)	34(29.8%)

primary challenge is access to startup capital. This finding is also in line with young women and adolescent girls, and adult men and women survey results. As per respondents view, most young people and women lack the financial resources necessary to start their own businesses. Moreover, a significant portion lacks basic financial and resource management skills. Key informants also added that with the right capacity-building programs and access to resources like start-up capital and land/space for running a business, their attitudes and perspectives could be shifted toward a more proactive approach to work and entrepreneurship. The KII participants emphasized unequivocally that peer support, mentoring, and other forms of close support must be provided in addition to financial capital help in order to establish sustainable businesses.

Young women and adolescent girls FGD participants also identified lack of access to startup capital as a key challenge. Many feel that even though they have business ideas, they cannot execute them without financial support. Another challenge is the gap between the skills they learn in school and what is required in the workforce.

Young women and adolescent girls in the project area were assessed in terms of major strengths do they have and will help them to achieve their goals. Vast majority (69, 60.5%) of the respondents mentioned their hard working behavior is their main strength which would help them to achieve their goals while engaging them self in various sectors of their interest. About 45(39.5%) indicated that self-esteem and motivation strength helps them to achieve their goals (Figure 6).

Figure 6: Young women and adolescent girl's major strengths that which help them to achieve your goals



Furthermore, young women and adolescent girl's FGD participants also highlighted their motivation, determination, and willingness to work hard as key strengths. Majority said that despite economic hardships, they remain hopeful for a better future and are open to learning new skills. Another strength mentioned was the sense of community, where young people support one another and share opportunities.

3.6. Young Women and Adolescent Girls Aspiration towards Future Self-employment and business opportunities

Assessment result in Table 18 revealed that majority (46, 40.4%) of the surveyed young women and adolescent girls agree with the statement in the community young women and girls have access to employments and business opportunities. In contrary, significant proportion (30, 26.3%) of youth respondents disagreed with this statement (Table 18). Similarly, assessment result revealed that majority of young women and adolescent girls (61, 53.5%) and 23(20.2%) agreed and strongly agreed with the statement employers in the project area have good attitudes towards female workers and persons with disability, respectively (Table 18).

Furthermore, private sectors/employers and local government organizations were assessed about employers' attitudes towards female workers and persons with disability. Based on the fact that governments' focus in ensuring gender equality, key informants from employer sectors and government sectors at project locations indicated both government and private sectors actively encourage the employment of young women. However, key informants pointed out that in both project locations currently, inclusion of persons with disabilities is limited in both private and government organizations' recruitment practices. As per Key informants and young and adolescent girls' FGD participants' view, the recruitment process is often informal and based on personal connections or nepotism. As a result, many women and persons with disabilities are excluded from employment opportunities. Some private sector key informants and young & adolescent girls' FGD discussants at Jimma town also indicated that employers target girls and women for low paying jobs and seek young men for jobs with

high prospects of upscale mobility. They feel that women are less flexible than men because of pregnancies and parenting.

Representative from PWDs participated in the FGD mentioned that type of disabilities at project location includes mental impairment, mobility problem and visual impairment. During FGDs held at project locations the groups in which PWDs were also part were asked questions about employing, recruiting, and hiring people with disabilities in their area. Almost all FGD discussants expressed that private sectors employers' attitude towards employing, recruiting, and hiring people with disabilities is negative.

On the other hand, key informants from private sectors indicated that although a majority of employers believe that the idea of hiring people with disabilities is appropriate, the majority of employers are not willing to consider people with disabilities as job applicants for their own company. Key informant interviewees stated that in actual recruitment practices employers are less likely to invite job applicants disclosing disabilities compared to job applicants without disabilities.

Finding of the assessment also revealed that majority of the young women and adolescent girl's respondents (53, 46.5%) disagreed with the statement employers' attitudes towards hiring young employees (below the age of 29) versus hiring employees above age of 30 is fair in project target areas (Table 18). Which means, employers have negative attitudes towards hiring youth below age 29 versus those above 29. This finding also coincides with finding from FGD and KIs. About employers' attitudes towards hiring young employees (below the age of 29) versus hiring employees above age of 30, Key Informant interview and FGD participants at both Hawassa and Jimma noted that, employers generally prefer to hire employees who are 30 and above. As per their view older employees tend to be more mature, patient, and better equipped to handle the pressures and challenges of the workplace. On the other hand, younger employees under 30 are often more energetic and tech-savvy, but they tend to have higher expectations and are less willing to endure hardships, and even they often leave quickly when faced with challenges or when their expectations are not met, which makes it harder for them to gain the experience they need to grow.

It was also found out that majority (59, 64.6%) and (42, 36.8%) of youth respondents agreed and strongly agreed with the statement the youths have confidence and attitude of getting employed to begin my own enterprise, respectively (Table 18).

Table 18: Young women and adolescent girl's perception towards employer's attitude

Items	City/Town	Strongly Agree	Agree	Disagree	Neither Agree nor Disagree	Strongly Disagree
In our community women have access to employments and business opportunities	Hawassa	22(44.9%)	10(20.4%)	16(32.7%)	0	1(2.0%)
	Jimma	2(3.1%)	36(55.4%)	14(21.5%)	13(20.0%)	0
	Total	24(21.1%)	46(40.4%)	30(26.3%)	13(11.4%)	1(0.9%)
Employers in this area have good attitudes towards female workers and persons with disability?	Hawassa	18(36.7%)	15(30.6%)	12(24.5%)	3(6.1%)	1(2.0%)
	Jimma	5(7.7%)	46(70.8%)	5(7.7%)	9(13.8%)	

	Total	23(20.2%)	61(53.5%)	17(14.9%)	12(10.5%)	1(0.9%)
Employers' attitudes towards hiring young employees (below the age of 29) versus hiring employees above age of 30 is fair	Hawassa	2(4.1%)	5(10.2%)	13(26.5%)	4(8.2%)	25(51.0%)
	Jimma	2(3.1%)	48(73.8%)	4(6.2%)	11(16.9%)	
	Total	4(3.5%)	17(14.9%)	53(46.5%)	15(13.2%)	25(21.9%)
I have confidence and attitude of getting employed to begin my own enterprise	Hawassa	28(57.1%)	17(34.7%)	4(8.2%)	0	0
	Jimma	14(21.5%)	42(64.6%)	4(6.2%)	5(7.7%)	0
	Total	42(36.8%)	59(64.6%)	8(7.0%)	5(4.4%)	

Attempt was made to assess and analyze skill requirements in the labor market, and skill gaps employers' face when hiring new staff as well. In this regard findings from KII are summarized in box below.

Key informants from private sectors described that their experience with hiring youth has been positive overall. When given the right training and support, most young employees quickly adapt to our work environment. As per their view many of new employees started with little experience, and they hire both full-time and part-time employees based on their business needs. Key informants from employer sectors pointed out that they hire fresh graduates, particularly from TVET and vocational training centers. According to their view, they believe in giving young people the chance to gain real-world experience and grow within the industry. While they may come in with limited skills, they are quick to learn and eager to develop professionally through the training we provide.

Private sector employers also pointed out that, initially, most young applicants lack the practical skills needed for the job, despite their academic qualifications. For instance, even those hired for reception positions often lack basic telephone communication skills. There is also a gap between their expectations and the realities of starting in an entry-level role. However, what they lack in practical experience, they make up for with enthusiasm and a willingness to learn.

About the main challenges employer's faces when searching and hiring new staff, an interviewee from private sectors stated that the biggest challenges they are facing is lack of patience and perseverance among many new hires. Young employees often expect rapid advancement and high salaries without first gaining the necessary skills and experience. When things don't move as quickly as they hope, they tend to leave, which creates instability in the workforce. Additionally, many new hires struggle to work well with others and adapt to the team environment. They need more support to develop a strong work ethic and the ability to handle workplace pressures.

3.7. Green Livelihood Options and Business Opportunities, and Barriers for Young Women and Adolescent Girls

An assessment was also conducted to determine the green livelihood options and business potential available for young women and adolescent girls at project target areas, as well as their awareness about these green livelihoods. It was found out that about 28 (24.6%) of the participants had no awareness of any green livelihood activities and businesses they were

questioned about, in which all of them were from Jimma town. The largest proportion (51, 44.7%) of the surveyed young women and adolescent girls were aware of dairy farming and urban gardening. Solar dealership and making (43, 37.7%), and making and selling of briquettes (36, 31.6%) were the second and third green livelihood businesses the project area youths reported had awareness (Table 19). It should be noted that for briquettes to be green livelihood activity, it is preferable to focus on the raw materials used to produce the briquettes that originate from agricultural biomass and non-hazardous domestic waste.

Table 19: Young women and adolescent girl's awareness towards green livelihood activities & business

Green livelihood activities & business and awareness	Hawassa	Jimma	Total
I don't have any awareness	0	28(43.1%)	28(24.6%)
Environment – friendly Tree seedling nursery	32(65.3%)	11(16.9%)	43(37.7%)
Solar dealership,	10(20.4%)	1(1.5%)	11(9.6%)
Production and sales of energy efficient stoves,	13(26.5%)	3(4.6%)	16(14.0%)
Making and selling of briquettes	24(49%)	12(18.5%)	36(31.6%)
Waste recycling,	9(18.4%)	0	9(7.9%)
Solid waste management disposal,	23(46.9%)	5(7.7%)	28(24.6%)
Dairy farming and urban gardens	34(69.4%)	17(26.2%)	51(44.7%)

The assessment result revealed that only 23 (20.2%) of young women and adolescent girls ever engaged in or participated in green livelihood activities and business, such as dairy farming and urban gardening, production and sales of energy efficient stoves, solar dealership, and environment friendly tree seedling. However, the assessment verified that only 13 (11.4%) of them reported currently participating in green livelihood activities and businesses. Assessment finding also indicated that all the surveyed young women and adolescent girls are interested in being engaged in green livelihoods if they would have get chance, as they have already identified their future best priority of green livelihood income generating activities or sectors (Table 20).

The young women and adolescent girls that didn't have any experience were asked about what constraints prevented them from participating in the green livelihood activities and business. It was identified a number of hurdles that kept young women and adolescent girls in the project area from engaging in any green livelihood income generating activities, all most all of them have complained lack of start-up capital and lack of awareness about green livelihood activities and business.

Assessment finding in Table 20 revealed that the top five best priority of green livelihood income generating activities identified by young women and adolescent girls at both project sites are dairy farming and urban gardening (58, 50.9%), environment-friendly tree seedling (47, 41.2%), making and selling (29, 25.4%), solid waste management disposal (24, 21.1%), and production and sales of energy efficient stoves (22, 19.3%). Disaggregation by location revealed that dairy farming and urban gardening, environment-friendly tree seedling, making and selling of briquettes, solar dealership and production and sales of energy efficient stoves are identified by young women and adolescent girls in Hawassa city as top five best priority of

green livelihood income generating activities, respectively. Similarly, dairy farming and urban gardening, environment-friendly tree seedling, making and selling of briquettes, solid waste management disposal and production and sales of energy efficient stoves are identified by young women and adolescent girls in Jimma town as best priority of green livelihood income generating activities, respectively.

Table 20: Young women and adolescent girl's future best priority livelihood and business opportunities

Young women and adolescent girl's future best priority of green livelihood IGAs	Hawassa	Jimma	Total
Environment-friendly Tree seedling	27(55.1%)	20(30.8%)	47(41.2%)
Solar dealership,	15(30.6%)	1(1.5%)	16 (14.0%)
Production and sales of energy efficient stoves,	15(30.6%)	7(10.8%)	22 (19.3%)
Making and selling of briquettes	19(38.8%)	10(15.4%)	29(25.4%)
Waste recycling,	10(20.4%)	3(4.6%)	13(11.4%)
Solid waste management disposal,	14(28.6%)	10(15.4%)	24(21.1%)
Dairy farming and urban gardening	30(61.2%)	28(43.1%)	58(50.9%)

Disaggregation by location revealed that dairy farming and urban gardening, environment-friendly tree seedling, making and selling of briquettes, solar dealership and production and sales of energy efficient stoves are identified by young women and adolescent girls in Hawassa city as best priority of green livelihood income generating activities, respectively. Similarly, dairy farming and urban gardening, environment-friendly tree seedling, making and selling of briquettes, solid waste management disposal and production and sales of energy efficient stoves are identified by young women and adolescent girls in Jimma town as best priority of green livelihood income generating activities, respectively.

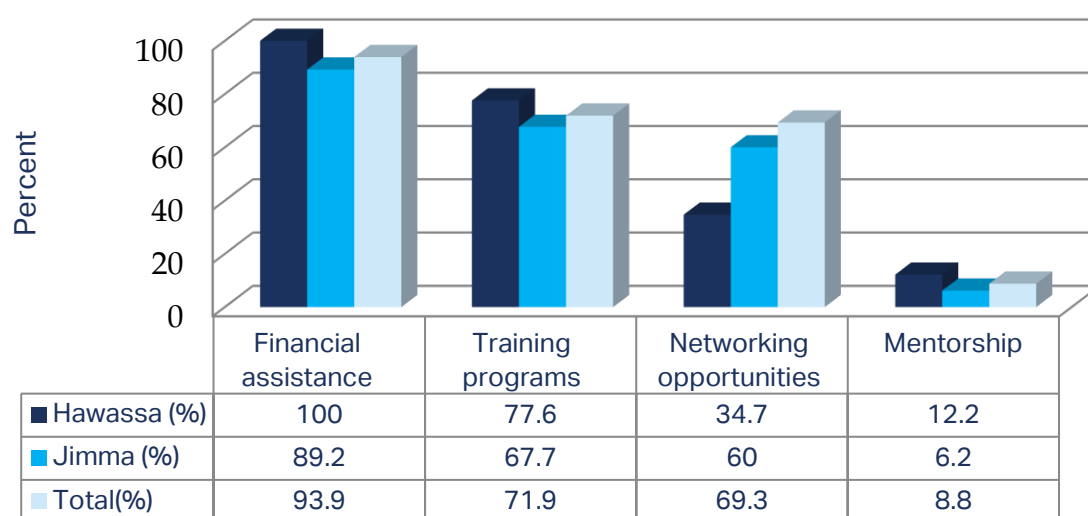
The assessment identified barriers or obstacles that make young women and adolescent girl's worry to start engaging in green livelihood activities and business in the future. The assessment result in Table 21 shows that an overwhelming majority (96, 84.2%) claimed that inadequate start-up capital could be among the major barriers or obstacles that worried the young women and adolescent girls to start engaging in green livelihood activities and business in the future. Lack of access to land (48, 42.1%) and lack of access to green livelihood activities and business (40, 35.1%) were identified as the second and third major barriers/obstacles that worried the youth to start engaging in green livelihood activities and business in the future (Table 21).

Table 21: Barriers/ obstacles makes young women and adolescent girl's worry to start engaging in green livelihood activities and business in the future

Young women and adolescent girl's worry to start engaging in green livelihood activities and business	Hawassa	Jimma	Total
Business know how/Lack of education/skill to run the business	20(40.8%)	14(21.5%)	34(29.8%)
Lack of access to green livelihood activities and business	21(42.9%)	19(29.2%)	40(35.1%)
Inadequate start-up capital	42(85.7%)	54(83.1%)	96(84.2%)
Lack of access to land	16(32.7%)	32(49.2%)	48(42.1%)
Fear of market	4(8.2%)	3(4.6%)	7(6.1%)

Young women and adolescent girls who took part in the assessment were asked to indicate the resources, assistance, and skills they required to engage in green livelihood activities and business. Assessment result in Figure 7 shows that the top three areas of support in which young women and adolescent girls prioritized and interested are financial aid (107, 93.9%), training programs (82, 71.9%) (Which includes business skills training, entrepreneurship training, sector-specific training, financial literacy training, soft skill trainings (job readiness, borrower training, career planning), and financial literacy program), and networking opportunities (79, 69.3%).

Figure 7: Resource Assistance/Training/Skill support proposed by respondents

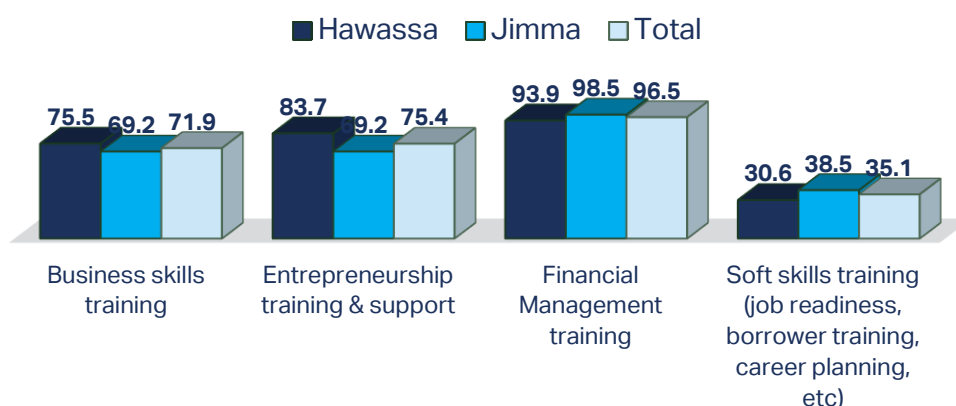


Regarding networking opportunities, finding from key informant interview indicated that it would benefit participants by increasing access to job opportunities, creating support systems, expanding knowledge, and building their confidence. This finding highlights key areas for intervention.

About type of capacity development support do young women and adolescent girls need to improve their livelihoods in general or to engage in green livelihood income generating activities, almost all KII participants recommended that young women and adolescent girls need comprehensive training programs that combine skill development with financial support. This would empower them to participate in green livelihood income generating activities such as environment-friendly tree seedling, making and selling of briquettes, solar dealership and production and sales of energy efficient stoves.

The project target area's young women and adolescent girls were asked to specify the kind of capacity-building training they would like to receive. Financial management training (110, 96.5%), entrepreneurial training and support (86, 75.4%), and business skills and sector-specific trainings (82, 71.9%) are the top three top capacity-building training areas of interest highlighted by youth respondents (Figure 8).

Figure 8: Types of Trainings interested and proposed by young women and adolescent girls at project target areas



Findings from FGDs held with young women and adolescent girls group and KIIs conducted with government sectors also revealed that the most important skills they need include financial management, entrepreneurial training and business skills training. As per KII and FGD participants view, creating conducive environment for youth with the necessary capacity-building programs and support from both the government and other stakeholders, will empower them to engage in income generating activities (IGAs).

3.8. SWOT Analysis

An analysis of the Strengths, Weaknesses, Opportunities and Threats (SWOT) of livelihood activities and businesses in the context of the youth (particularly Young Women & Girls 15-29 years old) was undertaken. Moreover, the report offers a SWOT analysis of internal and external variables influencing the realization of young women entrepreneurship as a means to self-employment option. The interventions will be implemented within internal and external dynamic environments. The internal environment analysis will assist in developing strategies, maintaining the strengths, and minimizing the weaknesses. The analysis of external environment will assist SOS-CVE to exploit the available opportunities and to have the ability to face the foreseeable threats during implementation of the project. A detailed SWOT is presented below in Table 22.

Table 22: SWOT Analysis of the young women and adolescent girls in the future priority Livelihood sectors and business

STRENGTH	WEAKNESS
Targeting adolescent girls & women, and PWDs will enhance project acceptance, and hence smooth implementation	Limited participation experience in green livelihood activities: only 20.2% of youth ever engaged in or participated in green livelihood activities and business, and only 11.4% of them currently participating in green livelihood activities and businesses, could be a weakness.
Focuses on entrepreneurship skills: High interest of youth for pursuing entrepreneurship (91.5%) and 75.4% are found interested to receive entrepreneurial training, could be regarded as strengths	Lack of start-up capital: Limited access to start-up funds is still considered the most pressing challenge for young at project location
Targeting Environment friendly livelihood activities (green livelihoods): Most green livelihood activities which are future high priority sectors identified by the youth in the project implementation areas for intended interventions such as Dairy farming and urban gardening, Tree seedling nursery, solar dealership, Production and sales of energy efficient stoves, Waste recycling, and Solid waste management disposal will contribute the sustainable development goals in addition to creating employment opportunities	Lack of sufficient knowledge and skills in green livelihood related ventures
	Insufficient entrepreneurial skills
	Lack of due and necessary attention to PWDs
	Youth don't have patience and want quick change and benefit from any business.
Creativity/innovativeness, trainability, inspiration and action orientation - represents strength in the context, as such attitudinal and behavioral qualities of young people	
Targeting Youth which are energetic and willing to work- can be engaged in hard working activities	
OPPORTUNITIES	THREATS
Existing collaborative condition with local government and private sectors in the project implementation area will help to provide smooth provide quick solutions to youth unemployment, hence an opportunity to implement integrated interventions for better impact.	Climate variability and change (prolonged drought, floods, and shifts in seasons, etc. may affect some livelihoods like-dairy farming and gardening)

Numerous actors, including global corporations, are increasingly willing to engage with young people and even meet them at the community level to support their endeavors.	Unfavorable external economic factors (e.g. Inflation, etc.)
Most of local government sectors that the project expected to deal with have already participated in other developmental projects so it is easier to communicate with them.	Current political instability prevailing in the country

4. CONCLUSIONS AND KEY RECOMMENDATIONS

4.1. Conclusions

Regarding adult men and women's main occupation, finding verified that majority (79, 55.63%) are reported to be or being self-employed or working on their own business like petty trading, followed by daily laborer(46, 32.4%). Only 14(9.9%) of the surveyed adult men and women are reported to be or being wage employed. From assessment finding we conclude that the proportion of young women self-employed or working on their own business is higher than the men group. Regardless of different factors such as lack of entrepreneurship, business & financial management skills that are holding both adult women and men from engaging in self-employment, the motivation of young women to engage them in self-employment is higher compared to the male group.

Concerning employment status, assessment finding proved that majority (28.9%) of young women and adolescent girls are in school/education, followed by those who are unemployed and looking for a job (21.1%). About 11.4% are self-employed, whereas 10.5% are wage paid-employment.

Assessment finding proved that employers have negative attitudes towards hiring youth below age 29 versus those above 29, and employers generally prefer to hire employees who are 30 and above. Similarly, finding verified that private sectors employers' attitude towards employing, recruiting, and hiring people with disabilities is negative. Although a majority of employers believe that the idea of hiring people with disabilities is appropriate, the majority of employers are not willing to consider people with disabilities as job applicants for their own company.

Finding verified that the best priority of green livelihood income generating activities identified by adult women and men, and young women and adolescent girls at both project sites are energy-efficient stove manufacturing and sales, solar dealerships, and tree seedling nurseries, as well as the production and sale of briquettes (whose raw materials may come from non-hazardous household waste and agricultural biomass).

Lack or shortage of adequate initial capital which is mainly due to widespread economic dissatisfaction coupled with limited access to credit service was identified as the most significant gap/barriers to securing employment or creating a means for sustaining themselves. Hence, finding here highlighting the need for interventions to address the financial related challenge through grant support and facilitating credit/ service loan by linking the group with locally available microfinance institutions. In addition to shortage of formal credit provider institutions in the project's target areas, adult women and men's awareness about credit services is limited. This could be the reason for the lower number of the surveyed adult women and men that accessed credit services from formal institutions (local MFI and Banks) in project target areas.

The assessment identified barriers or obstacles that make adult women and men, and young women and adolescent girl's worry to start engaging in green livelihood activities and business in the future. Finding proved that inadequate start-up capital could be among the major barriers or obstacles that worried the target groups to start engaging in green livelihood activities and business in the future. Lack of access to land and lack of access to green livelihood activities and business were identified as the second and third major barriers/obstacles that worried the

young women and adolescent girls to start engaging in green livelihood activities and business in the future.

Furthermore, finding verified that stereotyping which refers to the community or peoples beliefs about the capabilities of women to accessing and maintaining the most economic and entrepreneurial opportunity in which they are interested or aspire to engage in. Cultural factors such as gender stereotypes are seen as a significant obstacle facing women in accessing and maintaining the most economic and entrepreneurial opportunity in which they are interested or aspire to engage in. This is because of their reproductive roles women tend to be responsible for most of the unpaid work in the household (domestic responsibilities such as cooking, cleaning and caring for children and other household members).

Assessment finding verified that the top three areas of support in which young women and adolescent girls, and adult women and men prioritized and interested are financial assistance, training programs (which includes business skills training, entrepreneurship training, sector-specific training, financial literacy training, soft skill trainings (job readiness, borrower training, career planning), and financial literacy program), and networking opportunities. This is a clear indication that availability of financial support and trainings related to livelihoods would help target groups to improve their livelihoods. Financial management training, entrepreneurial training and support, and business skills and sector-specific trainings are the top three top capacity-building training areas of interest highlighted by youth respondents.

4.2. Key Recommendations

This assessment is one step toward understanding the experiences of self-employed young women and adolescent girls, and adult women and men on their livelihood journey and identifying the types of supports/assistance that can help them across a wide range of contexts.

Thus, based on assessment findings, this study has identified the following key areas for action to enhance adult women & men, and young women and adolescent girl's self-employment status and participation in green livelihood income generating activities.

Engaging project target groups (adult women & men, young women and adolescent girls, and persons with disabilities) self-employment in green livelihood IGAs that they preferred to pursue in the future, such as energy-efficient stove production and sales, solar dealerships, and tree seedling nurseries, as well as the production and sale of briquettes (whose raw materials may come from non-hazardous household waste and agricultural biomass). In addition, dairy farming, fattening, and beekeeping, waste recycling, solid waste management disposal were IGAs proposed by target groups at Hawassa and Jimma, which shows areas for intervention.

Supporting project target groups with start-up capital to start new businesses or expand existing businesses. In this regard, project target groups proposed the nature of financial assistance, which could be through grant support and facilitating credit service by linking the group with locally available microfinance institutions. Therefore, we recommend SOS-CVE could gear towards linking the groups with financial service providers offering loans and other relevant financial services and look for sources for grant support.

Training programs: There is urgent need of providing project target groups with necessary trainings and awareness creation on entrepreneurship and green livelihood income generating activities is needed. Training programs proposed by project groups includes business skills training, entrepreneurship training, sector-specific training, financial literacy training, soft skill trainings (job readiness, borrower training, career planning), and financial literacy program). Therefore, SOS CVE is recommended to work with TVETs and Training Centers, which will help to smooth training provision.

Networking Opportunities: Networking is among other resource assistance and support proposed by young women and adolescent girls in project target areas. Networking opportunities would benefit participants by increasing access to job opportunities, creating support systems, expanding knowledge, and building their confidence. Therefore, SOS CVE needs to focus on supporting target participants through networking opportunities.

Advocacy Action Areas: The study identified the following areas that require advocacy actions targeting adult women, young women and adolescent girls.

I. Finding identified some social factors that could disproportionately affect women at project target areas influencing capabilities of women to accessing and maintaining the most economic and entrepreneurial opportunity in which they are interested or aspire to engage in. Therefore, cultural factors which are gender stereotypes are seen as a significant obstacle facing women in accessing and maintaining the most economic and entrepreneurial opportunity in which they are interested or aspire to engage in. This is because of their reproductive roles women tend to be responsible for most of the unpaid work in the household (domestic responsibilities such as cooking, cleaning and caring for children and other household members). Therefore, the above fact highlights key area for intervention through advocacy.

II. Finding proved that employers have negative attitudes towards hiring youth below age 29, and they generally prefer to hire employees who are 30 and above.

III. Finding verified that private sector employers' attitude towards employing, recruiting, and hiring people with disabilities is negative. Although a majority of employers believe that the idea of hiring people with disabilities is appropriate, the majority of employers are not willing to consider people with disabilities as job applicants for their own company. The above fact highlights key areas of intervention through advocacy.

ANNEX

ANNEX 1: YOUNG WOMEN & ADOLESCENT GIRLS (15 – 29 YEARS OLD) SURVEY

Introduction

My name is ----- . I am contacting you on behalf of SOS Children's Villages Ethiopia. You are invited to be part of a research study. The purpose of the study is to help SOS Children's Villages Ethiopia better understand the existing situation of target beneficiaries. Participation in this study is voluntary. Your participation is very important, but you may choose not to participate and you are welcome not to answer any questions that you do not want to answer without any consequence. The interview takes about 20-30 minutes to complete. Before, I proceed I would like to get your verbal consent agreeing to be part of the research, please be sure that you understand what the study is about. If you have any questions about the study, you can ask me at this point. Would like to take part in the study?

- ☐ Yes, I consent to participate in this study.
☐ No, I do not consent to participate in this study.

Name of Enumerator: _____

Date of interview: _____

S/N	QUESTIONS/TOPICS	RESPONSES																								
1.	City	1 = Hawassa , 2 = Jimma																								
2.	Kebele/ Village	1 = Tabor 2 = Tilte 3 = Jiren 4= Mendre Kochi																								
RESPONDNT'S SOCIO-DEMOGRAPHIC INFORMATION																										
3.	Age of the respondent (with rejection beyond the age of 15 – 29)	_____ years																								
4.	How long have you lived in this town/ Kebele?	_____ years																								
5.	Marital status	1=Single/ Never married 2=Married living together 3=Married living apart 4=Living with fiancé/fiancée 5=Divorced/ Separated 6=Widow/ Widower																								
6.	Do you have children? If yes, how many	1 = Girls_____ 2= Boys_____																								
7.	How many family members do you live with?	<table border="1"> <thead> <tr> <th>Age group</th><th>Male</th><th>Female</th><th>Total</th></tr> </thead> <tbody> <tr> <td>0 - 5</td><td></td><td></td><td></td></tr> <tr> <td>6 -18</td><td></td><td></td><td></td></tr> <tr> <td>19 - 49</td><td></td><td></td><td></td></tr> <tr> <td>50- 60</td><td></td><td></td><td></td></tr> <tr> <td>61 and above</td><td></td><td></td><td></td></tr> </tbody> </table>	Age group	Male	Female	Total	0 - 5				6 -18				19 - 49				50- 60				61 and above			
Age group	Male	Female	Total																							
0 - 5																										
6 -18																										
19 - 49																										
50- 60																										
61 and above																										
8.	Do you identify as having disability?	1=No 2=Yes																								
9.	If Yes, what is your disability? (Multiple response)	1=Visual impairment 2=Speech impairment 3=Hearing impairment																								

		4=Physical impairment 5=Mental/psychosocial impairment 6=Other, please specify
10.	What is the highest level of education you have completed with certification?	1= No schooling (no access to formal education) 1= primary (1-6), 3 = Junior (7-8) 4 = lower secondary (9-10), 5 = Vocational School 6 = upper secondary (11-12) 7= College/University
EMPLOYMENT & WAGES/INCOME		
11.	What is the main activity you spend most of your time doing?	1=Paid employee 2=Self-employed/working on own land 3=Casual employee 4=Doing unpaid work in HH (in home or family farm/business) 5=Doing unpaid work outside the HH. 6=In school/education 7=Unemployed and looking for a job 8=Unemployed and not looking for a job 9=Other (specify) _____
12.	If answered 1-5, how many days per week do you spend on this activity?	1=1-3 days 2=4-6 days 3=7 days
13.	How many hours per day do you usually work at your main job?	1= Less than < 5 hours per day 2= 5 - 10 hours per day 3= 10 - 12 hours per day 4= More than 12 hours per day
14.	In which sector do you derive MOST of your livelihood?	1=Agriculture (Crop production) 2=Agriculture (small livestock-poultry, rabbits, sheep etc) 3=Agriculture (big livestock- cattle etc) 4=Manufacturing 5=Mining 6=Wholesale and trading 7=ICT 8=Dressmaking/ tailoring/ sewing 9=Building & Construction 10=Food making / processing 11=Other, please specify _____
15.	If self-employed, how did you identify the opportunity for your main business?	1= A friend, relative gave you the idea 2= Identified it yourself 3= A government or NGO gave you the idea 4= Another business person gave you the idea 5= Other (specify) _____
16.	Are you satisfied with your current income?	1= Yes 2= No
17.	If not employed, how do you spend most of your time [Select only one option]/	1=In school and/ or studying 2=Socializing/ staying idle 3=Housework/chores 4=Other, specify_____

18.	If not working, what is the main reason that you did not work?	1= Physically disabled 2= Recently lost job 3= Couldn't find any work 4= Child care problems/family responsibilities 5= Waiting for a new job to begin 6= Low wage rate 7= Other (specify): _____
19.	Have you been doing anything to find a job in the last month?	1= Yes 2= No
20.	If you say "No" for question number 20, why?	1= Lack of job opportunity 2= Family responsibilities 3= Not allowed by parent 4= Disabled 5= Other, please specify _____
21.	To what extent are your earnings sufficient to pay your ongoing expenses (including, if relevant, contributing to your household expenditure, feeding your family, etc	1= Insufficient 2=Almost sufficient 3=Sufficient 4=More than sufficient
22.	Are you expecting any form of monetary income at the end of this current month?	1=Yes 2=No 3=Not sure
23.	If Yes, from where do you expect this income?	1=Current employment 2=Remittance/gift 3=Own enterprise 4=Activity on farm 5=Activity off farm 6= Other, specify _____
24.	Have you attended any skills training that helps you to be ready for business?	1= Yes 2= No
25.	If, yes for 25, is your business developed based on the skills training you attended?	1= Yes 2= No
26.	In which market-linked economic strengthening activity do you need capacity building training? (Please choose the three most important areas)	1 = financial management training, including saving 2= Business skills training 3= Entrepreneurship training and support 4= Soft skills training (job readiness, borrower training, career planning, etc.) 5= Other, Specify _____
OPPORTUNITIES AND BARRIERS YOUNG PEOPLE FACE IN ACCESSING AND MAINTAINING EMPLOYMENT OR CREATING DECENT LIVELIHOODS		
27.	To what extent do you agree or disagree that there are many opportunities to achieve my career goals	1= Strongly Agree 2= Agree 3= Neither Agree nor Disagree 4= Disagree 5= Strongly Disagree
28.	To what extent do you agree or disagree that I have a good future ahead of me	1= Strongly Agree 2= Agree 3= Neither Agree nor Disagree 4= Disagree 5= Strongly Disagree

29.	I have good/adequate level of knowledge about getting employment (both wage and self-employment)	1= Strongly Agree 2= Agree 3= Neither Agree nor Disagree 4= Disagree 5= Strongly Disagree
30.	I have confidence and attitude of getting employed to begin my own enterprise?	1= Strongly Agree 2= Agree 3= Neither Agree nor Disagree 4= Disagree 5= Strongly Disagree
31.	In which sector(s) do you perceive the most economic & entrepreneurship opportunity exists in? <i>[Choose three most important for you]</i>	1=Agriculture (crop) 2=Agriculture (livestock) 3=ICT 4=Industry and commerce 5=Carpentry / woodwork 6=Building and construction 7=Food making / processing 8=Wholesale trade & retail 9=Other specify_____
32.	What do you think are the THREE MAIN barriers to accessing and maintaining those opportunities are? Please tick the three that apply	1=Sexual harassment 2=Unpaid care work 3=Nepotism / corruption? 4=Lack of experience 5=Lack of information 6= Lack of education 7=Inadequate capital 8=Lack of access to land 9=Disability 10=Other, specify_____
33.	What resources or support do you need to improve your livelihood? <i>(Multiple Response)</i>	1= Financial assistance 2= Training programs 3= Networking opportunities 4= Mentorship
34.	In the last 12 months, did you ever need to borrow some money or take out a loan?	1=Yes 2=No
35.	If YES for 34, was your request/ application for the loan successful?	1=Yes 2=No 3=Somewhat (partial loan provided)
36.	If your response is 1 or 3 for 35, from where did you borrow or obtain a loan?	1=Government bank 2=Private bank 3=Local MFI 4=NGO 5=Money lender/ 6=Relatives 7=Friends 8=Other, specify_____
37.	For what purpose did you borrow or take a loan?	1=Start/expand own income generation activity (IGA) or business 2=Education 3=Personal expenses 4=Household use 5=Emergency use (own) 6=Emergency use (family) 7=Medicine/hospitalization (own)

		8=Medicine/hospitalization (family) 9=For repayment of borrowed money 10=Other (Specify)_____
38.	If you needed money to start a small business, where would you most likely hope to get some assistance?	1=Government bank 2=Cooperative bank 3=Local Micro finance institute (MFI) 4=NGO 5=Other, specify/_____
39.	What are the major strengths you have which help you to achieve your goals?	1= Self-esteem and motivation 2= Hard working behavior 3= Other _____
GENDER-SENSITIVE GREEN MARKET AND LIVELIHOOD OPPORTUNITIES:		
40.	In our community women have access to employments and business opportunities	1= Strongly Agree 2= Agree 3= Neither Agree nor Disagree 4= Disagree 5= Strongly Disagree
41.	There is an effort to support poor women and adolescent girls to generate their own income in this town?	1=Yes 2= No 3= I don't know
42.	Is there a community based support system for vulnerable youth, especially young women?	1=Yes 2= No 3= I don't know
43.	Employers in this area have good attitudes towards female workers and persons with disability?	1= Strongly Agree 2= Agree 3= Neither Agree nor Disagree 4= Disagree 5= Strongly Disagree
44.	Employers' attitudes towards hiring young employees (below the age of 29) versus hiring employees above age of 30 is fair	1= Strongly Agree 2= Agree 3= Neither Agree nor Disagree 4= Disagree 5= Strongly Disagree
GREEN LIVELIHOOD OPTIONS AND BUSINESS OPPORTUNITIES FOR WOMEN AND ADOLESCENT GIRLS (ONLY FOR WOMEN AND ADOLESCENT GIRLS)		
45.	In which green livelihood activities and business do you have an awareness? <i>(Multiple Response)</i>	1= I don't have any awareness 2= Tree seedling nursery 3= Solar dealership, 4= Fish Processing, 5= Production and sales of energy efficient stoves, 6= Making and selling of briquettes 7= Waste recycling, 8= Solid waste management disposal, 9= Dairy farming and urban gardens 10= Other, please specify_____
46.	Which types of green livelihood activities and business are typically in practice in your local area? <i>(Multiple Response)</i>	1= Tree seedling nursery 2= Solar dealership, 3= Silver fish value addition, 4= Production and sales of energy efficient stoves, 5= Making and selling of briquettes

		6= Waste recycling, 7= Solid waste management disposal, 8= Dairy farming and urban gardens 9= Other, please specify_____
47.	Have you ever engaged in/ participated in any green livelihood activities and business?	1= Yes 2= No
48.	If yes, in which green livelihood activities and business do you have participation experience? <i>(Multiple Response)</i>	1= Tree seedling nursery 2= Solar dealership, 3= Silver fish value addition, 4= Production and sales of energy efficient stoves, 5= Making and selling of briquettes 6= Waste recycling, 7= Solid waste management disposal, 8= Dairy farming and urban gardens 9= Other, please specify_____
49.	If yes, what challenges have you faced in pursuing a green livelihood activities and business? <i>(Multiple Response)</i>	1= Lack of skill to run the business 2= Shortage of equipment 3= Financial problem 4= Lack of motivation/ limited interest 5= Lack of market for produce 6= Others, Please specify: _____
50.	Are you currently participating in a green livelihood activities and business?	1= Yes 2= No
51.	If no, what prevent you to participate in the green livelihood activities and business?	1= Lack of awareness about green livelihood activities and business 2= Lack of equipment 3= Lack of start-up capital 4= Fear of Market to produce 5= Others, Please specify: _____
52.	Which one do you think is the best priority livelihood and business opportunities for you? <i>(Multiple Response)</i>	1= Tree seedling nursery 2= Solar dealership, 3= Silver fish value addition, 4= Production and sales of energy efficient stoves, 5= Making and selling of briquettes 6= Waste recycling, 7= Solid waste management disposal, 8= Dairy farming and urban gardens 9= Other, please specify_____
53.	In the future, what barriers/ obstacles makes you worry to start engaging in green livelihood activities and business? <i>(Multiple Response)</i>	1= Nepotism / corruption? 2= Business know how/ Lack of education/ skill to run the business 3= Lack of access to green livelihood activities and business 4= Inadequate start-up capital 5= Lack of access to land 6= Fear of market 7= Disability 8= Others, Please specify:_____
54.	Have you received any vocational, business, and financial management skills related trainings that	1= Yes 2= No

	may help you to run any green livelihood activities/business?	
55.	What resources or support and skill do you need to participate in green livelihood activities and business? (Multiple Response)	1= Financial assistance 2= Training programs 3= Networking opportunities 4= Mentorship 5= Other, please specify _____
56.	What are the major strengths you have which help you to be successful in green livelihood activities and business?	1= Self-esteem and motivation 2= Hard working behaviour 3= Other _____

ANNEX 2: ADULT WOMEN & MEN SURVEY

Introduction

My name is ----- . I am contacting you on behalf of SOS Children's Villages Ethiopia. You are invited to be part of a research study. The purpose of the study is to help SOS Children's Villages Ethiopia better understand the existing situation of target beneficiaries. Participation in this study is voluntary. Your participation is very important, but you may choose not to participate and you are welcome not to answer any questions that you do not want to answer without any consequence. The interview takes about 20-30 minutes to complete. Before, I proceed I would like to get your verbal consent agreeing to be part of the research, please be sure that you understand what the study is about. If you have any questions about the study, you can ask me at this point. Would like to take part in the study?

- ☐ Yes, I consent to participate in this study.
- ☐ No, I do not consent to participate in this study.

Name of Enumerator: _____

Date of interview: _____

SECTION 1: DEMOGRAPHIC DATA (HOUSEHOLD HEAD INFORMATION)				
S/N	Question	Response		
1	City/Town	1= Hawassa 2= Jimma		
2	Kebele/ Village	1 = Tabor 2 = Tilte 3 = Jiren 4= Mendre Kochi		
3	Sex of HH head	1= Male 2= Female		
4	Age of HH head	1= 18-20 4= 31 - 40 2= 21-30 5 = > 50 3= 31-40		
5	Marital Status	1= Single 3= Separated/Divorced 2= Married 4= Widowed		
6		Age group	Male	Female
		0 - 5		
		6 -18		
		19 - 49		
		50- 60		
		61 and above		
7	Educational Level	1= Can't read or write 2= Read and write only 3= Primary (1-6th Grade) 4= Junior (7-8th Grade) 5= Secondary (9-12th Grade) 6= Higher Education (diploma, TVET) & above		
8	Occupation	1= Government employee 2= Private Sector employee 3= Self-employed/Own Business 4= Housewife 5= Daily laborer 6= Retired 7= Other, specify_____		

9	Total number of people in your household (Male/Female)	1 = Male:_____ 2 = Female:_____
10	Does anyone in your household have a disability?	1 = Yes 2 = No
11	If yes, what type of disability? (multiple response is possible)	1 = Hearing Impairment, 2 = Visual Impairment, 3 = Mental Impairment, 4 = Dysfunctional Hand/s, 5 = Mobility Problem
Section 2: LIVLIHOOD RELATED QUESTIONS		
12	What is your main engagement for a living? (Multiple Response)	1 = Petty trader/Business 2 = Civil servant 3 = Pensioner 4 = Other
13	Are you satisfied with your current income?	1 = Yes 2 = No
14	Are you interested in pursuing entrepreneurship or starting your own business?	1 = Yes 2 = No
15	What resources or support do you need to improve your livelihood? (Multiple Response)	1 = Financial assistance 2 = Training programs 3 = Networking opportunities 4 = Mentorship
16	In the last 12 months, did you ever need to borrow some money or take out a loan?	1 = Yes 2 = No
17	If YES for Q16, was your request/ application for the loan successful?	1 = Yes 2 = No 3 = Somewhat (partial loan provided)
18	From where did you borrow or obtain a loan?	1 = Government bank 2 = Private bank 3 = Local MFI 4 = NGO 5 = Money lender/ 6 = Relatives 7 = Friends 8 = Other, specify/
19	For what purpose did you borrow or take a loan?	1 = Start/expand own income generation activity (IGA) or business 2 = Education 3 = Personal expenses 4 = Household use 5 = Emergency use (own) 6 = Emergency use (family) 7 = Medicine/hospitalization (own) 8 = Medicine/hospitalization (family) 9 = For repayment of borrowed money 10 = Other (Specify)
20	If you needed money to start a small business, where would you most likely hope to get some assistance?	1 = Government bank 2 = Cooperative bank 3 = Local Micro finance institute (MFI)

		4=NGO 5=Other, specify/_____
21	Is there is any effort to support poor women and adolescent girls to generate their own income in your kebele/ locality?	1= Yes 2= No 3= I don't know
22	Do you have a child or children within age group of 0- 14 living with you in this house?	1= Yes 2= No
23	Do you have children currently enrolled in early learning program (for 4-6 Age?)	1= Yes 2= No
24	Do you have children currently enrolled in school (7- 14 age)?	1= Yes 2= No
25	Is there school unenrolled school age children in your family?	1= Yes 2= No
26	If YES for Q 25, What are the reasons that keep children from enrolling a school? (Multiple response is possible)	1= Financial reason (can't afford school uniform/supplies); 2= Distance (school too far away); 3= Responsible for/take care of sick parents/household; 4= Family/household work 5= Health problem 6= Others, specify_____
27	Of the school-aged children, 6-18 years, enrolled in school, is there children who have dropped out of school?	1= Yes 2= No
28	Why do children drop out/stop attending/ in your villager?	1= Financial reason (can't afford school uniform/supplies); 2= Distance (school too far away); 3= Responsible for/take care of sick parents/household; 4= Family/household work 5= Health problem 6= Others, specify_____
29	To what extent do you agree/disagree that "Young people in your area face barriers or challenges in relation to securing and sustaining self-employment".	1=Strongly agree 2=Agree 3=Neither agree nor disagree 4=Disagree 5=Strongly disagree
30	If you agree, please state the barriers or challenges in relation to securing and sustaining self-employment (Multiple response is possible).	1=Lack of or shortage of adequate initial capital 2=Difficulty finding good location and or premises for starting own business 3=Unaffordable cost of marketing 4=Lack of their personal motivation to get started 5=Lack of entrepreneurship, business & financial management skills 6=Other, specify
31.	Young people in our locality are able to identify business opportunities in their communities	1=Very Little Extent 2=Little Extent 3=Some Extent 4=Great Extent 5=Very Great Extent

32.	There is increased confidence among young people to venture into businesses	1=Very Little Extent 2=Little Extent 3=Some Extent 4=Great Extent 5=Very Great Extent
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ANNEX 3: KEY INFORMANT INTERVIEW

Interview questions: Questions are organized by different categories of represented interviewee(s). While there are a couple of questions in common to all interviews, most are tailored specifically for each sector.

1. *Relevant local government sector organization: Labor and Community affairs office, Job Creation office, and Micro, Small and Medium enterprise offices.*
2. *Private Sectors/Company owners: agro-processors, agribusiness firms, association of farmers, cooperatives, commercial banks, supermarkets, etc.*
3. *For training and education providers (TVETS, FTCs, CSTS, youth centers, etc.*
4. *NGOs (SOS Children Village-Staff)*

KII WITH: RELEVANT LOCAL GOVERNMENT SECTOR ORGANIZATION:

Name of the interviewer: _____

Region: _____

City: _____

Kebele/Village: _____

Place of the meeting: _____

Date of interview: _____

Participants Name	Sex	Age	Education Level	Organization/Office	Position

1. How do you describe about the status of unemployment and livelihood situations in this town?
2. How do you define youth (young women & men) in this area? Based on your observation and experience, what are the two or three most important facts about youth (young women & men) in this community? Their weakness and strength?
3. In what ways does your organization work to support youth (young women & men) in meeting their challenges? Can you describe your work related to youth?
4. How young people, in particular women, acquire skills (both hard and soft skills)?
5. Are young people here ready to start their own life regarding self-sufficiency, participation in variety of social life and skills that are needed in daily life? If you say no, what do you believe are the most important skills for them to start their own adult life?
6. What are employers' attitudes towards female workers and persons with disability?

7. In which environmentally sustainable livelihoods are women and girls currently engaging in? Do these environmentally sustainable livelihoods yield profits? Or are there any issues?
8. Do these environmentally sustainable livelihoods pose risks to women and girls? Are there any other disadvantages?
9. What are the main challenges youth and women face in finding a job or starting a business?
10. Is there a community based support system for vulnerable youth, especially young women? If, yes please explain
11. Are there now effective programs or other services for youth? What are these? Who leads and manages them?
12. What type of capacity development support do women and adolescent girls need to improve access to green economic livelihoods?
13. What are your recommendations for the SOS Children's Villages Ethiopia program/grow equal project
14. How do you rate the perceptions/attitudes of adolescent girls and women regarding working in the green business/ livelihood practices?
15. What are the main challenges you are facing women and adolescent girls (skills, resources, equipment, and access to credit and savings) to participate in green livelihood activities and business in this local area?

KII WITH: PRIVATE SECTOR/ COMPANY OWNERS/EMPLOYERS:

Name of the interviewer: _____

Region: _____

City: _____

Kebele/Village: _____

Place of the meeting: _____

Date of interview: _____

Participants Name	Sex	Age	Education Level	Organization/Office	Position

1. How do you describe about the status of unemployment and livelihood situations in this town?
2. How do you define youth (young women & men) in this area? What are the most important things to know about them?
3. Please let us know more about your organization's major objectives and activities.
4. How do you define youth (young women & men) in this area? Based on your observation and experience, what are the two or three most important facts about youth (young women & men) in this community?

5. Can you tell us about any experience in hiring youth or working with youth?
6. How many employees (female & male) does your business have? How often do you hire new full-time employees? Do you hire part-time or seasonal employees? Do you encourage young women to be employed in your organization?
7. Have you hired "fresh school graduates" in the past five years?
8. Do your young applicants demonstrate mastery of required skills? If not, what is missing?
9. What do you recommend for the upcoming SOS Children's Villages Ethiopia program/grow equal project beginning later this year?
10. How do you describe about employers' attitudes towards hiring young employees (below the age of 29) versus hiring employees above age of 30?
11. What are main challenges employers face when searching and hiring new staff?

KII WITH: NGOs (SOS Children Village Staff):

Name of the interviewer: _____

Region: _____

City: _____

Kebele/Village: _____

Place of the meeting: _____

Date of interview: _____

Participants Name	Sex	Age	Education Level	Organization/Office	Position

1. What are your organization's major objectives and activities? What kind of youth programs you are now implementing in this area?
2. Please tell us about your success and challenges?
3. What is the level of capacities of SOS children Village Ethiopia and the local partners have to promote women empowerment, youth employment and entrepreneurship for young people?
4. To what extend do local partners network with relevant actors (government, private sector, non-governmental organizations, microenterprises, and training centres (TVET centres, universities, and colleges)?

TRAINING AND EDUCATION PROVIDERS (TVETS, FTCs, CSTS, youth centers, etc.):

Name of the interviewer: _____

Region: _____

City: _____

Kebele/Village: _____

Place of the meeting: _____

Date of interview: _____

Participants Name	Sex	Age	Education Level	Organization/Office	Position

1. Please tell us about your organization's major objectives and activities or programs? List the major training areas.
2. Do you have different package or program for youth who don't fulfilled your training institute criteria?
3. What kinds of skills training programs does your institute provide? List
4. Do you currently have programs for youth and livelihoods? Do you believe they are effective?
5. Based on your observation and experience, what are the two or three most important facts about youth (young women & men) in this community?
6. Are young people here ready to start their own life regarding self-sufficiency, participation in a variety of social life and skills that are needed on daily life? If you say no, what do you believe are the most important skills for them to start their own adult life?
7. What is your present capacity to develop short skills courses? Are you willing to consider others? Please give us some examples from your experience?
8. To what your institute work with private sectors?
9. Based on your observation and experience, what are the main challenges youth and women face in finding a job or starting a business?

ANNEX 4: YOUTH FOCUS GROUP DISCUSSION

Overall: The purpose of this focus group discussion is to hear the voices of young people as they speak about the ideas and dreams for their future, about opportunities and challenges, and about work, money, and livelihoods. Form the FGD group either mixed or separate groups, based on the community culture and situation, for example, gender, level of education, age, etc. Facilitator asks questions in language comfortable to young people, and guides the conversation so that most youth express themselves on each question.

Group discussion should take into account the cultural context, type of focus group and gender relations.

Background information of the key informants:

S/No	Name	Sex	Age	Education level	Woreda/kebele	Contact detail (phone number)
1						
2						
3						
4						
5						
6						
7						
8						

Guide Questions for Youth Focus Group Discussion

Thinking about the future

1. What do you think the youth (young women and men) want to achieve in the next years to change their livelihood?
2. Which do you think are harder and easier to achieve? Why?

Opportunities and challenges

3. What are the major strengths of young people (women and men) that will help them to achieve their goals?
4. What resources and assets (such as physical/natural, financial, networks, services, etc.), are available for youth to help them to achieve their goals?
5. What other opportunities exist for young people (women and men)?
6. What are the factors/challenges that limit the youth to attain their goals?

Livelihoods and work

7. How do young women and men use their time? What are the 5 major activities that they spend more time on (either at home or outside)?

8. Why are youth (young women and men) involved in those activities?
9. What are the major activities that youth (young women and men) do to generate income? Do you think those activities will change in the next year or so? Why?
10. Now, thinking again about youth (young women and men) goals, what would youth like to be doing that would generate income for them and their family? What skills will they need?
11. Can you share the story of a youth role model (youth group) in your community? (two maximum detail success story)
12. What are the aspirations of youth and women regarding wage employment / self-employment? What is their preference?
13. How do you rate the perceptions/attitudes of adolescent girls and women regarding working in the green business/ livelihood practices?
14. What are the main challenges you are facing women and adolescent girls (skills, resources, equipment, and access to credit and savings) to participate in green livelihood activities and business in this local area?