



**RAPID ASSESSMENT ON THE PROTECTION NEEDS,
RISKS, AND VULNERABILITIES OF RETURNING
MIGRANT WORKERS AND MEMBERS OF THEIR
FAMILIES IN ETHIOPIA**

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Acronyms

AGAR	AGAR Ethiopia Charitable Society
AVR	Assisted Voluntary Return
AVRR	Assisted Voluntary Return and Reintegration
AWSAD	Association for Women's Sanctuary and Development
BLMA	Bilateral Labour Migration Agreement
BRMM	Better Regional Migration Management
CBO	Community Based Organization
CETU	Confederation of Ethiopian Trade Unions
COD	Country of Destination
COO	Country of Origin
CSO	Civil Society Organization
DK	Dignity Kit
DTM	Displacement Tracking Mechanism
DV	Diversity Visa
EDRMC	The Ethiopian Disaster Risk Management Commission
EEF	Ethiopian Employer Federation
EHOA	East and Horn of Africa
ETB	Ethiopian Birr
ER	Economic Reintegration
FBO	Faith-Based Organization
FCDO	Foreign, Commonwealth and Development Office
FGD	Focus Group Discussion
FTR	Family Tracing and Reunification
GBV	Gender Based Violence
GCC	Gulf Cooperation Council
GCM	Global Compact on Migration
GDP	Growth Domestic Product
GOE	Government of Ethiopia
GSA	Good Samaritans Association
IGAD	Intergovernmental Authority on Development
ILO	International Labour Organization
INVEA	Immigration, Nationality and Vital Events Registration Agency
IO	Internaional Organization
IOM	International Organization for Migration/UN Migration
JI	Joint Initiative
KSA	Kingdom of Saudi Arabia
MOE	Ministry of Education
MFI	Micro-Finance Institution

MHA	The Macedonians Humanitarian Association
MOFA	Ministry of Foreign Affairs
MOH	Ministry of Health
MOLS	Ministry of Labour and Skills
MOLSA	Ministry of Labour and Social Affairs
MOSHE	Ministry of Science and Higher Education
MOT	Ministry of Transport
MOU	Memorandum of Understanding
MOWCY	Ministry of Women, Children and Youth
MOWSA	Ministry of Women and Social Affairs
MSE	Micro and Small Enterprise
NFIs	Non-Food Items
NGO	Non-Governmental Organization
NPC	National Partnership Coalition
OTA	Onward Transportation Assistance
REC	Regional Economic Community
RF	Reintegration Facility
RMFM	Regional Ministerial Forum on Migration
RPC	Regional Partnership Coalition
SLO	Special Liaison Office
TC	Transit Center
TGWs	Technical Working Groups
TVET	Technical Vocation Education and Training
UASC	Unaccompanied and Separated Children
UMC	Unaccompanied Migrant Children
UN	United Nations
UNDSS	United Nations Department for Safety and Security
UNICEF	United Nations Children's Fund
USD	United States Dollar
VOT	Victims of Trafficking
WISE	Women in Self-Employment

Executive summary

The issue of migration and reintegration is becoming a priority for the Government of Ethiopia (GOE). With the increase in migration flows from Ethiopia over the past decade, return and reintegration is becoming an increasingly salient issue with many Ethiopian nationals coming back home to Ethiopia. Ethiopia has the largest number of migrants returning to the East and Horn of Africa. According to IOM's DTM (Displacement Tracking Mechanism), over 425,000 migrants were returned to Ethiopia between May 2017 and December 2021. The decision to return is often prompted by unforeseen hardships such as changes in government migration policies or the recent COVID-19 pandemic. The COVID-19 pandemic has deeply affected the social and economic foundations of every country in the world and Ethiopia is no exception. The immediate and adverse consequences of COVID-19 are being felt, especially by the most vulnerable groups, including migrant worker returnees, as many host communities have been and are still living in dire poverty conditions.

This report is informed by information collected through primary and secondary sources. Primary data collection was governed by questionnaires targeting returned Ethiopian migrant workers, governmental and non-governmental organizations in Oromia and Southern Nations, Nationalities and People's Region (SNNPR), and Addis Ababa City Administration. This report is based on interviews with returned Ethiopian migrant workers from the European Union (EU), Gulf Cooperating Council (GCC) countries, and African countries back to their homes in the Southern Nations, Nationalities, and Peoples' Region (SNNPR), Oromia Region and the Addis Ababa administrative area, to understand the key risks and vulnerabilities they faced during their return and reintegration. This report has compiled the key challenges, risks, and vulnerabilities which surround migrant worker returnees in their pursuit of sustainable reintegration into their communities of origin. This report also maps key governmental and non-governmental stakeholders involved in the various stages of return and reintegration by interviewing key governmental and non-governmental stakeholders to understand the services available to migrant worker returnees as well as to understand the coordination and collaboration mechanisms during the return and reintegration phases. This report highlights the key role of governmental and non-governmental stakeholders in ensuring the safe and dignified return and reintegration of migrant workers.

Primary and secondary sources were used to collect data from these areas. Primary data was collected through questionnaires targeting Ethiopian migrant worker returnees and key stakeholders. An FGD (Focus Group Discussion) was also implemented as a primary data collection method. A desktop review was conducted to analyse policy and legal frameworks, coordination and collaboration mechanisms, and to map key stakeholders involved in return and reintegration.

Identified Key Findings and Recommendations: The GOE has made significant progress in improving the return and reintegration process for migrant workers. In 2013, following the mass deportation of Ethiopian migrant workers from Saudi Arabia due to intensified exploitation and abuse of migrant workers, the GOE banned the recruitment of domestic and care workers to the Middle East. The *Overseas Employment Proclamation (Proclamation No. 923/2016)* and its revised version *Proclamation No. 1246/2021*, are positive steps since they restrict the deployment of workers before a bilateral agreement is concluded between the GOE and the receiving country and, sets a coordination mechanism to manage the return and reintegration process from top to bottom. The adoption of Proclamation No. 909/2015 and its revised version Proclamation No. 1178/2020, Returnees Reintegration Directive No. 65/2018,

and the National Referral Mechanism Directive for Victims (Directive No. 562/2020), shows the GOE's efforts and commitment to ensure the protection of migrant workers and the sustainability of the return and reintegration process for migrant workers returnees.

- ❖ Vulnerabilities of Migrant Worker Returnees: Key risk factors of Ethiopian migrant worker returnees include lack of livelihood and employment opportunities, inadequate reintegration assistance, emotional instability, anxiety, low self-esteem and family and community issues.
 - None of the interviewed migrant worker returnees had a job or an alternative livelihood option prior to their journey, indicating that the reason for their decision to migrate is economic. Fifty percent (50%) of the interviewed EU migrant worker returnees obtained jobs after their return to Ethiopia. However, except for one migrant worker returnee, none of the GCC and African countries migrant worker returnees had jobs prior to their migration and after their return to Ethiopia. Because of Covid-19, the sudden loss of their jobs abroad and subsequent loss of income significantly affected their personal and their families' economic sustainability. Economic reintegration at home, however, was and continues to be particularly challenging given low employment opportunities, few livelihood options, lack of skills training and credit facilities to start a new business. This requires the development of strategies and programs targeting migrant worker returnees and the community-at-large to increase livelihood options, rural and urban employment opportunities, facilitate skills training based on the migrant worker returnees' area of interest and credit access to start a new business.
 - In many cases, Ethiopian migrant worker returnees spent years struggling to reach their respective destination countries. For example, interviewed GCC migrant worker returnees claimed they were out of Ethiopia from years ranging between 2011-2021; however, the actual time they spent in their country of destination ranged from only 10 months to 9 years. Some migrant worker returnees spent time in detention centers ranging from 4 months to 2.2 years. After such dangerous and deadly journeys, most irregular migrants reached their intended country of destination where they would face another round of abuse and exploitation. As a result of their exposure to various traumatic situations and in addition to returning home without achieving their migration goals, depression, stress, emotional instability, anxiety, low self-esteem and other psychosocial problems were frequently expressed. These issues require focused psychosocial reintegration interventions.
 - Similarly, during a migrant worker returnee's absence from his/her country and due to other reasons, such as the lack of money to fund education and the need to work, migrant worker returnees may not be able to continue their education. The health of adult-aged migrant worker returnees might be compromised due to stress factors. This can be addressed through social reintegration planning. Mechanisms should be put in place to accept school-age migrant worker returnees who arrive in Ethiopia after the annual school registration period has passed. Note: Other countries allow school-age children to mainstream/register and attend school regardless of when they arrived in-country or relocated from one city or region or state to another.
 - There is commendable cooperation and collaboration among stakeholders on the provision of assistance to migrant workers during the return phase compared to the reintegration phase. Without strong reintegration assistance, which enables migrant

worker returnees to achieve economic self-sufficiency and ensure the protection of their social and psychological well-being, sustainable return and reintegration cannot be achieved. Returnees who cannot reintegrate due to a lack of reintegration options may seek to re-migrate. The majority of interviewed migrant worker returnees mentioned that they do not wish to re-migrate. However, if their economic, psychosocial, and social wellbeing does not improve, they might be pushed to consider re-migration.

- Family and community factors: Families and communities-at-large play a crucial role in the success of migrant worker returnees' return and reintegration. Strategies should be put in place to raise the awareness of spouses and other family members, friends, as well as the community, on the challenges the migrant worker returnees faced during their journey and to encourage them to play a positive role in the return and reintegration process. Improving family income through support of family farming activities and/or assisting the family in engaging in alternative income generating activities can reduce the economic burdens of the family.
- ❖ Policy and Legal Frameworks: Despite the large numbers of migrant worker returnees in Ethiopia, there are no policies and a legal framework to guide and manage return and reintegration. In the absence of policies and a legal framework, the GOE guides and manages return and reintegration through proclamations and directives. Proclamations and accompanying guidelines, though they can help in the absence of policies and a legal framework, cannot replace well-developed policies and a legal framework. The Ethiopian National Migration Policy, which is currently under development, mentions return and reintegration under the thematic area of protection of migrant workers. Although this is commendable, given the high number of migrant worker returnees, especially from GCC countries, stand-alone policies and a legal framework on return and reintegration are required to fully address the situation.
- ❖ Capacity to Manage Return and Reintegration: The GOE, through proclamations and directives, clearly describes each government stakeholder's role and responsibilities throughout the various stages of return and reintegration. However, for implementation purposes, adequate financial resources must be allocated as well as the assignment of competent human resources. Mobilizing community resources for community projects (i.e., locally available materials, communal lands, etc.), involving returnees who can contribute free labour while receiving return and reintegration support and services reduces financial burdens on government. High staff turnover and frequent internal reshufflings are further eroding the human resource capacities of government stakeholders. It is also equally important to assign a competent person with subject matter knowledge and experience on return and reintegration processes. Staff capacity-building workshops to raise awareness, knowledge, understanding and new trends on return and reintegration are essential.
- ❖ Data Management Governance System: A data collection and management system is another important aspect in effective migrant worker return and reintegration management. Most stakeholders have their own data collection and management system which they utilize during interview sessions with migrant worker returnees. This is either because stakeholders are not aware of a central data collection and management system or there is no such system. Development of a central data collection and management system is highly recommended as well as ensuring that all stakeholders are made aware of its applications and benefits.
- ❖ Coordination and Collaboration: As described under Section X, the GOE has put in place a coordination mechanism to guide and manage all stages of return and reintegration. However, the practicality and effectiveness of the coordination and collaboration mechanism is not yet at the level of providing for the needs of migrant worker returnees. Identification of bottlenecks within the coordination and collaboration mechanism is required followed by action based on the

findings and recommendations of an assessment. It is also advisable to learn from other countries that have established an effective coordination and collaboration mechanism. In addition, there is a need to revise the National Referral Mechanism Directive for Victims for integration into Proclamation 1246/2021.

- ❖ **Follow-up and Monitoring:** Once migrant worker returnees arrive back to their communities, a well-coordinated, individual follow-up and monitoring plan is critical to implement. Migrant worker returnees might face unexpected challenges that can only be identified and tackled through continuous follow-up and monitoring. A monitoring and follow-up team established at the grassroots “Kebele” level composed of community members, including elders, faith-based organizations (FBOs), community-based organizations (CBOs), civil society organizations (CSOs) and others could be instrumental in implementing day-to-day follow-up which could contribute to the success of the returnees’ reintegration.

1. Introduction

In today's globalized world, labour mobility and labour migration are increasingly important policy issues. Economic hardship and geopolitical crises leading to the lack of decent work are resulting in growing and diverse migratory movements. In many economies, including emerging economies, aging populations and declining labour forces are also contributing to the growing mobility of workers. Women are joining migration flows in growing numbers as independent workers, with important consequences for gender equality in countries of origin and destination alike.

The East and Horn of Africa (EHOA) region hosts seven of the fifteen top intra-African migration/mobility corridors: South Sudan to Uganda (900,00 no.2), Somalia to Kenya (485,000 no.6), Somalia to Ethiopia (467,000 no.7), South Sudan to Ethiopia (no.8) and Uganda to Kenya (no.13). EHOA also hosts four of the ten countries on the continent with the largest number of immigrants (Uganda, Ethiopia, Kenya, South Sudan).

East Africa is a large and dynamic market with close to 174 million people, the majority being youth and ready to enter the labour market or seek opportunities abroad due to increased unemployment in their countries of origin. Pre-Covid-19, the region's economies were on a steady growth pathway with Sudan, Ethiopia, Djibouti, and Eritrea experiencing between 5 and 9% GDP growth per annum. However, production, investment, and trade were growing at an uneven pace depending on economic sectors, industries, or geographic location. This continues to create incentives for populations from rural and less developed areas to seek livelihood opportunities in more advanced and vibrant urban economic zones – both within the region and outside of it.

In addition, the increased demand for traditionally female sectors of domestic work and other forms of care work has feminized EHOA migration **as 50% of international migrants from the EHOA are women.** This is reflected in return flows as well. Ethiopia is one of the largest sending countries of female domestic workers to Middle Eastern countries. About 1,500 girls were estimated to leave each day to the Middle East before the Ethiopian government banned all work-related movement through official channels in 2013.

Since the onset of the Covid-19-related economic slowdown, EHOA migrant workers have started to return particularly from the Middle East and within the Intergovernmental Authority on Development (IGAD) region. Aside from migrant workers travelling through regular channels, there are undocumented migrant workers waiting to be returned from among others. The EHOA governments are also receiving involuntary returns from those languishing in deportation centers and prisons as well. For instance, IOM revealed that between May 2017 to December 2021, Ethiopia had received over 425,000 plus migrant returnees from the Kingdom of Saudi Arabia (KSA) alone with over 88% of whom reported that they were returning involuntarily. This requires expanding reintegration opportunities to enable returning migrants and intra-regional migrant workers to explore pathways for regular migration and mobility within the EHOA region. Reintegration should follow a holistic approach to economic empowerment and reintegration by looking at returning migrants but also specific groups that are inclined to potentially become part of irregular flows. It is critical in the EHOA to ensure a conducive condition at the local and regional levels for productive and sustainable livelihoods which are in line with the provisions of the Global Compact for Migration (GCM) to “minimize the adverse drivers and structural factors that compel people to leave their country of origin and for the sustainability of reintegration efforts and the prevention of migration out of desperation.”

The COVID-19 pandemic has exposed many Ethiopian migrant worker returnees to extremely vulnerable situations. Many migrant worker's returnees still live under conditions where they can easily contract the disease. Covid-19 has caused the sudden loss of employment and deteriorating employment opportunities due to the closure of businesses further exacerbating migrant worker returnees' already bleak economic situation. Most labour migrants return to Ethiopia with no money in their pockets. The COVID-19 situation has further challenged the GOE on any return and reintegration assistance it provides to migrant worker returnees. To cope with the situation and to continue return and reintegration services, in 2020, IOM's Special Liaison Office (SLO), in collaboration with the GOE, developed "COVID-19 Response Standard Operating Procedures (SOPs) for Returning Migrants (including Migrant Worker Returnees)." This SOP provides clear guidance on the Covid-19 collaboration and coordination mechanisms throughout the return and reintegration process.

Better Regional Migration Management (BRMM) in East Africa is a program implemented by IOM and funded by the Foreign, Commonwealth, and Development Office (FCDO) to enhance labour migration governance and protection of migrant workers and their family members' human, social, and labour rights through intra and inter-regional cooperation on a whole of government and whole of society approach, to support regional integration and facilitate mobility for transformative inclusive and sustainable economic growth as well as youth and women empowerment.

Below the theory of change of the BRMM program is described.

"If government labour migration national and regional policy frameworks improve by building the capacities of governments in a holistic joint, coordinated, whole-of-government approach to developing, adopting and implementing BLMAs and align BLMAs with international principles of ethical recruitment, migrants rights, labour and social standards, including through enhanced cooperation of consular services; IF the regional and nation policy improved frameworks move, in the long run, to regulation, enforcement and change on the ground for the benefit of all so no one is left behind; IF non-government stakeholders (civil society and by extension labour unions and migrants and migrant associations themselves, etc.) are fully engaged on a whole of society approach to have a lasting improvement in conditions for job seekers and migrant workers; IF employment conditions and recruitment are switched from a migrant abuse model towards one that is rooted in international ethical standards to support humane labour migration; IF government responses are built on evidence-based labour migration data analysis to ensure safe and orderly labour and dignified mobility of migrant workers and members of their families in the region and beyond;

THEN labour migration and human mobility in EHOA will transform, in the long run, from a currently risky and dangerous livelihood strategy to a safe and productive force, which brings benefits of regional cooperation and integration for sustainable and inclusive economic growth, youth and women empowerment."

The program works at both the regional and national levels. At the regional level, IOM proposes to work with Regional Economic Commissions (RECs) and their Member States through the Regional Ministerial Forum on Migration (RMFM) and its four Technical Working Groups (TWGs). At the national level, the program will support the Member States in enhancing their capacities in policy and practice leading to greater impact and faster results, engaging local government and non-government partners, from the diaspora, private sector, and civil society.

2. Country background - Ethiopia

Since the onset of COVID-19's related economic slowdown, East and Horn of Africa (EHOA) migrant workers have started to return particularly from the Middle East and within the Intergovernmental Authority on Development (IGAD) region. Aside from migrant workers travelling through regular channels, there are undocumented migrant workers waiting to be returned from other countries and entities. The EHOA governments are also receiving involuntary returns from those languishing in deportation centers and prisons as well. Reduced job opportunities in destination countries also have increased involuntary return migration, placing urgent pressure to provide job opportunities for the returnees. For instance, IOM revealed that between May 2017 to December 2021, Ethiopia had received over 425,000 plus migrant returnees from the Kingdom of Saudi Arabia (KSA) alone, over 88% of whom reported that they were returning involuntarily. Consequently, remittance inflows are expected to decline significantly in 2021 pushing more households into fragility, unable to meet basic needs. For families and communities with remittance-supported nutrition, health, education and income, the developmental impact will be significant.

Women migrant workers form a substantial share of the total migrant outflows from the EHOA region. This is reflected in return flows as well. Ethiopia is one of the largest sending countries of female domestic workers to Middle Eastern countries. About 1,500 girls were estimated to leave each day to the Middle East before the Ethiopian government banned all work-related movement through official channels in 2013. The ban was installed after the reported abuse and exploitation of Ethiopian women in the destination countries. Unfortunately, the ban did not stop the movement but caused an increase in the number of women leaving through illegal channels. On the other hand, the return and reintegration of these migrants into the socio-economic context of their country did not receive any attention until the expulsion of about 160,000 Ethiopian irregular migrants from Saudi Arabia following the Arab spring.

Surveys from Ethiopia have shown that unemployment, low wages, lack of savings, and psychosocial issues were common problems that many male and female migrant workers face when returning home. At the same time, skilled and diaspora returnees may mostly require information on government economic and social policies and investment opportunities. Both the Ethiopian government and local and international non-governmental organizations (NGOs) responded to the problem and provided reintegration assistance for some returnees. The assistance included psychological counselling programs, vocational training in various areas such as cooking and hairdressing, urban agriculture like poultry raising and the production of construction materials for six to eight weeks, work sheds, credit facilities and health care for those who were traumatized. However, little is known if the provided return and reintegration support eased the multi-layered vulnerabilities of the returned migrant workers.

The vulnerabilities returned migrant workers face require expanding reintegration opportunities. The reintegration approaches should follow a holistic approach to economic empowerment and reintegration by looking at the vulnerabilities of returning migrants as well as groups that are inclined to potentially become part of irregular flows. It is critical in the EHOA to ensure conducive conditions at the local and regional levels for productive and sustainable livelihoods, which are in line with the provisions of the Global Compact for Migration, for the sustainability of reintegration efforts and the prevention of migration out of desperation.

3. Methodology

This Rapid Assessment on the Protection Needs, Risks, and Vulnerabilities of Returning Migrant Workers and Members of their Families in Ethiopia is informed by information collected through primary and secondary sources. Primary data collection was governed by questionnaires targeting returned Ethiopian migrant workers, governmental and non-governmental organizations in Southern Nations, Nationalities and People's Region (SNNPR), Oromia Region, and Addis Ababa City Administration. At the request of the IOM/Regional Office, IOM/Ethiopia identified and assigned a Labour Mobility and Social Inclusion (LMI) focal point person (POC) to assist in the identification of returned migrant workers, key stakeholders (governmental and non-governmental), and overall facilitation throughout the primary data collection. In addition to primary data collection, secondary sources, including available legal and policy frameworks, proclamations, and directives issued by the Government of Ethiopia as well other documents, were used to inform the report. Given the limitations described under Section V of this report related to the security situation in Ethiopia, the actual data collection was done by local consultants with remote leadership and supervision provided by the lead consultant.

KII Individual, Government, and Stakeholder Interviews Per Region:

- **Addis Ababa:**
 - Twelve KII individual interviews were scheduled in Addis Ababa for EU migrant worker returnees since no EU returnees could be identified in SNNPR or Oromia regions. Of the 12 scheduled interviews, 10 individual interviews were conducted with 2 individual interviewees declining to be interviewed at the venue. Seven individual interviews were in-person while 3 individual interviews were conducted via mobile phone.
 - Eight federal government and stakeholder interviews were conducted in person.
 - A Focus Group Discussion with the IOM/Special Liaison Office Joint Initiative (IOM/SLO JI) and Assisted Voluntary Return and Reintegration (AVRR) teams was conducted.
- **SNNPR:**
 - Twelve KII individual interviews were scheduled and conducted for GCC and African countries migrant returnees via mobile phone. No EU migrant worker returnees were identified in SNNPR.
 - All 6 in-person FGDs scheduled in Hosanna, SNNPR region, with a focus on female migrant returnees, were canceled.
 - Two local government and stakeholder interviews were conducted via mobile phone.
- **Oromia:**
 - Twelve KII individual interviews were scheduled and conducted for GCC and African countries migrant returnees via mobile phone. No EU migrant worker returnees were identified in Oromia.
 - All 6 in-person FGDs scheduled in Jimma, Oromia region, with a focus on female migrant returnees, were canceled.
 - Two local government and stakeholder interviews were conducted via mobile phone.

The local consultants were provided with significant background information, individual and government/stakeholder KII questionnaires, and daily remote supervision. However, due to the security situation, language translation barriers, time constraints, difficulties in contacting migrant worker returnees, and conducting remote interviews utilizing the local phone network, the quality, depth, and analysis of data collected and reported did not meet expectations. Despite these constraints, it was possible to integrate KII migrant worker returnee and government and stakeholder responses obtained via completed interviews and questionnaires into this report.

4. Assessment objectives and focus

The overall purpose of conducting a **Rapid Assessment on the Protection Needs, Risks and Vulnerabilities of Returning Migrant Workers and Members of their Families in Ethiopia** is to contribute to bringing positive change for the economic empowerment and sustainable reintegration of returned migrant workers and members of their families by providing detailed data on their current situation. Specific objectives of the assessment are:

- To conduct a rapid assessment in two regions of Ethiopia (SNNPR and Oromia) known for hosting high numbers of returning migrant workers and members of their families to identify the protection needs, risks, and vulnerabilities.
- To conduct analysis of the policy and legal frameworks as well as the coordination and cooperation mechanism that exists among governmental and non-governmental organizations on the return and reintegration of migrant workers.
- To develop recommendations to enhance the service provision for the sustainable reintegration of returned migrant workers and members of their families as well as inform the design of support measures and programming.

This rapid assessment focused on Ethiopian returned migrant workers from three geographical regions, namely, the European Union (EU), Gulf Cooperation Council (GCC) countries and African countries, in two regions within Ethiopia, namely, Southern Nations, Nationalities and Peoples' Region (SNNPR) and the Oromia Region, known for receiving high numbers of returnees, to gather evidence on the protection needs, risks, and vulnerabilities of the returned migrant workers and their family members. The rapid assessment primarily focused on the return and reintegration of low and semi-skilled migrant workers. Given that female and male migrant workers may experience different issues and problems throughout the migration cycle and, specifically, the return and reintegration cycle, gender considerations are mainstreamed in the rapid assessment to identify women's special needs and develop a series of recommendations for sustainable integration of women migrant workers.

Based on the findings, recommendations are provided to enhance the service provision for the sustainable return and reintegration of returned migrant workers and inform the design of support measures and programming.

5. Assessment limitations

- The **security situation** in Ethiopia was one of the major challenges in the entire process of data collection. Due to the state of emergency declared by the Government of Ethiopia on November 4, 2021, and the revocation of UNDSS travel and security clearances, the lead consultant could not travel to Ethiopia for data collection. Similarly, because of the revocation of UNDSS travel and security clearances, the planned travel to the SNNPR and Oromia regions by the local consultants was canceled. This created delays in the finalization of data collection as well as the assessment report. Although the local consultants were barred from traveling to the SNNPR and Oromia regions, all scheduled individual interviews were rescheduled and conducted by mobile phone. It is important to note that all FGDs were canceled due to the logistical challenges of remotely organizing the groups and organizing joint virtual communications, apart from an IOM FGD conducted in Addis Ababa with the IOM/SLO JI and AVRR teams.
- **Re-shuffling of federal and local government** officials in various ministries and the general state of tension contributed to the difficulties of scheduling interviews with federal and local government officials and other stakeholders. Despite the federal and local government re-shuffling exercise, the local consultants interviewed 2 SNNPR and 2 Oromia government officials virtually and 6 federal government and other stakeholder officials either in-person or virtually.
- **Intermittent communications:** The lead consultant continued to lead the rapid assessment remotely utilizing available communication tools including Email, What's App, and Microsoft Teams. At times, communications were intermittent and inconsistent due to the state of emergency, operational and network difficulties.
- **Contacting identified migrant worker returnees** was challenging. Contacting identified migrant worker returnees from provided lists was challenging and time-consuming. Many identified migrant worker returnees moved to other locations within the SNNPR or Oromia regions and could not be contacted. Documented mobile phone contacts provided by many migrant worker returnees were no longer valid or the numbers belonged to other family members.
- **Capacity of the local consultants:** Although the local consultants were provided with significant background information and KII individual interview and government/stakeholder questionnaires, a lack of familiarity and understanding of the subject matter became apparent. As the month progressed, improvement was noted but the quality, depth, and analysis of data collected, and reporting did not meet expectations. A no-cost contract extension was provided to one local consultant in an attempt to resolve the information gaps. Reporting and deliverables deadlines were established and clearly communicated to the consultants both verbally and in writing. However, the reporting and deliverables deadlines were not adhered to. It became apparent that although the two local consultants came with high recommendations, they were lacking in professional English verbal and writing skills, data collection and interpretation, data organization, analysis, and professional report writing skills.
- **Language barrier:** Most of the interviews with stakeholders and returned migrant workers were conducted either in the Amharic or Oromo language. Individual and stakeholder questionnaires were created in English and translated to Amharic and Oromo. Responses were recorded in the language

of the interview and the local consultants translated the KII interviewee responses into English. It was determined that the possibility of a quality-of-data loss in translation due to a lack of professional English skills, both verbal and written, cannot be ruled out.

6. Risk and Vulnerabilities of Returned Ethiopian Migrant Workers and Members of their Families: Analysis and Findings per Region and per Country of Destination

This rapid assessment targeted returned migrant workers from the European Union (EU), the Gulf Cooperation Council (GCC) countries, and African countries. A total of 34 migrant worker returnees (16 males and 18 females) were interviewed from 3 different areas/regions: Addis Ababa, SNNPR, and Oromia Regions.

6.1 EU Migrant Worker Returnees in Addis Ababa – See Annex 1

EU Migrant Worker Returnees: All interviewed EU migrant workers reside in Addis Ababa. Out of the total 12 EU migrant worker returnees scheduled for an interview, it was only possible to interview 10. Of the 10 interviewed, 6 are males and 4 are females. Their ages range from 35 to 57 years indicating that all are in their prime productive employment age range and can contribute positively to the socio-economic status of their region and beyond. Regarding marital status, 3 are married (2 males and 1 female), 1 male is divorced and 6 are single (2 males and 4 females). Of the 6 males, 4 have children. Of the 4 females, none have children. The numbers of household members range from 1 – 8 people. The number of breadwinners ranges from 0 – 2 household members. Of those interviewed, the range of dates spent out of Ethiopia are from 2001 - 2021 with a range of years spent within the EU between 1.2 – 31 years. No one held a job prior to their migration to the EU and 50% of the EU migrant worker returnees are now employed. (3 males and 2 females).

Facilitating return: IOM solely facilitated the return of 7 migrant workers with 2 migrant workers assisted jointly by IOM and another organization. One migrant worker was returned by an EU-based NGO.

Assistance upon return: Nine returnees received assistance solely from IOM or jointly from IOM and another organization. One returnee received assistance from an EU-based NGO. Six returnees received cash assistance from IOM and 3 returnees each received cash assistance from either IOM and the German Catholic Church, the Government of Norway, or KARITAS Germany. Eight returnees received accommodations from IOM while 1 returnee received accommodations from IOM and KARITAS Germany.

Protection needs, risks, and vulnerabilities upon return: Six returnees reported that they experienced financial problems, 6 returnees reported family issues with their spouse or other household members, 3 returnees reported community-related issues, 3 returnees health/medical issues, and 2 reported psychosocial issues.

Protection needs, risks, and vulnerabilities during the reintegration phase: Eight returnees reported experiencing financial problems, 6 returnees reported family issues with their spouse or household members, 2 returnees reported community-related issues, 2 returnees reported medical care problems and 1 reported psychosocial issues.

When asked about the **type of support the migrant worker returnees want to ensure their sustainable reintegration**, the majority responded that they want financial assistance followed by skills training, job placement, psychosocial support, educational support, and support to establish/start a new business and farming. This indicates that most of the returned migrant workers' requirements during the reintegration process is related to economic integration, followed by psychological and social reintegration demands. Per the responses collected from the returnees, lack of livelihood and/or employment opportunities are the main drivers for re-migration.

When asked about the **type of support they require to avoid re-migration**, the majority responded that they require financial and workplace support followed by counseling and educational support. Two migrant worker returnees who faced extreme hardship during their previous migration indicated that they have no intention of re-migrating. However, this should not be considered a guarantee that re-migration will not be considered. Most of the migrant worker returnees who travelled to Europe and faced extreme hardship during their migration have no intention of re-migrating illegally. However, if legal pathways become available and, if they can obtain permission to work, many wish to return to their EU country of destination.

Table 1: Ayelech's Story (EU female migrant worker returnee)

Ayelech (name changed to protect her identity), a 35-year-old female migrant worker returnee, departed Ethiopia in 2013 destined for Germany. She returned to Ethiopia in 2020 facilitated by IOM, Ayelech was single when she departed Ethiopia and maintains that she still is single and lives alone. She claimed that she did not work in Germany due to the authorities' refusal to grant her permission to work. In view of this, it is unclear how Ayelech supported herself in Germany for 7 years. Ayelech did not learn or obtain any job skills in Germany despite being unemployed.

Interestingly enough, Ayelech stated that prior to her departure from Ethiopia, she worked as a hotel waitress, learned computer skills and earned a driver's license.

Financial issues were and are her biggest problem since she borrowed money to travel to Europe and has not repaid the loan. Upon return, her goal was to start a business after receiving ETB 60,000 from IOM, ETB 1000 from URO and an undisclosed amount of support from the German Catholic Church. She claims that she had no family, community or psychosocial issues upon her return and reintegration. She claims that she is employed in the travel provision sector with a low salary that does not allow her to pay back the money she initially borrowed to travel abroad.

Her expectation was to receive more financial support, training and job placement guidance from governmental and non-governmental organizations upon her return and reintegration. She states:

"Migration worsened my life. I have been aging without doing what I should. When I returned to Ethiopia, my agemates were married and have children. I am frustrated and ashamed when I see this."

Her closing thoughts on return and reintegration for migrant workers in Ethiopia:

"It is better to improve the return and reintegration process and support for returned migrants until they become stable and self-sufficient."

Table 2: Voices of EU Migrant Worker Returnees

What assistance do you require to support you NOT to RE-MIGRATE to another country:

“I need financial and workplace support to start my own business. But I wish to return to my destination country if I get a legal opportunity and work permission. I also want to go to the USA for a better job and health care.”

“I need financial support and counseling. I have an interest in returning to my previous destination if I get legal permission. I would like to go to Canada if I get the opportunity because I want a better job for a better life and I want to live with my brother who is living in Canada.”

“I need a job and an educational opportunity. I need a job that could change my life. I may want to go to an Arab country if conditions are not ‘facilitated’ here in Ethiopia. I do not want to live in Europe without a green card. Despite better facilities in Europe, it is better to live here in Ethiopia by begging on the street because in Europe there are many things that threaten a migrant worker’s psychology and life.”

“I never wish or think to go to any country. I learned a lot about being a refugee and its psychological, economic, and social impacts. I can go abroad only with a scholarship and for a visit instead of living because I learned how much an individual gets respect from individuals and the community: it varies by country of origin and country of destination. I can work and change my life if I get some additional monetary support for more integration. I have seen the culture, purpose, activities and works of foreign countries when I was abroad. If there is support from the government and other organizations, I am enthusiastic to change my livelihood because nothing is better than one’s own country. I do not want to go abroad even if I win the Diversity Visa (DV) lottery. I already learned from my previous experiences.”

6.2 GCC Migrant Worker Returnees in SNNPR and Oromia – See Annexes 2 and 3

GCC Migrant Worker Returnees: A total of 11 GCC migrant worker returnees, 7 from the SNNPR Region and 4 from the Oromia Region, were interviewed via phone.

Of the 7 GCC Migrant Worker Returnees from the SNNPR Region, 1 is male and 6 are females with ages ranging from 22 – 31 years, indicating that all are in their prime productive employment age and can contribute positively to the socio-economic status of their region and beyond. Regarding their marital status, of the females, 1 is single, 4 are married and 1 is divorced. The 1 male is single. Of the 6 females, 1 has 3 children, 1 has 2 children, 2 have 1 child and 2 have no children. The 1 male does not have children. The numbers of household members range from 2 – 10 people. The number of breadwinners ranges from 0 – 4 household members. Of those interviewed, the range of dates spent out of Ethiopia are from 2011 - 2021 with a range of months/years spent in the GCC between 10 months – 9 years. No one held a job prior to their migration to the GCC and none currently have jobs. GCC migrant worker returnees in SNNPR cite that a lack of livelihood and/or employment opportunities are the major causes of migration.

Facilitating return: The following organizations either solely or jointly facilitated the return of the 7 GCC migrant workers: Government of Ethiopia 5, IOM 2, the government of a GCC country 1, a GCC country employer 1 and 1 by another entity. This indicates how important coordination and collaboration among stakeholders is for safe, regular, and orderly return of migrant workers.

Assistance upon return: The following organizations either solely or jointly assisted the 7 GCC migrant workers upon return: Government of Ethiopia 7, IOM 3, the government of a GCC country, a GCC country employer 1 and 1 by another entity. The Government of Ethiopia provided accommodations at a Covid-19 isolation center to 5 of the 7 GCC returnees, medical, psychosocial care, hygiene, and basic bedding and food supplies to 2 returnees.

Protection needs, risks, and vulnerabilities upon return: Seven returnees reported experiencing financial issues, 5 returnees reported experiencing psychosocial issues, 4 returnees reported family issues with spouses or other household members, 3 returnees reported community-related issues and 2 returnees reported medical issues.

Protection needs, risks, and vulnerabilities during the reintegration phase: Seven returnees reported experiencing financial issues, 5 reported family issues with spouses and/or other household members, 4 reported psychosocial issues, 3 reported community-related issues, and 1 reported medical care problems.

When asked about the **type of support the GCC migrant worker returnees in SNNPR want to ensure their sustainable reintegration**, the overwhelming majority responded that they want financial assistance and jobs. A few want to establish businesses. This indicates that most of the returned migrant workers' requirements during the reintegration process are related to economic integration, followed by psychological and social reintegration demands

When asked about the **type of support they require to avoid re-migration**, 7 returnees specifically stated that they will consider re-migration if they do not receive support to find employment or open a business. Four migrant worker returnees who faced extreme hardship during their previous migration indicated that they have no intention to re-migrate. Per the responses collected from the returnees, lack of livelihood and/or employment opportunities are the main drivers for re-migration. All the returned migrant workers do not want to re-migrate to another country if they achieve economic self-sufficiency either through self-employment or other employment opportunities.

Table 3: Abebe's Story (GCC male migrant worker returnee)

Abebe (name changed to protect his identity), a 24-year-old single, male migrant worker returnee, departed Ethiopia in 2018 destined for Saudi Arabia, via Yemen. He was arrested while working in Saudi Arabia in 2021 and tested Covid-19 positive. His return to Ethiopia was facilitated by the Red Cross. Abebe joined friends in Riyadh who were working in a garage. There, he learned job skills. Prior to his migration, he had not been employed.

Financial issues were and are his biggest problem: "I was not happy because I returned empty-handed."

Abebe wanted financial, training guidance, psychosocial and job placement support. However, he did not ask for nor receive any assistance. He did not face challenges related to his family nor his community. However, he did feel stressed upon his return. He stated the following:

"I returned without a plan. Returning made me dependent on my family. I was supporting my family by sending money to cover some household expenses. The family faced a scarcity of money to cover these expenses."

His closing thoughts on return and reintegration for migrant workers in Ethiopia:

"I don't want to re-migrate. I was working in a garage when I was there. I want to open my own garage if I get money to change my life. I want to work for (self) determination."

Table 4: Voices of GCC Migrant Worker Returnees in SNNPR

What assistance do you require to support you NOT to RE-MIGRATE to another country:

“I don’t want to re-migrate. I want to open my own garage, if I get the money, to change my life. I want to work for (self) determination.”

“I don’t want to re-migrate if I get a job capable of changing my life. I would like to engage in a clothe shop if I get support.”

“I want a working place and initial capital to work and change my life. Initially, I need psychosocial support, training on business and a business plan and job guidance.”

“I will re-migrate unless I get some support to start working to generate my own income. I do not want to depend on others. It will be good if I get initial capital to begin my own business. We have been expecting much from the government. Most of the time they collect our information for their own betterment than reintegrating returnees. It is difficult to talk. I am not happy to give you information. I know the government is lying to us. No one thinks about returnees.”

Of the four GCC Migrant Worker Returnees from the Oromia Region, 1 is male and 3 are females with ages ranging from 22 – 31 years, indicating that all are in their prime productive employment age range and can contribute positively to the socio-economic status of their region and beyond. Regarding their marital status, the 1 male is married. Of the females, 1 is married, 1 is divorced and 1 is widowed. The 1 male has 3 children while the 3 females have 3, 3, and 2 children, respectively. Numbers of household members range from 2 – 6 people. The number of breadwinners range from 0 – 2 household members. Of those interviewed, the range of dates spent out of Ethiopia are from 2005 - 2020 with a range of months/years spent in the GCC between 1.3 – 7 years. No one held a job prior to their migration to the GCC and only one returnee is currently employed in her own business. GCC migrant worker returnees in Oromia site that a lack of livelihood and/or employment opportunities are the major causes for migration. It is important to note that 3 of the 5 returnees did not arrive at their destination African country for work. Instead, they were placed in a detention center in a transit country en route to their destination country. Detention ranged from 4 months to 2.2 years before they were returned to Ethiopia.

Facilitating return: The Government of Ethiopia facilitated the return of 2 returnees. One returnee could not identify the organization who facilitated his return, and 1 returnee could not recall the return details.

Assistance upon return: The Government of Ethiopia assisted 3 returnees upon their return with 1 returnee stating that they could not identify the organization who assisted. The Government of Ethiopia provided accommodations to 1 returnee whereas 1 returnee stated that accommodations were provided but could not recall details. The Government of Ethiopia provided medical care to 1 returnee.

Protection needs, risks and vulnerabilities upon return: Three returnees reported experiencing financial issues, 3 returnees reported medical issues, 2 returnees reported family issues with spouses or other household members, 2 returnees reported community-related issues and 1 returnee experienced psychosocial issues.

Protection needs, risks and vulnerabilities during the reintegration phase: Four returnees responded experiencing financial issues, 3 returnees reported family issues with spouses and/or other household members, 2 returnees reported psychosocial issues, 1 reported community-related issues and 1 reported medical care problems.

When asked about the **type of support the GCC migrant worker returnees in Oromia want** to ensure their sustainable reintegration, most wanted assistance to either start a business or job placement support. One respondent requested widow's financial support for herself and her children. Again, this indicates that the majority of the returned migrant workers' requirements during the reintegration process are related to economic integration, followed by psychological and social reintegration demands. Again, per the responses collected from the returnees, lack of livelihood and/or employment opportunities are the main drivers for re-migration.

Table 5: Voices of GCC Migrant Worker Returnees in the Oromia Region

What assistance do you require to support you NOT to RE-MIGRATE to another country:

- I do not wish to re-migrate, but I need support in starting a good business that could help me in educating my children.
- I want to engage in my own business if I get some good support. I mean that I want a permanent job.
- I do not wish to re-migrate if I get financial support, counseling and training services and job guidance.
- I do not want to re-migrate if I get something to start my own business to change my living condition. I want money to start my own business.

When asked about the **type of support GCC migrant worker returnees require to avoid re-migration**, 3 of the 4 migrant returnees specifically stated that they do not wish to re-migrate if they can receive support to either open a business or find employment. Therefore, re-migration cannot be ruled out if essential reintegration sustainability supports are not provided. Financial and job placement support are the key areas of support these migrant workers require to re-start a good life in Ethiopia. All migrant worker returnees do not want to re-migrate provided they receive support to enable them to reach economic self-sufficiency.

6.3 African Countries Migrant Worker Returnees in SNNPR and Oromia – See Annexes 4 and 5

Of the 5 African Countries Migrant Returnees in SNNPR, 4 are male and 1 is female with ages ranging from 23 – 34 years, indicating that all are in their prime productive employment age range and can contribute positively to the socio-economic status of their region and beyond. Regarding marital status, of the males, 1 is married and 3 are single. The 1 female is single. Of the males, 1 has 3 children and the other 3 males have no children. The 1 female does not have children. The numbers of household members range from 3 – 11 people. The number of breadwinners range from 1 – 4 household members. Of those interviewed, the dates spent out of Ethiopia range from 2010 – 2021, with a range of 4 months to 2.2 years spent in an African country. No one held a job prior to their migration to an African country. Two returnees have obtained regular employment while 2 others have obtained casual or intermittent employment. One is unemployed. Data collected on African countries' migrant worker returnees point to livelihood issues and lack of employment opportunities as the major causes for migration.

Facilitating return: IOM facilitated the return of 2 returnees, IOM and the Government of Ethiopia 2 returnees, and the Government of Ethiopia 1 returnee.

Assistance upon return: IOM and the Government of Ethiopia assisted 2 returnees upon their return, the Government of Ethiopia 1 returnee, IOM, Red Cross, and a private recruitment agency (PRA) 1 returnee and the government of an African country 1 returnee. IOM provided accommodation for 3 returnees

Protection needs, risks, and vulnerabilities upon return: Five returnees reported family issues with spouses and/or household members, 4 returnees reported financial issues, 4 returnees reported psychosocial issues, 2 returnees reported community-related issues and 2 returnees reported medical care problems.

Protection needs, risks and vulnerabilities during the reintegration phase: Five returnees responded financial issues, 4 returnees reported family issues with spouses and/or other household members, 3 returnees reported psychosocial issues, 2 returnees reported community-related issues and 2 returnees reported medical care problems.

When asked about the **type of support the African countries migrant worker returnees in SNNPR want to ensure their sustainable reintegration**, the overwhelming majority responded that they want jobs, job placement and guidance, skills training, financial assistance and psychosocial support. This indicates that the majority of returned migrant workers' requirements during the reintegration process are related to economic integration, followed by social reintegration demands. Per the responses collected from the returnees, lack of livelihood and/or employment opportunities are the main drivers for re-migration.

When asked about the **type of support SNNPR African countries migrant worker returnees require to avoid re-migration**, most of these returnees clearly do not wish to re-migrate. They stated that unemployment and lack of access to finance for new businesses are the key push factors to re-migrate illegally. If these issues are resolved and they obtain employment or become self-employed, they have no intention of re-migrating.

Table 6: Abebech's Story (African country female migrant worker returnee)

Abebech (name changed to protect her identity), a 27-year-old female migrant worker returnee, departed Ethiopia in 2019, originally destined for Beirut, Lebanon. After identifying work via an employment agency and traveling to Addis Ababa, she was informed that she would be travelling to Sudan by car. In Sudan, along with 40 others, they were made to live in a suffocating container. She claims that those migrants who had relatives with money were removed from the container. Those migrants that did not have money "remained in the container and were made to meet agencies' sexual needs." She was then selected for employment and left the container. Her harrowing story in Sudan continued with attempts of sexual abuse and treatment as a slave. Finally, when her employment agency encouraged her to satisfy the sexual advances of her employer's family member and when her employer refused to pay her 6 months of salary arrears, she decided to return to Ethiopia but was arrested and detained in Sudan, having had her passport confiscated by her employer. After obtaining money from her mother, receiving assistance from the Ethiopian community and, at the outbreak of Covid-19, she returned to Ethiopia in September 2020. Abebech was immediately arrested and sent to an IOM Covid-19 isolation center for 25 days. At the isolation center, she received food, accommodation, clothing and Covid-19 training. She was promised ETB 4500 from IOM but claims she never received anything,

Abebech learned new job skills in Sudan including laundering, ironing and food preparation. She was unemployed prior to her departure to Sudan. The biggest problems she encountered upon return were financial, family and community issues:

"My family was expecting me to return with huge money. I cry when I think about my failure to change

the life of my family.”

“My brother, himself, has also been fighting with me ‘in words’. They have been saying that I am intentionally saying I don’t have money. ‘She has been lying and she has been hiding to use the money when she gets married.’”

“I had serious financial problems during my reintegration because I returned with ‘bare hands’”

“Verbal attacks were serious problems I faced upon my return. ‘They’ know about my detention. They talk about me but they do not know the hardships I went through.”

Abebech claims that she did not receive any training or job placement guidance. However, she now has her own coffee-tea service business to generate her own income.

Her closing thoughts on migration, return and reintegration for migrant workers in Ethiopia:

“I wanted to re-migrate but the agency asked me for a huge amount of money. I cannot go because of lack of money.”

“I recommend that you save our sisters below the age of 18 who have been raped, beaten and died while en route, by preventing illegal migration. I saw a woman raped by 3 men...please, I am happy it was stopped. There are women and girls who have gone mad in Sudan because they served as slaves. Therefore, it is good if this route is closed. Our sisters are completely dying. Please, please...”

Table 7: Voices of African Countries Migrant Worker Returnees in SNNPR

What assistance do you require to support you NOT to RE-MIGRATE to another country:

“I don’t wish migration even for my enemy. I would like to have my own work. I want to have a barber shop, like my brother, to change my life and my family. I hate migration because I stayed without food and water for a prolonged period on the way to my destination. I stayed safe from hurricanes and shootings. Several of my friends died on the way. I never wish... I want to work and change my life here in my country.”

“It is unemployment which makes an individual choose illegal movements. I do not want to move and migrate anywhere if conditions are not facilitated for a job opportunity. I would re-migrate to help and support myself and family if a job opportunity is facilitated. I would not opt to migrate if there was a job opportunity. No one thinks about migration if we are helping each other or if someone provides help.”

“I want credit, training, counseling, and other financial services. Money is our core problem taking me away from my country. If you get what I am saying, I will never re-migrate. I want my country for living and working!”

“I don’t want to re-migrate. I learned a lot from my previous migration and life in prison. I never advise people to migrate illegally. I want to work hard to change the living conditions of myself and family if I get a vehicle.

I will be happy if I get a permanent job. I do not want to go anywhere if I get a job. Everybody is living by working. So, I will be happy if there is work.

Of the 8 African Countries Migrant Worker Returnees in Oromia: 4 are males and 4 are females with ages ranging from 18 – 57 years, indicating that all, except for 1, are in their prime productive employment age range and can contribute positively to the socio-economic status of their region and beyond. Regarding marital status, all males are single and of the 4 females, 1 is single, 2 are married and

1 is divorced. Of the 4 males, none have children. Of the 4 females, 1 has 3 children, 2 have 1 child and 1 has no children. The numbers of household members range from 3 – 8 people. The number of breadwinners range from 1 – 5 household members. Of those interviewed, the range of dates spent out of Ethiopia are from 2008 - 2021 with a range of months/years spent in African countries between 10 months – 12 years. No one held a job prior to their migration to an African country and 5 are currently employed either full time or intermittently. African countries migrant worker returnees in Oromia cite that a lack of livelihood and/or employment opportunities are the major causes of migration.

Facilitating return: The following organizations either solely or jointly facilitated the return of the 8 African country migrant worker returnees: Government of Ethiopia facilitated the return of 5 returnees, IOM 2 returnees and other organizations 3 returnees.

Assistance upon return: The following organizations either solely or jointly assisted the 8 African country migrant workers upon return: Government of Ethiopia 5 returnees, IOM 2 returnees and other organizations 3 returnees. The Government of Ethiopia and an unknown organization provided cash to 2 returnees each. The Government of Ethiopia provided accommodation for 7 of the 8 returnees. Two returnees received hygiene supplies, bedding and clothing, although it is unclear from which entity.

Protection needs, risks and vulnerabilities upon return: Seven (7) returnees reported experiencing financial issues, 6 returnees reported psychosocial issues, 6 returnees reported community-related issues and 5 reported family issues with spouses or other household members.

Protection needs, risks and vulnerabilities during the reintegration phase: Seven (7) returnees reported experiencing financial issues, 6 community-related issues, 5 reported family issues with spouses and/or other household members, 4 reported psychosocial issues and 1 reported medical care problems.

When asked about the **type of support the African country migrant worker returnees in Oromia want to ensure their sustainable reintegration**, the majority responded that they want financial assistance, job placement and guidance. Skills training, assistance in starting a business and medical care were also requested. This indicates that the majority of the returned migrant workers' requirements during the reintegration process are related to economic integration, followed by social reintegration demands. Per the responses collected from the returnees, lack of livelihood and/or employment opportunities are the main drivers for re-migration.

When asked about the **type of support African countries migrant worker returnees in Oromia require to avoid re-migration**, all 8 returnees stated that want financial support, assistance to start a business or “any kind of support.” Some will consider re-migration to pay off loans for their previous migration. A few stated that they would re-migrate given the opportunity.

Table 8: Voices of African Countries Migrant Worker Returnees in Oromia Region

What assistance do you require to support you NOT to RE-MIGRATE to another country

- “I want continuation of support. I also want IOM to visit our work due to its support. I hope I will do good things, change my life and promote IOM’s support.”
- “I want to get support for change.”
- “I want financial support to begin my own business and to continue counseling.”
- “I don’t wish to re-migrate. I see it is possible to make money here in Ethiopia. But there is no initial capital. I learned a lot about challenges from migration. Now, we can work and change our lives if we get support.”

- “I am paid only ETB 500 from my current job, which is insignificant for my life and the life of my child. Therefore, I will be very happy if I get the opportunity to engage in my own permanent business.”
- “I am unable to re-migrate. But I look forward to getting any help and support.”
- “I want to re-migrate if I get money because of the “credit” my family received for my departure from Ethiopia. Otherwise, I want support to generate my own income which could enable me to return the credit my family received.”
- “To strongly continue working to change my life more.”

7. Key Processes and Services on Return and Reintegration

Upon return, migrant workers begin to receive short and long-term services from governmental and non-governmental organizations, beginning with their arrival at the airport followed by transit center accommodation and services, and finally, return to their families and communities.

7.1 Return Services (Day 1 of the migrant worker’s arrival up to day 30):

The first 30 days after arrival is critical. Success during the return stage will determine the success of reintegration once the migrants return to their families and communities. IOM has developed a tool to guide service provision at the transit center. Services involved in the return process are of two types: pre-departure service in the country of destination (COD) and post-arrival service in the country of return.

Pre-Departure Services include nationality verification, travel document preparation (temporary passport/ laissez-passer) and transportation back to the country of origin. In the absence of an Ethiopian Embassy in the COD, representatives from the Ministry of Foreign Affairs (MOFA) and IOM will travel to the COD to conduct registration of returnees, implement nationality verification and prepare the required travel documents.

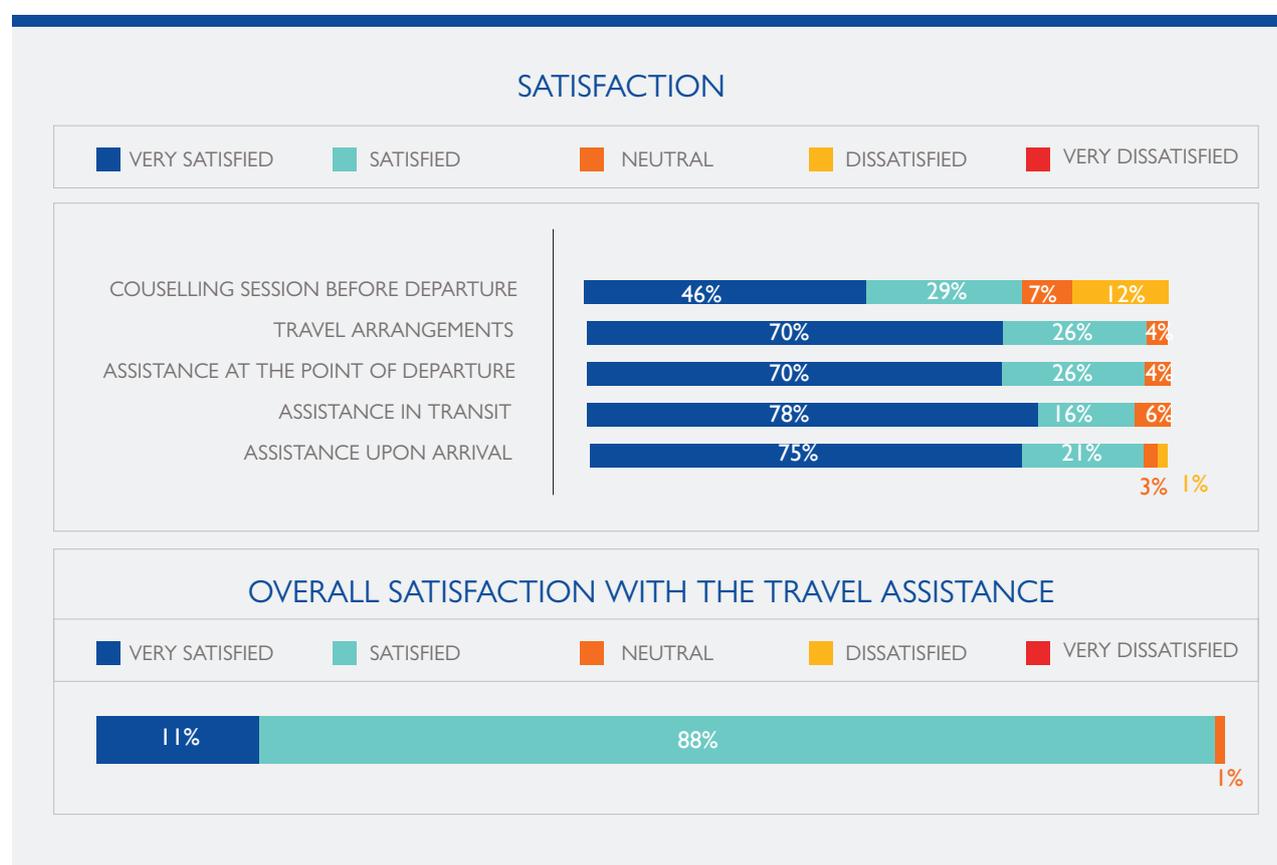
Post Arrival Assistance: When migrant worker returnees arrive at the transit center, various services are provided. Some services are common to all, including food and accommodation, and some services are provided based on the migrant worker returnee’s condition and need, i.e., rehabilitation services. In general, post-arrival assistance at the transit center includes accommodation, NFIs, food, health assistance, psychological support, family tracing and reunification, vulnerability assessment, and onward transportation assistance (**See Annex 6**). IOM SLO Addis Ababa provides COVID-19 Cash-Based Assistance for adult migrant worker returnees in the amount of ETB 4500.00. UMCs are entitled to a family reunification Re-Insertion Grant of ETB 1000.00.

To measure the satisfaction level of returnees, most stakeholders, i.e., WISE, GSA, etc., collect feedback utilizing oral and written questions when meeting returnees. A few implement a customer satisfaction tool to evaluate a returnee’s level of satisfaction. An evaluation of returnees’ level of satisfaction, which was reviewed for this rapid assessment, indicated that returnees are satisfied with the services they receive. IOM is one of the stakeholders that has a **Satisfaction Survey Tool (Annex 8)** and an **Assisted Voluntary Return Tool (Annex 9)** to measure the satisfaction level of returnees for the services they received throughout the phases of their journey: outreach, pre-departure, travel and reception. Using

this tool, in October 2021, IOM conducted an AVR survey comprising of 403 returnees, of whom 83% were male and 17% female. The findings indicate that compared to other services, returnees are highly satisfied with the services they received at the transit center (70% of the respondents were satisfied). Pre-departure counselling services scored the lowest with only 46% of the respondents confirming their satisfaction with counseling services at their point of departure. As can be seen on Figure 1 below, overall, 88% of the returnees were satisfied, 1% neutral and 11% of the returnees were dissatisfied with the services they received at the various stages of the return process.

According to the stakeholders interviewed, reasons for returnees' dissatisfaction are associated with returnees' expectations and differences in the amount of the cash grant received from different stakeholders. For example, some returnees expected to receive an amount of money equal to what they spent on travel. When this did not prove to be the case, they expressed their dissatisfaction. The other source of dissatisfaction relates to different organizations giving different amounts of cash support. Those who received less were unhappy. There is no clear information on the causes of such differences.

Figure 1: IOM Ethiopia Assisted Voluntary Return Survey, October 2021



7.2 Reintegration Services (Month 2 to 1+ year of the migrant worker's arrival)

Once returnees arrive back to their communities, there are a variety of means and ways reintegration assistance is provided at the individual,¹ community² and structural³ levels, including community projects which benefit returnees as well as the community at-large.

Reintegration support returnees receive include:

¹ The Individual Level has initiatives to address the specific needs and vulnerabilities of returnees and returning family members (IOM definition).

² The Community Level encompasses initiatives that respond to the needs, vulnerabilities and concerns of communities to which migrants return, including returnee families and the non-migrant population (IOM definition).

³ Structural Level initiatives promote good governance of migration through engagement with local and national authorities and stakeholders and supports continuity of assistance through adequate local public services (IOM definition).

Individual Level

7.2.1 Economic Reintegration (ER) Assistance:⁴ Aims to assist returnees rebuild their economic life and obtain sustainable livelihood options. Key ER services include:

- **Entrepreneurship Training:** Assists returnees in identifying available business opportunities in their surroundings, learn business transaction recording and inventory management.
- **Vocational Skills Training:** Returnees receive vocational skills training based on their area of interest, e.g., woodwork, metalwork, embroidery, driving, barbering, etc.
- **Business Development Consultations**
- **Cash Assistance**
- **In-Kind Assistance** refers to the provision of start-up capital to enable returnees to start new businesses.

In Ethiopia, the types of economic reintegration assistance given to migrant worker returnees depend on the interest of the migrant worker returnee, budget availability, and the capacity of government institutions responsible for return and reintegration support. Once a migrant returnee's interests are identified, a returnee will be sent to a vocational skills training center or receive a cash grant or start-up capital. However, it should be noted that only a few returnees receive this opportunity. The majority of returnees are unable to obtain their needed reintegration assistance due to a lack of capacity. Most government organizations do not or cannot allocate adequate finances to support reintegration activities. In different parts of the country, the government depends on support from local, international, and civil society organizations to provide economic reintegration assistance.

7.2.2 Social Reintegration Assistance:⁵ Many returnees, either immediately after arriving in their country of origin (COO) or later during the reintegration phase, require social reintegration assistance. At the individual level, social reintegration assistance includes access to health, education, training, legal services, housing services, food, water and more. At the community level, social reintegration assistance focuses on improving the accessibility and availability of social services in communities of return.

In the case of Ethiopia, due to the financial capacity limits of service providers, there are gaps in the provision of social reintegration assistance. For example, migrant worker returnees hardly receive housing services. Also, there are cases where migrant worker returnees are denied access to education just because the registration period has passed. It is important to come up with a flexible mechanism to accommodate these returnees.

7.2.3 Psychosocial Reintegration Assistance:⁶ During their migration journey, returnees are exposed to various traumatic situations which can cause depression and stress and can contribute to other psychosocial problems. To help them cope with these psychosocial problems, IOM provides psychosocial services in collaboration with different health institutions, including Amanuel Mental Specialized Hospital and St. Paul's Hospital, and with NGOs, including The Macedonians Humanitarian Association for elderly and mentally disabled returnees at IOM reception centers. However, once returnees return to their communities of origin, the provision of psychosocial support is challenging given the lack of psychosocial service providers.

⁴ *Reintegration Handbook: Practical Guidance on the Design, Implementation, and Monitoring of Reintegration Assistance, IOM 2019.*

⁵ *Reintegration Handbook: Practical Guidance on the Design, Implementation, and Monitoring of Reintegration Assistance, IOM 2019.*

⁶ *Reintegration Handbook: Practical Guidance on the Design, Implementation, and Monitoring of Reintegration Assistance, IOM, 2019.*

In Ethiopia, the provision of psychosocial assistance is very limited and is mainly provided by NGOs.⁷ The government does not have the infrastructure nor adequate human resource capacities to provide needed psychosocial support, especially at the rural community level where these services are almost non-existent.

Community Level

Community development is an important component for the sustainable reintegration of migrant returnees. Community-based projects, developed and implemented through the active participation of returnees and supported by the local community, play an important role in the development of the community where the majority of its members are vulnerable. These projects help to address some of the vulnerabilities experienced by the returned migrants and contribute to lowering their chances of re-migration. IOM is currently running 12 community-based projects as part of community-based reintegration assistance efforts in SNNPR, Oromia Region, Amhara Region, Addis Ababa City Administration and Dire Dawa City Administration in the areas of livelihood (40%), agriculture (34%), education (11%), infrastructure (7.7%), environmental rehabilitation (7%) and WASH (0.3%). Based on the findings of the community-based reintegration survey administered by IOM SLO Addis Ababa's Joint Initiative Program in March-April 2021, which randomly sampled 477 community beneficiaries in Ethiopia (264), Somalia (67) and Sudan (146), 90% of the respondents confirmed that the projects address the needs of the returnees. Of the 477 community beneficiaries who participated in the survey, 157 were returnees.

Ensuring reintegration sustainability for returnees is the end goal of all reintegration efforts. The support returnees receive during the reintegration process should allow them to reach a level of economic self-sufficiency, psychosocial well-being and social stability within their communities. According to the respondents, to ensure returnee reintegration sustainability, returnees receive tailored services based on their interests, previous work experience obtained prior to their migration or during their stay in the country of destination, and job opportunities. Otherwise, coupled with other (re)migration drivers, there is a high potential of re-migration. The **IOM Reintegration Sustainability Survey Report (Annex 10)** conducted in September 2021, proved this and identified the key drivers for re-migration are lack of jobs, lack of security, low earnings, lack of essential services and family pressures.

Return and Reintegration Services: In Ethiopia, returnees are eligible for reintegration assistance if their level of vulnerability is high, medium or low. However, in the event of resource limitations, which is the case in Ethiopia, reintegration assistance is provided on a priority basis of high, medium or low.⁸ Job creation agencies determine the returnee's vulnerability level and will document and provide a letter of approval or certificate of eligibility. According to the revised Reintegration Directive, for example, Unaccompanied and Separated Children (UASC) who are not accompanied by a parent or guardian, migrants who have been or are exposed to violence or abuse or have severe health conditions, and returnees with mental illness and/or serious physical disabilities, are evaluated and classified as highly vulnerable. Returnees, including children whose families have no means of income/capital and returnees with minimum physical disabilities and more, are evaluated and classified at a medium level of vulnerability.

Return and reintegration services in Ethiopia are provided in coordination with governmental and non-governmental stakeholders. Each stakeholder assumes different roles and responsibilities (**See Annex 11: Stakeholders and Key Service Providers during the Return Process**). To reinforce this, the GOE recently issued Proclamation No. 1263/2021, which assigns new roles and responsibilities to government organs. Based on this proclamation, the former **Ministry of Labour and Social Affairs was**

⁷ ILO Reintegration Background Report, Dr Katie Kuschminder and Dr Alexandra Ricard Gaa, European University Institute, 2017.

⁸ Identification of vulnerability will be carried out after a thorough assessment of age, gender, physical wellbeing, health status, pregnancy status, family status (presence of dependents), means of income, mental health condition, exposure to various physical and psychological violence and other general conditions of the returnee. (Revised Reintegration Directive).

reorganized and split into the **Ministry of Labour and Skills (MOLS)** and the **Ministry of Women and Social Affairs (MOWSA)**. Those powers and duties entrusted to the former Ministry of Labour and Social Affairs relating to labour, including the **Job Creation Commission and the Federal Urban Job Creation and Food Security Agency**, are now vested under MOLS. Accordingly, MOLS and its regional structures are mandated to manage employment, skills-related issues and labour migration governance and management, including migrant workers' protection and economic reintegration. MOLS oversees the implementation of awareness-raising activities through pre-employment and pre-departure orientations for prospective labour migrants.

In addition, MOLS is the main focal point for the reintegration of returnees and manages different support options across the different phases of the reintegration process, and, provides oversight and follow-up on activities at the regional level. MOLS is responsible for the development and implementation of policies and legal frameworks. The **Federal Technical and Vocational Education and Training (TVET) Agency**, which was housed under the Ministry of Education, now resides under MOLS. MOLS plays an important role in the establishment of a system for technical and vocational training that is in line with the country's general development policy, labour, employment and skill development mandates. TVET institutions provide vocational training, education programs, apprenticeships, short-term awareness raising activities, business management and technical skills training, to help victims access gainful employment. TVET agencies/institutions are **mandated** to provide vocational trainings and skills certification for the recipient. TVET institutions, throughout the different regions and zones within Ethiopia, are IOM key partners by providing essential skills trainings for returnees to ensure their economic reintegration. The GOE has greatly invested in expanding access to TVET institutions. Between 1994 and 2017, the GOE opened 565 new TVET centers substantially increasing enrollment from 10,000 in the 1990s to 350,000 in 2015.⁹ However, despite the increased access to TVET, quality of provided services has deteriorated. Most TVET centers are characterized by poorly trained teachers, insufficient funding and inadequate equipment and facilities.¹⁰

The **Ministry of Women and Social Affairs (MOWSA)** provides support to establish centers providing holistic health, psychological, legal and rehabilitation services for women and children (including returnees), who are victims of violence, trafficking and smuggling. In collaboration with concerned bodies, MOWSA works to strengthen the social protection system to improve and ensure the well-being of Ethiopian citizens living within and outside the country (including migrant workers). Accordingly, MOWSA, in collaboration with the Ministry of Health, NGOs and International Organizations (IOs), including IOM, provides psychosocial reintegration assistance, including psychosocial counseling services to returnees who suffered physical, psychological and mental abuse during their journey.

The **Ministry of Health (MOH)** and its regional structure, is another institution mainly involved in providing medical assistance and psychosocial reintegration through its specialized hospitals, including Amanuel Mental Specialized Hospital and St. Paul's Hospital. Returnees with serious mental issues will be sent to Amanuel Mental Specialized Hospital, St. Paul's Hospital and the Macedonians Humanitarian Association to obtain the needed rehabilitation services. MOH facilitates necessary health services for returnees who are in Covid-19 isolation centers.

Other ministries, including the **Ministry of Culture and Tourism** and its regional structure, are mainly involved in raising awareness about the risks of irregular migration and the benefits of regular migration. Job creation agencies provide awareness-raising trainings aimed at changing returnees' mindsets to promote positive attitudes, self-confidence and beliefs that returnees can work and can change their

⁹ *State of Skill, Ethiopia country brief, 2020: ILO*

¹⁰ *State of Skill, Ethiopia country brief, 2020: ILO*

lives in their own country. Life skills trainings are provided which strengthen returnees' psychological readiness and boosts self-esteem.

The **Ministry of Transport** (MOT) and its regional structures, provides transportation services to returnees to their place of residence supporting family reunification. The **Attorney General**, in collaboration with academic institutions and non-governmental organizations, provides access to legal aid services for those returnees who are in need of legal support.

The **Ministry of Justice** and its regional structures, provide legal counselling services to victim returnees on their rights and obligations at all stages of legal proceedings. The **Ministry of Education** (MOE) and the **Ministry of Science and Higher Education (MOSHE)** assesses the needs of victim returnees, provides them with necessary educational materials and support, re-inserts them into schools and waives tuition fees for those who need to continue their education. Academic institutions provide free legal aid services to victims. Beyond the community projects which these institutions design and implement, they participate in raising awareness about migration utilizing community radio stations. In addition, they participate in the development, implementation and monitoring of various community-based reintegration assistance projects. Some of the participating academic institutions are Adigrat University, Jijiga University, Mekelle University, Arsi University, Haramaya University, Hawassa University, Jimma University, Madda Walabu University, Wolaita Sodo University, Wachemo University, Woldia University, Wollo University, Addis Ababa University, Gondar University, Bahir Dar University and Semera University.

One-Stop Service Centers, a part of the Job Creation Commission, developed a database where detailed information on returnees is stored. This data will be organized and intended to be shared at the federal, regional and zonal, woreda/town administration levels.

Data Collection: Well-organized statistical data is an important component in supporting the sustainable return and reintegration of migrant returnees as it informs policy, legal frameworks and programs on return and reintegration. It documents not only the number of returnees, but the type of services required, available and provided at the different stages of the return and reintegration process. The Revised Reintegration of Victims of Ethiopian Returnees Directive stipulates the establishment of a database for returnees, what information needs to be stored, contents of the data base, data sharing and coordination protocols among stakeholders, as well as responsibilities of key stakeholders on data collection processes. Accordingly, the Ministry of Labour and Social Affairs (note: it is anticipated that this responsibility will be delegated to the Ministry of Labour and Skills as per Proclamation Number 1263/2021), collects information on returned citizens from the Ministry of Foreign Affairs, the Ethiopian Airports Authority, the Immigration, Nationality and Vital Events Registration Agency (INVEA) and/or other relevant national or international organizations and enters the information onto the database. This information is shared with the Federal Urban Job Creation Agency, the Food Security Agency and other relevant institutions. The Federal Urban Job Creation Agency and the Food Security Agency are mandated to document individual returnee information collected through One-Stop Service Centers or via the rural Kebele administrations. The Federal Urban Job Creation Agency and the Food Security Agency, in collaboration with the Ministry of Labour and Social Affairs (MOLSA), (soon most likely to be the Ministry of Labour and Skills (MOLS) as per Proclamation Number 1263/2021), developed a separate data collection system and accompanying reporting forms for the registration of victim-returnees to include the type of support they receive and information about the institution that supports them. They are obligated to regularly share these forms with the appropriate agencies involved in reintegration. Despite this intention, during interview sessions, the interviewees responded that there is no central data collection and dissemination mechanism. This may be due to the interviewees not being aware of a data collection mechanism or what has been documented on paper has not, as yet, been implemented. What

was observed during the interviews is that each stakeholder has its own data collection tools and its own system of documenting migrant worker returnee information.

7.3 UN Agencies

IOM/UN Migration, ILO and **UNICEF** are the primary international organizations involved in the return and reintegration of migrant workers. These organizations have supported the GOE by designing projects and programs on return and reintegration.

IOM/UN Migration has been very active on the return and reintegration of Ethiopian returnees for decades. IOM's work on return and reintegration is mainly provided under the Assisted Voluntary Return and Reintegration (AVRR) program and the EU-IOM Joint Initiative on Migrant Protection and Reintegration program.

As can be seen from Table 5, in 2021, IOM supported the return of 2466 migrant workers. Out of these, 303 (12.3%) are female migrant workers, 2,163 (87.7%) are male migrant workers and 491 (20%) are UMC.

S/N	Return data for 2021							Total
	Age composition						18-59	
	Minors				18-59			
	UMC		AMC					
	M	F	M	F				
1	1	2	5	6	238	95	347	
2	211	15	31	18	1467	115	1857	
3	210	52	0	0	0	0	262	
Grand total							2,466	

Table 1: Number of migrant workers returned by IOM in 2021(Source: IOM SLO AVRR)

From June 2017 to December 2021, IOM provided AVRR services for 9,753 migrant workers out of which 8,258 (85%) are male, 1,495 (15%) are female, 7,147 (73%) are adults and 2,606 (27%) are minors. The Gender Equity and Inclusion Strategy of migrant workers followed by SNPPR and

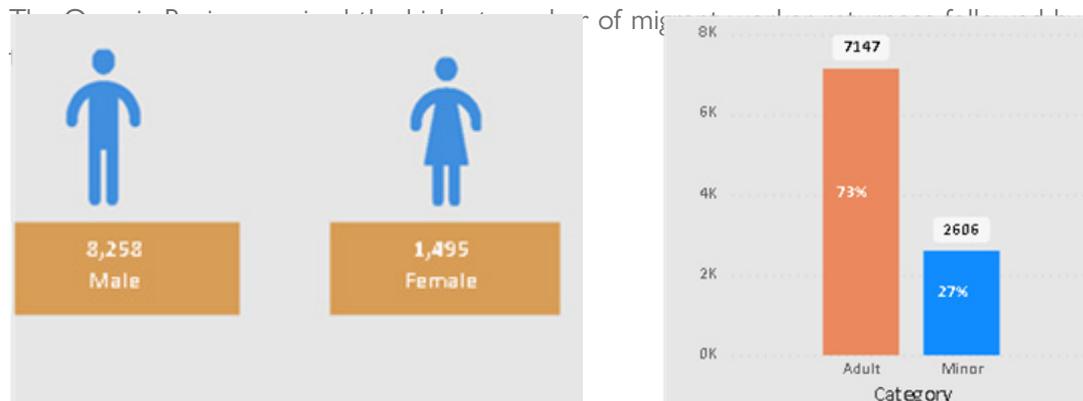


Figure 2 AVRR by Sex and Age Categories, from June 2017 to December 2021 (Source: IOM SLO JI Report)

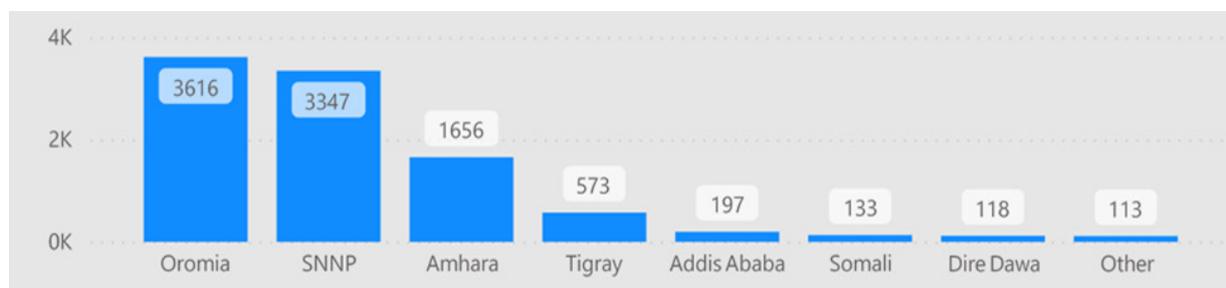


Figure 3: AVRR by Place of Return (region, from June 2017 to 2021 (Source: IOM SLO JI Report)

Key areas of IOM's intervention through these programs include:

- Facilitation of migrants' dignified return to their countries of origin.
- Strengthening of mechanisms to protect and assist migrants along the migration routes, ensuring that migrants enjoy their rights and access to services and ensuring that the migration process is safe and well-governed.
- Reintegration assistance to address returnees' economic, social and psychosocial needs, foster inclusion of communities in return and reintegration planning and provide support whenever possible.
- Awareness-raising by informing audiences about the risks of irregular migration, providing information on regular migration options and promoting social cohesion between returned migrants and their communities and current migrants and their home communities.
- Community stabilization activities to address migration drivers and promote local capacity in order to mitigate the recurrence of irregular migration or displacement while attempting to strengthen social cohesion through individual micro-entrepreneurship initiatives, improving the provision of and access to basic services, rehabilitation of infrastructure and the provision of equipment.
- Capacity building of the various state and non-state actors to promote strong ownership and investment.

ILO is another international organization that played a critical role on the reintegration of returnees under the auspices of "Improvement Labour Migration Management Program in Ethiopia."¹¹ In collaboration with the GOE, ILO played a crucial role on the development of a reintegration strategy for Ethiopia. The Reintegration of Migrant Returnees Program has made concrete contributions and achieved results in the socio-economic pillar of reintegration of migrant returnees in four areas of interventions: psychosocial support, knowledge and awareness-raising, economic empowerment and national capacity and coordination efforts in managing reintegration.

UNICEF is mainly responsible for assisting in cases of child repatriation and return. Children return either accompanied by their families or unaccompanied. Through the Vulnerability Assessment conducted in the TCs, child victims of human trafficking are identified. Subsequently, the required attention and

¹¹ ILO Reintegration Background Report on Ethiopia, Dr Katie Kuschminder and Dr Alexandra Ricard Guay, European University Institute, September 2017.

specialized treatment can be provided to them during the return and reintegration phases.

7.4 Non-Governmental Organizations

There are several NGOs involved directly or indirectly during the return and/or reintegration phases of migrant workers in Ethiopia. Below are some of these organizations and their key area(s) of support and services.

Organization for Women in Self-Employment (WISE) creates employment opportunities through the provision of trainings and credit services for migrant returnees based on a viable business plan with the goal of promoting successful reintegration. Returnees receive credit services from the WISE Credit and Savings Institution, established with the support of ILO. Beneficiaries are required to be admitted to the membership and have a minimum initial savings deposit. WISE also regularly follows up and monitors the productivity of returnees' businesses, facilitates competition, and provides awards for those beneficiaries who perform best in their businesses. WISE offers training to returnees immediately after their arrival (i.e., from day 1 of their arrival to date 30). In collaboration with IOM, WISE trains returnees on available life-changing opportunities within their communities communicates and provides information to enable returnees to plan. (Participant: WISE).

Hope for Justice welcomes migrant returnees at the airport and provides services, including family reunification, reintegration, psychosocial support, assessment, identification, and first aid. Hope for Justice refers migrant returnees to agencies and organizations that provide temporary shelter, food items and NFIs. Staff remain with the returnees for a very short period of time at the airport during the assessment and referral process and escort them to other agencies. Hope for Justice's child policy is that every child younger than 15 – 17 years must live with their family while children older than 15 – 17 years have the right to live independently within their community (Participant: Hope for Justice).

AGAR Ethiopia Charitable Society (AGAR) provides socio-economic reintegration services to migrant returnees as well as counseling, training, deployment to work and reunification services. AGAR continuously follows up with returned migrants, mainly through phone calls or visits, to monitor the progress of their work/businesses and financial savings. (Participant: AGAR).

Good Samaritan Association (GSA) provides shelter-based accommodation, health services, family reunification and reintegration activities to migrant returnees who returned voluntarily or involuntarily. Reunification and reintegration activities are implemented by conducting family tracing, home visits, reunifying victims with their families, providing Basic Business Skills and Life Skills Training for women and girls and seed money for women and girls to start businesses of their choice with the goal of improving their social and economic status.

Association for Women's Sanctuary and Development (AWSAD) provides holistic rehabilitation and reintegration services for women and girl survivors of violence. AWSAD provides women and girls with first aid health services, referrals to partner specialized hospitals in case of serious health problems, sanitary and hygiene materials, temporary shelter, psychological counseling, legal aid, and other services to help them recover from their traumas, reintegrate into society and create economic independence. AWSAD organizes empowerment sessions in which vulnerable women, children, and/or girls attend basic literacy to learn to read and write.

Best Agency provides pre-departure training to migrant workers to protect themselves from gender-based violence and advice and support in opening a bank account with the goal of saving after the first three months in their country of destination (COD). Upon return, Best Agency facilitates credit access

to returnees. Returnees who have saved for one year in their COD can borrow up to ETB 500,000.00 while those who have saved for two years can borrow up to ETB 1,000,000.00.

Macedonians Humanitarian Association (MHA) is focused on helping the elderly and those with mental disabilities by providing all basic services (food, clothes, shelter, hygiene facilities, medical, educational, etc.), to residents of the center. MHA provides psychosocial reintegration assistance for those returnees displaying mental disabilities.

7.5 Civil Society Organizations

The **Ethiopian Employer Federation (EEF)** and the **Confederation of Ethiopian Trade Unions (CETU)** also contribute to the reintegration of migrants. EEF has branches throughout the country as well as sectoral associations with the private sector. It is a vital national voice for business, employment, labour, industrial relations, social issues, etc. The EEF provides training to employers on labour standards, workers' rights and trafficking. They have and continue to play a key role in the protection of migrant workers' rights. EEF provides services to returnees mainly through facilitating skills and job matching, contributing to the reintegration of returnees. Using their country-wide networks, EEF facilitates linkages between jobseekers (including returnees) and employers. CETU provides awareness-raising trainings to returnees on workers' rights, on the risks and dangers associated with irregular migration and the benefits of regular/legal migration.

8. Policies and Legal Frameworks in Ethiopia on Return and Reintegration

The GOE has taken different steps to improve labour migration governance in the interest of ensuring the protection of migrant workers. These measures include a 2013 ban on domestic and care worker recruitment to the Middle East in light of atrocities committed against Ethiopian migrant workers, especially women migrant workers. During the past few years, Ethiopia has been in the process of developing a National Migration Policy and a National Labour Migration Policy. The National Migration Policy clearly describes return and reintegration and places it under the Protection of Migrants' Pillar. It describes different strategies to enhance the safe, orderly and dignified return of migrants and focuses on the comprehensive reintegration of victims and other vulnerable migrants.

Realizing the extent and magnitude of abuses and crimes perpetrated against its citizens, especially in Middle Eastern countries, while stipulating that victim migrant returnees have the right to obtain support even in the absence of return and reintegration legal and policy frameworks, the GOE manages return and reintegration through the following instruments:

Ethiopian Overseas Employment Proclamation (Proclamation No. 923/2016): The Government of Ethiopia issued Proclamation No. 923/2016, replacing the Employment Exchange Service Proclamation (Proclamation No. 632/2009), to ensure the protection of the rights, safety and dignity of Ethiopians working abroad. This proclamation defines and regulates the role and responsibilities of government stakeholders and the private sector in the overseas employment of Ethiopians. It restricts the deployment of workers before a bilateral agreement is concluded between the GOE and the receiving country and sets up a coordination mechanism to ensure proper provision of cooperation and support for counseling and reintegration activities. The proclamation has provisions related to public employment exchange services, conditions of work, overseas employment exchange services through an agency, violation and corresponding measures and welfare services. Proclamation No. 923/2016 lifted the ban on overseas

employment which the GOE issued following the large scale expulsion of Ethiopians from the Kingdom of Saudi Arabia in 2013. In 2021 the Government of Ethiopia revised proclamation 923/2016 and issued the **Ethiopian Overseas Employment Amendment Proclamation (Proclamation No. 1246/2021)**. Key areas amended in the revised proclamation include an education level and an occupational competence assessment, requirement of a bilateral agreement or Memorandum of Understanding (MOU), establishment of a new board replacing the National Coordinating Committee and Task Force and approval of employment contracts.

Prevention and Suppression of Trafficking-in-Persons and Smuggling of Persons Proclamation (Proclamation No. 909/2015): The realization that human trafficking, especially women and children's trafficking and smuggling of migrants, was becoming an ever-increasing and serious crime resulting in grave violations of human rights and profound grief and suffering among its citizens, the GOE adopted Proclamation No. 909/2015. In addition to prevention and suppression of trafficking-in-persons and smuggling of persons, Proclamation No. 909/2015 aimed to provide appropriate protection, support and rehabilitation to victims and the provision of special protection, care and assistance to the most vulnerable groups of society, with consideration to age, gender and special needs. However, Proclamation No. 909/2015 lacked clarity, is inconsistent with other laws and does not provide adequate responses to the problems. Hence, in 2020, the Government of Ethiopia replaced it with **Proclamation No. 1178/2020**.

Victim Migrant Returnees Reintegration Directive No. 65/2018: After issuance of two proclamations, Proclamation No. 909/2015 and Proclamation No 923/2016, the GOE issued a directive to ensure that reintegration support for all victim migrant returnees is equitable, accessible and uniform and that clarification of roles, participation of stakeholders and the scope of coordination is well-defined. The directive outlines the key stakeholders involved in the registration of returnees, reintegration assistance packages, level of delivery of reintegration assistance, collection and dissemination of data, and a coordinating mechanism on return and reintegration assistance. Directive No. 65/2018 has been revised to integrate into a provision of **Proclamation No. 1178/2020** (the revised proclamation on "Prevention and Suppression of Trafficking-in-Persons and Smuggling of Migrants") and is pending final endorsement.

National Referral Mechanism Directive for Victims (Directive No. 562/2020): In addition, the National Council issued a National Referral Mechanism Directive for Victims (Directive No. 562/2020), which provides for a consistent, predictable and accessible National Referral System as a protection and assistance mechanism for victims. It clearly identifies the roles and responsibilities of institutions involved in rescuing, returning, rehabilitating, and reintegrating victims within their communities and other related services.

9. Coordination and Collaboration of Governmental and Non-Governmental Stakeholders

Proclamation No. 1178/2020 establishes the basis for a coordination and collaboration mechanism on return and reintegration services for migrant returnees. According to Proclamation No. 1178/2020, support for migrant returnee return and reintegration falls under the general mandate of the newly established **National Council** and **National Partnership Coalition** replacing the National Committee and the National Anti-Trafficking Task Force, respectively. Established in 2020, the National Council and National Partnership Coalition are the mechanisms to ensure collaboration and coordination on anti-trafficking and return and reintegration responses for returnees. The National Council¹² is accountable

¹² Proclamation No 1178/2020 : This proclamation provides for the prevention and suppression of trafficking-in-persons and smuggling of persons.

to the Prime Minister and chaired by the Deputy Prime Minister. The National Council is composed of the Federal Attorney General, the Ministry of Foreign Affairs, the Ministry of Peace, the Ministry of Labor and Social Affairs, Refugees and Returnees Affairs Agency, the Ministry of Women's, Children's and Youth Affairs, the Job Creation Commission, the Ministry of Health, the Federal Police Commission, the National Bank, the Central Statistics Agency, the National Intelligence and Security Services, regional governments, Civil Societies' Agency, religious institutions and other concerned bodies to be nominated by the Deputy Prime Minister. The National Council is mainly responsible for initiating policies, laws and strategies for the prevention and control of trafficking-in-persons, smuggling of persons and the unlawful sending of persons abroad for work and coordinates with other bodies engaged in the above-mentioned issues. The National Council provides operational guidance to the National Partnership Coalition by approving programs and action plans and follows-up on its implementation. Lastly, it provides redress for gaps.

The National Partnership Coalition (NPC)¹³ accountable to the National Council and chaired by the Federal Attorney General, is composed of members of the National Council, although it excludes regional bodies. It is responsible for preparing policies, strategies and laws which deal with the prevention and control of trafficking-in-persons and smuggling-of-persons crimes. It coordinates concerned entities on developing policies, laws, strategic frameworks and implementation procedures and prepares a comprehensive program and action plan. Regional states can establish their own National Councils and NPCs composed of relevant government entities, International Organizations, NGOs and CSOs. The NPC meets quarterly and there are signs of improvement in the overall coordination on return and reintegration. The current political situation in the country coupled with the recent restructuring of government organs appears to be a challenge for the NPC to utilize its full potential.

Since its establishment, the NPC has supported the establishment of 10 Regional Partnership Coalitions (RPC), developed 1 NPC regulation and NRM directive which are endorsed by the National Council, developed the NPC Five Year Strategic Plan, developed an MOU between the NPC and RPC on working procedures and conducted capacity building workshops to NPC and RPC members in collaboration with IOM and other stakeholders. Furthermore, the NPC is currently working on the establishment of secretariat offices at RPCs, revitalization of Regional Councils and developing an MOU between regional states to facilitate migrant protection.

Protection of Returnees and Vulnerable Migrants /Victims Protection and Reintegration Working Group is one working group within the National Partnership Coalition. It is responsible for appropriate implementation of the reintegration directive, organizes national forums on reintegration in collaboration with other stakeholders and other interested entities. The Victims Protection and Reintegration Working Group meets bi-annually.

Victim Returnees Reintegration Committee/Service Provider,¹⁴ established at the regional, zonal or sub-city and Woreda or town administration level, is composed of more than 11 government stakeholders. It is chaired by the Director or Head of Urban or Rural Job Creation and Food Security Agencies and is accountable to the Protection of Returnees and Vulnerable Migrants/Victims Protection and Reintegration Working Group. Members of the Victim Returnees' Reintegration Committee are:

- Head of the Urban or Rural Job Creation Agencies (Chairperson).

¹³ Proclamation No 1178/2020 : This proclamation provides for the prevention and suppression of trafficking-in-persons and smuggling of persons.

¹⁴ Draft Directive Issued for the Reintegration of Victim Ethiopian Returnees, Ethiopia, 2021.

- Representative of the Ministry of Labor and Social Affairs (Deputy Chairperson) *Note that this ministry recently split into the Ministry of Labour and Skills and the Ministry of Women and Social Affairs.
- Deputy Head of the Ministry of Women, Children and Youth Affairs.
- Deputy Head of Educational Institutions.
- Deputy Director of Technical and Vocational Education and Training (TVET) Institutes.
- Deputy Director of Micro-Credit and Savings Associations.
- Deputy Head of the Ministry of Health and similar regional administrative organizations.
- Deputy Head of the Trade and Marketing Development Institute.
- Deputy Head of the Office of the Attorney General and similar administrative organizations.
- Deputy Head of the Finance and Economic Corporation
- Deputy Head of the Administration for Refugees and Returnees' Affairs (ARRA)
- Representatives (Heads) of other relevant charity organizations.

Through this directive, the government clearly indicates who is responsible and for what during the return and reintegration process. The coordination mechanism is available to all government hierarchical levels, i.e., federal, regional, zonal, woreda, and the kebele level. However, this directive needs to be supported by an adequate budget allocation. During the interview sessions, it was highlighted that government stakeholders responsible for return and reintegration services suffer from inadequate budget allocations. Most of them depend on the financial support from NGOs and international organizations. The current directive on return and reintegration needs to be revised to integrate into new Proclamation No. 1263 /2021 which solidifies and finalizes the duties and responsibilities of key government organs.

10. Conclusion and Recommendations

The GOE has made significant progress in improving the return and reintegration process for migrant workers. In 2013, following the mass deportation of Ethiopian migrant workers from Saudi Arabia due to intensified exploitation and abuse of migrant workers, the GOE banned the recruitment of domestic and care workers to the Middle East. The *Overseas Employment Proclamation (Proclamation No. 923/2016) and its revised version Proclamation No. 1246/2021*, are positive steps since they restrict the deployment of workers before a bilateral agreement is concluded between the GOE and the receiving country and, sets a coordination mechanism to manage the return and reintegration process from top to bottom. The adoption of Proclamation No. 909/2015 and its revised version Proclamation No. 1178/2020, Returnees Reintegration Directive No. 65/2018, and the National Referral Mechanism Directive for Victims (Directive No. 562/2020), shows the GOE's efforts and commitment to ensure the protection of migrant workers and the sustainability of the return and reintegration process for migrant worker returnees.

- ❖ Vulnerabilities of Migrant Worker Returnees: Key risk factors of Ethiopian migrant worker returnees include lack of livelihood and employment opportunities, inadequate reintegration assistance, emotional instability, anxiety, low self-esteem and family and community issues.
 - None of the interviewed migrant worker returnees had a job or an alternative livelihood option prior to their journey, indicating that the reason for their decision to migrate is economic. Fifty percent (50%) of the interviewed EU migrant worker returnees obtained jobs after their

return to Ethiopia. However, except for one migrant worker returnee, none of the GCC and African countries migrant worker returnees had jobs prior to their migration and after their return to Ethiopia. Because of Covid-19, the sudden loss of their jobs abroad and subsequent loss of income significantly affected their personal and their families' economic sustainability. Economic reintegration at home, however, was and continues to be particularly challenging given low employment opportunities, few livelihood options, lack of skills training and credit facilities to start a new business. This requires the development of strategies and programs targeting migrant worker returnees and the community-at-large to increase livelihood options, rural and urban employment opportunities, facilitate skills training based on the migrant worker returnees' area of interest and credit access to start a new business.

- In many cases, Ethiopian migrant worker returnees spent years struggling to reach their respective destination countries. For example, interviewed GCC migrant worker returnees claimed they were out of Ethiopia from years ranging between 2011-2021; however, the actual time they spent in their country of destination ranged from only 10 months to 9 years. Some migrant worker returnees spent time in detention centers ranging from 4 months to 2.2 years. After such dangerous and deadly journeys, most irregular migrants reached their intended country of destination where they would face another round of abuse and exploitation. As a result of their exposure to various traumatic situations and in addition to returning home without achieving their migration goals, depression, stress, emotional instability, anxiety, low self-esteem and other psychosocial problems were frequently expressed. These issues require focused psychosocial reintegration interventions.
 - Similarly, during a migrant worker returnee's absence from his/her country and due to other reasons, such as the lack of money to fund education and the need to work, migrant worker returnees may not be able to continue their education. The health of adult-aged migrant worker returnees might be compromised due to stress factors. This can be addressed through social reintegration planning. Mechanisms should be put in place to accept school-age migrant worker returnees who arrive in Ethiopia after the annual school registration period has passed. Note: Other countries allow school-age children to mainstream/register and attend school regardless of when they arrived in-country or relocated from one city or region or state to another.
 - There is commendable cooperation and collaboration among stakeholders on the provision of assistance to migrant workers during the return phase compared to the reintegration phase. Without strong reintegration assistance, which enables migrant worker returnees to achieve economic self-sufficiency and ensure the protection of their social and psychological well-being, sustainable return and reintegration cannot be achieved. Returnees who cannot reintegrate due to a lack of reintegration options may seek to re-migrate. The majority of interviewed migrant worker returnees mentioned that they do not wish to re-migrate. However, if their economic, psychosocial, and social wellbeing does not improve, they might be pushed to consider re-migration.
 - Family and community factors: Families and communities-at-large play a crucial role in the success of migrant worker returnees' return and reintegration. Strategies should be put in place to raise the awareness of spouses and other family members, friends, as well as the community, on the challenges the migrant worker returnees faced during their journey and to encourage them to play a positive role in the return and reintegration process. Improving family income through support of family farming activities and/or assisting the family in engaging in alternative income generating activities can reduce the economic burdens of the family.
- ❖ Policy and Legal Frameworks: Despite the large numbers of migrant worker returnees in Ethiopia,

there are no policies and a legal framework to guide and manage return and reintegration. In the absence of policies and a legal framework, the GOE guides and manages return and reintegration through proclamations and directives. Proclamations and accompanying guidelines, though they can help in the absence of policies and a legal framework, cannot replace well-developed policies and a legal framework. The Ethiopian National Migration Policy, which is currently under development, mentions return and reintegration under the thematic area of protection of migrant workers. Although this is commendable, given the high number of migrant worker returnees, especially from GCC countries, stand-alone policies and a legal framework on return and reintegration are required to fully address the situation.

- ❖ **Capacity to Manage Return and Reintegration:** The GOE, through proclamations and directives, clearly describes each government stakeholder's role and responsibilities throughout the various stages of return and reintegration. However, for implementation purposes, adequate financial resources must be allocated as well as the assignment of competent human resources. Mobilizing community resources for community projects (i.e., locally available materials, communal lands, etc.), involving returnees who can contribute free labour while receiving return and reintegration support and services reduces financial burdens on government. High staff turnover and frequent internal reshufflings are further eroding the human resource capacities of government stakeholders. It is also equally important to assign a competent person with subject matter knowledge and experience on return and reintegration processes. Staff capacity-building workshops to raise awareness, knowledge, understanding and new trends on return and reintegration are essential.
- ❖ **Data Management Governance System:** A data collection and management system is another important aspect in effective migrant worker return and reintegration management. Most stakeholders have their own data collection and management system which they utilize during interview sessions with migrant worker returnees. This is either because stakeholders are not aware of a central data collection and management system or there is no such system. Development of a central data collection and management system is highly recommended as well as ensuring that all stakeholders are made aware of its applications and benefits.
- ❖ **Coordination and Collaboration:** As described under Section X, the GOE has put in place a coordination mechanism to guide and manage all stages of return and reintegration. However, the practicality and effectiveness of the coordination and collaboration mechanism is not yet at the level of providing for the needs of migrant worker returnees. Identification of bottlenecks within the coordination and collaboration mechanism is required followed by action based on the findings and recommendations of an assessment. It is also advisable to learn from other countries that have established an effective coordination and collaboration mechanism. In addition, there is a need to revise the National Referral Mechanism Directive for Victims for integration into Proclamation

ANNEXES

Annex 1: Addis Ababa: EU Migrant Worker Returnees Biographic and Socio-Economic Data.

	Sex	Age	Status	No. of children	No. in household	No. Of breadwinners in household	Departure and Return Dates	No. of years in EU No. of years worked in EU	Employment Prior to Migration	Employment Since Return
Returnee 1	M	51	M	2	6	1 = Self	Jan 2016 Jul 2019	3.5 0	None	Tried to establish business – failed. No employment
Returnee 2	M	46	S	0	3	1 = Self	Dec 2004 Sep 2018	14 Unconfirmed	None	Agriculture Investment
Returnee 3	M	40	M	4	6	1 = Self	Jul 2017 Sep 2018	1.2 Unconfirmed	None	Casual work
Returnee 4	F	36	S	0	8	2 = Self + 1	Aug 2001 Jun 2017	16 Unconfirmed	None	Bakery worker
Returnee 5	F	48	M	0	7	1	2009 Jan 2020	11 Unconfirmed	None	Tried to establish businesses – failed. No employment
Returnee 6	M	54	S	0	2	1 = Self	Sep 1990 Dec 2021	31 Unconfirmed	None	Tried to establish construction businesses – failed. No employment
Returnee 7	F	43	S	0	2	0 – Financial Support from Government of Germany	Oct 2012 Mar2020	7.5 0	None	None
Returnee 8	F	35	S	0	1	1 = Self	2013 2020	7 0	None	Transport Service Business
Returnee 9	M	57	D	2	1	1 = Self	1992 2020	28 0	None	None – Would like to establish business
Returnee 10	M	42	S	1	2	1 = Self	2010 2019	9 Unconfirmed	None	Transport Service Business
Returnee 11	F	REFUSED TO BE INTERVIEWED AT THE INTERVIEW VENUE								
Returnee 12	F	REFUSED TO BE INTERVIEWED AT THE INTERVIEW VENUE								

Annex 2: SNNPR GCC Migrant Worker Returnees Biographic and Socio-Economic Data

	Sex	Age	Status	No. of children	No. in household	No. Of breadwinners in household	Departure and Return Dates	No. of years in GCC — No. of years worked in GCC	Employment Prior to Migration	Employment Since Return
Returnee 1	M	24	S	0	10	2 = 1 + Self	Nov 2018 Jan 2021	2.2 0	None	None. Student: Grade 11
Returnee 2	F	22	M	0	2	1	Sep 2014 Jan 2020	5.5 4.5 estimate	None	None
Returnee 3	F	28	M	3	5	1	Sep 2019 Jun 2020	10 months 8 months	None	None
Returnee 4	F	31	D	2	6	0 Father died recently	Nov 2014 Jul 2021	6.8 6.8	None	None
Returnee 5	F	28	M	1	6	1	Dec 2018 Jan 2020	2 2	None	Worked in bakery. Currently unemployed
Returnee 6	F	28	M	1	4	1	2014 Sep 2020	6 6	None	None
Returnee 7	F	23	S	0	7	4	2011 2020	9 9	None	None

Annex 3: SNNPR African Countries Migrant Worker Returnees Biographic and Socio-Economic Data

	Sex	Age	Status	No. of children	No. in household	No. Of breadwinners in household	Departure and Return Dates	No. of years in an African country No. of years worked in African Country.	Employment Prior to Migration	Employment Since Return
Returnee 1	M	34	M	4	11	2 = 1 + Self	Dec 2010 Mar 2012	2.2 0 – Detention/ Prison	None	Yes – Seasonal intermittent agricultural labor
Returnee 2	M	23	S	0	9	1	Sep 2020 Nov 2021	1.2 0 – Detention/ Prison	None	None
Returnee 3	M	25	S	0	8	2 = 1 + Self	Sep 2020 Dec 2020	4 months 0 – Detention/ Prison	None	None – Casual Labour, when available, or second-hand clothing trader
Returnee 4	M	29	S	0	9	4 = 3 + Self	Nov 2018 Apr 2020	1.5 1.5	None	Yes – Works with handcart
Returnee 5	F	27	S	0	3	1	2019 Sep 2020	1.5 1.5	None	Yes – Coffee/ tea business

Annex 4: Oromia GCC African Countries Migrant Worker Returnees Biographic and Socio-Economic Data

	Sex	Age	Status	No. of children	No. in household	No. Of breadwinners in household	Departure and Return Dates	No. of years in African Countries No. of years worked in African Countries	Employment Prior to Migration	Employment Since Return
Returnee 1	M	34	M	4	11	2 = 1 + Self	Dec 2010 Mar 2012	2.2 0 – Detention/ Prison	None	Yes – Seasonal intermittent agricultural labor
Returnee 2	M	23	S	0	9	1	Sep 2020 Nov 2021	1.2 0 – Detention/ Prison	None	None
Returnee 3	M	25	S	0	8	2 = 1 + Self	Sep 2020 Dec 2020	4 months 0 – Detention/ Prison	None	None – Casual Labour, when available, or second-hand clothing trader
Returnee 4	M	29	S	0	9	4 = 3 + Self	Nov 2018 Apr 2020	1.5 1.5	None	Yes – Works with handcart
Returnee 5	F	27	S	0	3	1	2019 Sep 2020	1.5 1.5	None	Yes – Coffee/ tea business

Annex 5: Oromia African Countries Migrant Worker Returnees Biographic and Socio-Economic Data

	Sex	Age	Status	No. of children	No. in household	No. Of breadwinners in household	Departure and Return Dates	No. of years in EU — No. of years worked in EU	Employment Prior to Migration	Employment Since Return
Returnee 1	M	20	S	0	4	1 = Self	2018 2019	1 0 - surrendered to UNHCR	None	Yes – Cattle fattening
Returnee 2	M	20	S	0	5	3 = 2 + Self	Jan 2020 Oct 2020	10 months 0 – surrendered to UNHCR	None	None
Returnee 3	M	18	S	0	8	4	2020 2021	1 0 – Surrendered to UNHCR	None	None
Returnee 4	M	22	S	0	8	5 = 4 + Self	May 2015 June 2020	Repeat migrant. Deported 4 times back to Ethiopia. Worked 1 month	None	None – Intermittent casual labor
Returnee 5	F	28	D	1	7	2 = 1 + Self	2012 Nov 2020	8 8	None	Yes – Domestic worker
Returnee 6	F	57	M	3	4	1	Sep 2008 Oct 2020	12 12	None	None
Returnee 7	F	22	S	0	8	2	Mar 2019 Sep 2020	1.5 0	None	None – intermittent clothes trader
Returnee 8	F	25	M	1	3	2= 1 + Self	Sep 2014 Dec 2020	6.3 6		Yes – Shop owner for clothing

1246/2021.

- ❖ **Follow-up and Monitoring:** Once migrant worker returnees arrive back to their communities, a well-coordinated, individual follow-up and monitoring plan is critical to implement. Migrant worker returnees might face unexpected challenges that can only be identified and tackled through continuous follow-up and monitoring. A monitoring and follow-up team established at the grassroots “Kebele” level composed of community members, including elders, faith-based organizations (FBOs), community-based organizations (CBOs), civil society organizations (CSOs) and others could be instrumental in implementing day-to-day follow-up which could contribute to the success of the returnees’ reintegration.

Annex 6: IOM SLO Addis Ababa Ethiopia Transit Center Activities

Services	Description
Reception at the Transit Center (TC)	<ul style="list-style-type: none"> • Orientation: Migrant worker returnees warmly welcomed. • TC rules and regulations briefing. • TC services briefing. • TC duration of stay briefing. • Migrant rights and obligations briefing.
Provision of accommodation and food	<ul style="list-style-type: none"> • Separate rooms for male and females. • 3 hot meals served each day, delivered by an external caterer, as per the schedule posted on the dining wall. • For medical cases and children, special nutrition is provided as a supplementary service, according to specific individual requirements. • Separate rooms are assigned for medical cases, elderly, Victims of Trafficking (VOTs), gender-based violence survivors (GBV), trauma survivors, pregnant women and lactating mothers and disabled returnees. • Vulnerability identification and assessment for those in need of immediate assistance and referral for specialized services.
Provision of post-arrival health assistance	<ul style="list-style-type: none"> • All returnees to receive medical assistance during their stay at the TC. • Post-arrival medical screening and evaluation is conducted immediately at the TC. For further medical support, referrals to specialists to be provided. • Medical escorts based on need are provided to the returnee’s home destination. <p>* Pending identification of cases during the vulnerability assessment, returnees with serious health issues are referred to higher hospitals, mental health institutions and rehabilitation centers.</p>

<p>Psychosocial support screening and counselling</p>	<ul style="list-style-type: none"> • Provision of group counseling for returnees based on age and sex. • Provision of individual counselling for returnees who were identified with other psychosocial concerns. • Provision of psycho-education services for returnees for different issues, i.e., drug use, etc. • Referral to a shelter for rehabilitation or to specialized clinics for those with severe mental illness for further medical support.
<p>Family tracing, assessment and reunification</p>	<ul style="list-style-type: none"> • Social workers from the Ministry of Women, Children and Youth Affairs (MOWCY) conduct family assessments. • International Committee of the Red Cross (ICRC) assists with family tracing and reunification (FTR) by providing free telephone services. • A Best Interest Assessment (BIA) (see Annex 7), to be implemented by social workers, as required. • After an FTR is completed, a MOWCY social worker escorts an unaccompanied minor child (UMC) to their final destination to reunite with the family and to provide support on the journey, as needed. • MOWCY social workers report the UMC's family reunification to Assisted Voluntary Return and Reintegration – Transit Center (AVRR-TC) child protection staff. • Re-Insertion Grant and COVID-19 Cash Assistance. • Completion of National Case Management documentation for files
<p>Operationalizing a Child Protection System within the Transit Center</p>	<p>Operationalizing a Child Protection System within the Transit Center:</p> <ul style="list-style-type: none"> • Strengthen the feedback collection mechanism: Suggestion Box and Satisfaction Survey. • Empower UMCs to participate and prepare the TC Peer-to-Peer Code of Conduct. • Ensure that a Child Protection Policy and different procedural formats are in place including: <ul style="list-style-type: none"> ○ Visitor's Consent Form. ○ Visitor's Procedure. ○ Visitor's Briefing. ○ Incident Report Format, (per TC Orientation Guidelines). ○ Photographic Consent. ○ Best Interest Assessment. ○ Best Interest Determination. ○ National Case Management Framework formats. ○ Staff Capacity Building Trainings. ○ TC Risk Assessments.

Provision of non-food items (NFIs)	<ul style="list-style-type: none"> • For male UMCs, allocation of a T-shirt, trousers, underwear, sweater, shoes and soaps. • For female UMCs, allocation of a Dignity Kit (DK), clothing and shoes. • For all adult females, allocation of a DK.
Recreational facilities	<ul style="list-style-type: none"> • UMCs are provided with diverse recreational activities and facilities for their enjoyment and entertainment during their free time while at the TC. • Recreational facilities include TV shows, Chase, Dominos, skipping rope, Hoppy, story reading and storytelling, drawing and painting pictures, basketball, volleyball, outing programs to different amusement parks. • In-house dancing and Tai Kwando training.
Vulnerability assessment and training	<ul style="list-style-type: none"> • A vulnerability assessment to be completed for all returnees who arrive under the Reintegration Facility (RF) program. • All returnees arriving under the Joint Initiative (JI) to attend a one-day training.
Data collection and data update	<ul style="list-style-type: none"> • Data to be collected from all returnees arriving at the TC. • Returnees' data to be documented and arranged by age, sex, age group, region, date of arrival, date of departure, sending countries, type of returnee (adult, UMC, accompanied children, etc.). TC database to be updated.
Accommodation, OTA, Cash-Based Assistance and Reinsertion Grant	<ul style="list-style-type: none"> • Provision of onward transportation assistance for adult returnees in the amount of USD 60. • Transportation to bus stations within Addis Ababa for onward travel provided. • Adults to stay 2-3 nights at the Assisted Voluntary Return and Reintegration (AVRR) TC. • Provision of COVID-19 Cash-Based Assistance in the amount of Ethiopian Birr (ETB) 4500 to be given to all returnees beginning July 2020. UMCs to stay 8-10 days at the TC until they depart for family reunification. • UMCs are given ETB 1000 as a Re-Insertion Grant for family reunification.

Annex 7 Best Interest Assessment (BIA) Form



IOM International Organization for Migration
OIM Organisation Internationale pour les Migrations
OIM Organización Internacional para las Migraciones

BEST INTEREST ASSESSMENT FORM					
Child's Information					
1. Full Name of the Child: _____			2. Nickname: _____		3. Nationality: _____
4. Age: _____		5. Sex: _____		6. Grade: _____	
Zone: _____			Woreda: _____		Kebele: _____
9. Region: _____			Contact address: _____		
Assessor's Information					
1. Full name of the Social Worker: _____					
2. Designation of the Social Worker preparing the BIA form: _____					
3. Organization: _____					
4. Date when the assessment was started: _____					
Verifier's Information					
1. Full name of the officer verifying information: _____					
2. Designation of officer preparing the report _____					
3. Organization: _____					
4. Date of verification started: _____					
I. History of the child before migration					
1. Family composition at country of origin before migration					
a. Living with both parents (Biological/step)		b. Living with one parent/			
c. Reared by care giver/extended family member		d. Foster family/Child Care System			
e. Child-headed household/lived with siblings		f. Street child /off the street		g. On the street child	
2. What family does the child have / parent's status					
a. Mom <input type="checkbox"/>		b. Dad <input type="checkbox"/>		c. Grand parents <input type="checkbox"/>	
d. Aunts/Uncles <input type="checkbox"/>		e. Siblings <input type="checkbox"/>		f. Orphan <input type="checkbox"/>	
g. Others <input type="checkbox"/>					
3. Quality of relationship with parents/relatives: Unmet needs?					
a. Loving/Nurturing <input type="checkbox"/>		b. Non-existent <input type="checkbox"/>		c. Neutral <input type="checkbox"/>	
		d. Abusive & neglectful <input type="checkbox"/>		e. Somehow nurturing tendencies <input type="checkbox"/>	
4. If abuse is indicated on no. 4 question, what type of abuses?					
a. Physical <input type="checkbox"/>		b. Verbal/psychological/emotional <input type="checkbox"/>		c. Neglect <input type="checkbox"/>	
d. Sexual <input type="checkbox"/>		e. Labor exploitation <input type="checkbox"/>		f. Not applicable <input type="checkbox"/>	
5. Physical safety and security of the child before migration?					
a. Stable <input type="checkbox"/>		b. Neutral mostly <input type="checkbox"/>		c. Volatile situation <input type="checkbox"/>	
d. Negative/war, political unrest, conflict <input type="checkbox"/>					
6. Access to education					
a. School close by /attended regularly <input type="checkbox"/>		b. School far/attended regularly <input type="checkbox"/>		c. School is not operating regularly <input type="checkbox"/>	
d. School very far/attend irregularly <input type="checkbox"/>		e. Lack of opportunity to go to school <input type="checkbox"/>			
7. Educational background of the child					
a. Grade 1-4 <input type="checkbox"/>		b. Grade 5-8 <input type="checkbox"/>		c. Grade 9-12 <input type="checkbox"/>	

8. Access to health service					
a. Accessible & adequate		b. Accessible but inadequate		c. Only traditional health care	
d. Inaccessible and inadequate		d. parents did not allow me to go			
9. Child Current health condition					
9. Child Current health condition					
a. Healthy		B. Chronic illness		c. Acute illness	
10. In what type of work you were engaged before your migration ?					
a. Domestic work at home		b. Household chores		c. Domestic work at relatives home d. Begging e. Farming f. Others specify	
11. What are the main reasons for your leaving home country/migration?					
a. Accidental separation		b. Curiosity & adventure		c. Political/forced circumstance d. Domestic violence	
e. Rejected by community		f. Abduction		g. Deteriorated family situation h. Divorce /remarriage	
II. History of the child during migration					
1. When did the child leave the country? Specify date, month and year in Gregorian calendar					
a. Date: _____		b. Month _____		c. Year _____	
2. How many days you took to arrive to your final destination?					
a. _____ days		b. _____ months		c. _____ years	
3. Mode of transport used for the migration?					
a. Land		b. Air		c. Boat d. On foot	
4. With whom you migrate with?					
a. Parents		b. Friends		c. Brokers d. unknown persons e. alone f. Relatives	
5. How much money do you pay for the brokers? Please indicate the amount: _____					
6. Have you been detained during your travel to your final destination? a. Yes b. No					
7. If yes, for how many days, months, years you were detained?					
a. For _____ days		b. for _____ months		c. for _____ years	
8. Have you been exposed to diverse abuses during your journey? a. Yes b. No					
9. If yes, what type of abuse do you encounter during your journey?					
a. Physical		b. Sexual		c. Labor abuse d. Emotional/Psychological e. Neglect	
III. History of the child after return to country of Origin/Ethiopia					

1. What is your immediate interest/preference after return?					
a. Immediate reunification		b. Continuing education		c. Engage in IGA d. Engage in Farming e. others/specify: _____	
2. Are you emotionally and psychologically ready to be reunified with your parents? a. Yes b. No.					
3. If not ready, why? Specify _____					
4. Do you have parents/care givers at home? A. Yes b. No					
5. Did your families/parents/caregivers willing to accept you? a. Yes b. No					
6. What is your best interest /preference in alternative care arrangements?					
a. Reunification with parents (Mother/Father/both)		b. Extended family		c. Foster family d. Independent living	
7. By what means your families/care givers generate income/livelihood					
a. Farming b. Petty trade		c. dependent on others		d. begging e. daily laborer f. others	
8. Are your families/Care givers economically ready to assist you? A. Yes b. No					
9. Indicate the psycho-social condition of the child : SWs observation					
a. Emotionally Stable and friendly		b. Depressed		c. Anxiety d. Aggressive e. Isolated f. others	
Social Workers Overall Recommendations:					
Date: _____			Name and Signature of Assessor: _____		

Annex 8: IOM SLO Addis Ababa Returnees' Satisfaction Survey Tool



International Organization for Migration (IOM)
 Organisation internationale pour les migrations (OIM)
 Organización Internacional para las Migraciones (OIM)

IOM SLO ADDIS AVR TC Satisfaction Survey on Assisted Voluntary Return

I. Background information:

Name of returnee _____ Age _____ Sex _____

Country of return _____ Date of Return _____ Region _____

II. Purpose of the survey

This information will be used to upgrade the TC services in particular and for the betterment of the children in general. You are required to fill this format honestly. IOM will thank you in advance for

Filling this satisfaction survey

III. Level of satisfaction of the services provided at the Transit centreCentre

1. Was the TC orientation briefing clearly explained to you upon arrival?

1. Yes--- 2. No-----

2. How was the service provided/accommodation (clothing, medical support, sanitary materials?

and food/ in the Transit Centre?

a. very satisfactory _____ 2. Satisfactory: _____ C. Not satisfactory _____

3. If not satisfactory, what was the problem and your suggestion?

4. Were the recreational facilities provided at the TC enough while your stay in TC?

1. Yes----- 2. No -----

5. If your answer is no, what would you propose other recreational facilities and activities? _____

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6. Did you feel that IOM TC staff and other people served you in TC acted in a professional manner?

1. Yes ----- 2. No-----

7. If your answer is no, what do you observe wrong while your stay at the TC?

A. -----

B. -----

C. -----

8. Is there anything would you like to see improved in services offered by IOM Gotera TC?

Name & signature of the returnee

Signature of IOM TC staff

Date: -----

Date-----

Annex 9: Assisted Voluntary Return Tool



Annex 9 Assisted
Voluntary Return Mor

Annex 10: IOM SLO Addis Ababa Reintegration Sustainability Survey Report



Annex 10 IOM
Reintegration Sustain.

Annex 11: Stakeholders and Key Service Providers during the Return Process

Stakeholders and Key Services Providers during the Return Process		
S/N	Name of Stakeholders	Service
1	Ethiopian Embassies in countries of destination	<ul style="list-style-type: none"> Registration of returnees and data sharing with the Ethiopian Ministry of Foreign Affairs (MOFA).
2	Ethiopian Ministry of Foreign Affairs (MOFA)	<ul style="list-style-type: none"> Compiles information on Ethiopian victims abroad on their country of residence, status and other related issues and shares it with concerned institutions. Facilitates the release of arrested Ethiopian victims in a foreign country. Registration of returnees who return either voluntarily or are forced at land border entry points. Identifies victims and facilitates immediate and/or emergency support and assistance during registration. Implements nationality verification. Prepares travel documents (temporary passport/laissez-passer). Shares returnee profiles with the Ministry of Labour and Skills (MOLS) and Ministry of Women and Social Affairs (MOWSA).
3	Immigration, Nationality and Vital Events Registration Agency (INVEA)	<ul style="list-style-type: none"> Provides laissez-passer or temporary passports to victims during the repatriation process in collaboration with MOFA. Identifies and registers returnees/victims at Ethiopian border ports of entry. Provides immediate assistance during registration.
4	One-Stop Service Centers, local/rural Job Creation and Food Security Offices or Kebele Administrations	<ul style="list-style-type: none"> Registers returnees who are already integrated into society as these returnees had not been registered upon arrival. Provides immediate assistance during registration. Determines and rates returnee level of vulnerability as low, medium or high. Organizes short-term skill training courses in collaboration with TVET. Supports returnees to establish a Micro and Small Enterprise (MSE). Assists returnees in preparing work-related business plans. Facilitates access to credit from Micro- Finance Institutions (MFIs) Creates market linkages to MSE products. Conducts MSE monitoring and follow-up and provides expert advice on how to improve productivity and quality of products.

5	The Ministry of Labour and Skills (MOLS)	<ul style="list-style-type: none"> • Conducts vulnerability assessments. • Provides shelter. • Works in collaboration with MOFA, INVEA and other relevant stakeholders to facilitate the return of victims. • Provides guidance to victims throughout the economic reintegration process.
6	The Ministry of Women and Social Affairs (MOWSA)	<ul style="list-style-type: none"> • Deploys social workers to the IOM Transit Center (TC) • Conducts needs assessments on victims and collects information on child victims. • Provides emergency support to vulnerable children returnees. • Conducts family tracing and reunification (FTR) or facilitates alternative care arrangements when FTR is unsuccessful.
7	Ministry of Health (MOH)	<ul style="list-style-type: none"> • Conducts general health screenings for returnees upon arrival and identifies those in need of special medical care. • Provides free medical examinations and care at various medical facilities. • Facilitates medical referrals to public medical facilities like Amanuel Mental Specialized Hospital and St. Paul's Hospital.
8	Ministry of Transport (MOT)	<ul style="list-style-type: none"> • Provides transportation services.
9	The Ethiopian Disaster Risk Management Commission (EDRMC)	<ul style="list-style-type: none"> • Responsible for the overall management of reception centers in Addis Ababa. • Oversees day-to-day operations activities including the provision of food and water and the distribution of NFIs for returnees.
10	IOM	<ul style="list-style-type: none"> • Provides temporary shelter. • Provides food and NFIs. • Arranges orientation sessions. • Implements migrant registration/data collection. • Provides referral services. • Provides health and psychosocial services. • Implements family tracing and reunification. • Provides COVID-19 Cash Assistance Grants to adults and Re-Insertion Grants to minors. • Provides transport allowances.

11	UNICEF	<ul style="list-style-type: none"> • Covers salaries of social workers. • Conducts vulnerability assessments. • Provides referral services. • Supports the Family Tracing and Reunification (FTR) program.
12	AGAR Ethiopia Charitable Society (AGAR)	<ul style="list-style-type: none"> • Provides temporary shelter and other immediate assistance.
13	Good Samaritans Association (GSA)	<ul style="list-style-type: none"> • Provides temporary shelter and other immediate assistance.
14	Women in Self-Employment (WISE)	<ul style="list-style-type: none"> • Provides life skills training.
15	The Macedonians Humanitarian Association (MHA)	<ul style="list-style-type: none"> • Provides rehabilitation services and other immediate assistance, i.e., shelter, food, NFIs.

