An Assessment of the Ethiopian Labor Market

Improving Effectiveness and Efficiency

CONCEPT NOTE

1. Motivation and objectives

In order to halve poverty by 2015, Ethiopia needs not only strong economic growth, but also robust expansion in the quantity and quality of employment opportunities. Little systematic analysis has explored key labor market issues in Ethiopia in terms of important policy questions about how to facilitate job creation, productivity growth, and labor market efficiency, particularly given the weakness of other factor markets (i.e. in land and finance). Ethiopia’s labor force is predominantly young (the median age of the population is 17\(^1\)), increasingly located in urban areas, and characterized by a low skill base, low productivity and widespread underemployment.

While there has been strong economic growth since 2002, it is clear that long term trends remain insufficient to keep up with population growth and until now have not enabled significant reductions in poverty. Indeed in urban areas, the recent Poverty Assessment suggests that the poverty rate may have increased slightly, and job creation in off-farm activities has been slow.

Initial evidence suggests that some labor market characteristics may be contributing to disappointing performance on growth and poverty reduction, by hindering poor people’s ability to access opportunities outside traditional agricultural and subsistence activities. Likely compounding the low rates of job creation for the poor is inadequate information about job availability. On the supply side, skill shortages may well be a constraint, given very low levels of average education achievement despite the substantial human capital investments in recent years that are well documented in the recent education country status report.

Understanding the urban labor market is especially relevant to Ethiopia’s structural transformation. While the share of the service sector in GDP recently surpassed that of the agricultural sector, modernization will depend on an acceleration of trends, a larger role for the private sector and the growth of urban centers where the benefits of agglomeration can be reaped.\(^2\) At the same time it is recognized that most people remain largely dependent on low productivity types of agriculture, as the structural transformation of the economy has been slow both in terms of the traditional-rural to modern-urban economic transition, and from a socialist economy to one that is market-based.

Given the large role that the Government plays in the formal economy, public sector employment policies and wages appear to exert significant pressures on the labor market as a whole. Exploring these issues will be integral to understanding the options available to entrants to the job market, for example, and to predicting the labor market impact of scaling up public sector services to achieve the MDGs. Brain drain is another key challenge faced by the public sector as an employer, which raises questions about wage setting and incentive design.

In light of these development challenges, findings of recent analytical work and knowledge gaps, the broad objectives of this study are to better understand the drivers behind labor market trends on both the demand and supply sides, to inform policy and program design in the context of the Government’s upcoming revised PRSP (SDPRP II), and the new Country Assistance Strategy. The study will focus mainly on urban labor markets - formal and informal. Rural issues will be addressed by building on existing rural ESW to the extent that they influence migration and urban labor supply, but will not be analyzed comprehensively.

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Based on a preliminary review of available data and policy debates (summarized below), it is proposed that the study focus on the following key policy questions:

- What are the key constraints to private sector job creation, and their relative importance? How can these constraints be relaxed?
- What policies and practices affect the relative sizes of formal and informal sectors of employment, and are reforms needed?
- How do public sector employment policies affect the labor market? What reforms are needed to build strong public institutions with good managers, and to attract skilled workers to scale up service delivery, while not inhibiting private sector expansion?
- What policies and institutions affect internal migration and what are appropriate reforms, including vis-à-vis integrating migrants into urban labor markets?
- What labor market data and information systems are needed to inform policy design, and what improvements are needed to existing systems?

The study will produce a synthesis paper, which will lay out a core assessment of labor market trends and projections, and develop scenarios on the challenges facing Ethiopia in terms of labor supply, wages, productivity, and unemployment, and associated policy responses. We will seek to consider developments such as faster structural change due to enhanced rural to urban migration, public sector expansion to meet the challenges of "scaling up" service delivery to meet the MDGs, and also demographic pressures due to large cohorts of young new entrants into the labor market. There is a rich array of data sources available for new primary analysis (see Annex 1), alongside a useful literature for Ethiopia – listed in the attached bibliography – that has explored some key dimensions (as summarized in a background paper prepared for this study).3

It is expected that the synthesis will be structured in three main sections, namely labor market demand and supply issues (including migration), labor market segmentation and job creation, and policy conclusions. The rest of this note highlights preliminary issues on each of these topics, before linking to existing and ongoing work, and laying out the proposed method and approach for the study.

2. Labor Market Demand and Supply Issues

A central question facing policymakers in Ethiopia and development partners is why job creation has been so lackluster, and what policy tools can be used to boost productivity and accelerate expansion of decent employment opportunities. Yet key labor market metrics are not well understood, and need to be established to inform the study and to better frame the policy questions and debates. Basic analysis is needed to establish consensus on measured employment indicators, incidence and duration of unemployment, labor force participation, and earnings distribution, disaggregated by region, age, gender, education, skill and occupation.

In Ethiopia, available evidence on labor market outcomes points to persistently high rates of poverty in urban areas, relatively low labor market participation and consistent underemployment (as measured by survey respondents looking for additional work). While the reported level of urban unemployment is surprisingly high, this may partly reflect imprecise measurement. The available evidence suggests that unemployment is concentrated among prime age workers (15-30 years). This labor market situation would make Ethiopia an outlier among low income countries in Africa.4 Unemployment durations are also protracted—mean unemployment duration is just under 4 years.5 Analysis is needed on unemployment, to untangle measurement questions and to address questions related to queuing (for public sector jobs) and the role played by information (or lack thereof) about available opportunities.

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2 In “Patterns of Labor Demand,” part of the World Bank’s Africa Region—Employment Issues Regional Stocktaking Review (2004), the authors discuss the unusually high measured open unemployment in Ethiopia relative to other African countries for which data are available, and tentatively conclude that public-private and formal-informal sector wage differentials play an important role.
3 Note: roughly 12.5% of unemployed stock report durations greater than 8 years.
The stock of human capital is low, and average per capita productivity has actually fallen in the last decade. About 72 percent of the employed hold low skill jobs. Only 55 percent of employed women are literate. While evidence is mixed, there may be a low skill premium at lower levels of education, indicating a possible disincentive for the poor to invest in schooling, although economic activity rates are higher among the better educated. Attempts at measuring productivity have found that skill gaps—as measured by schooling—appear to explain a substantial part of the low productivity of Ethiopian workers relative to other countries with high labor endowments, such as China.

Analysis of skill gaps needs to be coupled with analysis of demand for those skills, since interventions on the education side tend to be easier than those on the demand side. The GTZ is conducting an analysis of the future demand for mid-level human resources in Ethiopia, with the goal of arriving at data on training needs for planning Technical and Vocational Education and Training (TVET). The Government proposed scale up in TVET intake (four fold by the end of 2005, relative to 2001/02), means that TVET will have increasingly important implications for the labor market. We will draw on relevant findings from the GTZ report, since a thorough analysis of TVET scale-up more generally lies outside the scope of this study.

Rural-urban migration adds an important layer of complexity to the supply and demand story. Though Ethiopia has one of the lowest rates of urbanization in the world, migration has been increasing in recent years. There are a host of policy questions regarding the impact of migrants on the urban economy and the skill mix they bring to the labor market. The study proposes to construct policy scenarios on the impact of migration using a simple labor demand and supply framework, possibly disaggregated by skill level. The model would attempt to assess the likely consequences of shocks to the urban labor supply through the migration channel.

3. Labor Market Segmentation and Job Creation

Employment in the Ethiopian economy appears to be segmented among the public, private, and informal sectors. This may have had adverse implications for shared growth of income-earning opportunities. There are several elements to the analysis, which are briefly outlined in this section:

(a) the nexus between job creation in the private sector and public employment, wages, and unemployment;
(b) institutional and other barriers to job creation in the private sector; and
(c) the segmentation between the formal and informal sectors, the extent to which the informal sector is a residual livelihood option, or a sector of choice, and the constraints facing micro-enterprises.

Available evidence shows that the Ethiopian economy has been marked by low rates of net job creation in the private sector. Firm creation rates are very low, and even weaker for private firms; expansion rates by incumbent firms are also weak.

The composition of Ethiopia’s labor force provides some insights into the growth-employment story. The public sector represents 20 percent of total urban employment, and its share has been rising steadily for the last few decades. Public employment growth has been especially rapid at local levels (doubling since 1992), as shown in Figure 1. Public sector employment grew by over 60 percent between 1990 and 2002/2003.

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As a share of total wage employment, the public sector is even more significant – over half – which is also high relative to regional comparators (Figure 2). Thus to the extent that new jobs have been created in urban areas over the past decade, a disproportionately high share has been accounted for by the public sector. Some earlier analysis suggested that Ethiopia’s high reported rates of unemployment may reflect existence of a “queue” for public sector jobs, due to relatively higher pay and conditions (Serneels 2004; Mengistae 2003b). This raises questions about the effect of public service employment policies on the allocation of labor resources throughout the economy, particularly in the context of school-to-work transitions.

Average civil service pay has risen significantly over the past two decades (Figure 3), reflecting some decompression of the pay scale. At the same time the wage bill share in total spending has significantly declined from a peak in 1990 of over one-third, to about 21 percent of total budget expenditure in 2003.
Yet while the average civil service wage tended to rise over the past decade, a comparison of wage scales at the senior level shows that private firms and NGOs tend to pay substantially higher salaries relative to the public sector. For example, an informal comparison of civil service wages to wages in three different private firms for senior positions revealed wide differentials: \(^9\)

- Civil service: Birr 1,565 – 2,645
- Private bank salary: Birr 1,595 – 3,035
- Private insurance company: Birr 2,908 – 4,233
- Private oil company: Birr 4,500 – 6,750

Thus despite the fact that real public sector wages have been increasing in recent years, it appears that wages may not be competitive—at least at senior levels. This may underlie the Government’s current concern about brain drain out of the civil service at higher levels. Further analysis is required to determine how this evidence can be reconciled with the notion of a “queue” for public sector jobs, which may well relate to differences in competitiveness at entry versus senior levels. There is also a need to account for non-wage benefits, in which evidence is available (for housing, special projects etc, as well as pension entitlements).

Understanding wage/compensation incentives and public versus private employment patterns is particularly important in the context of the service delivery scale-up envisaged as part of the effort to meet the MDGs. Thousands of trained front-line service workers would be recruited to fill jobs in education and healthcare, which raises a host of questions, including the likely impact on wages and the availability of skilled workers in the private sector. These issues will be explored in more detail in a specific module of the proposed study (see below).

Analysis of these issues will be linked to the ongoing Public Sector Capacity Building program (PSCAP), which is designed to address public management constraints. Moreover, one of the prior actions for the upcoming PRSC III is that the Federal Civil Service Commission (FCSC) prepares a white paper on remuneration policy at the Federal level, which should provide the basis for a major reform of the pay system across all levels of Government. The proposed labor market study will therefore provide inputs needed for this strategic paper, and the FCSC is part of the counterpart team (see below).

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\(^9\) Data drawn from the Ethiopia Public Sector Capacity Building Program Support Project, Supervision Mission Aide-Memoire, March 7-21, 2005, and from Vision Consultancy. Exchange rate is about 8 Birr = One US Dollar
Given the disappointing overall performance of the Ethiopian labor market, there will be a focus on the constraints to job creation and firm development with the aim of identifying policies that could facilitate private sector job creation. This is in the context of the gradual ongoing privatization program, and the possibility that unemployment or new employment for former SOE employees might lead to significant changes in the dynamics of the nascent formal labor market, and the larger informal labor market.

Results from the Investment Climate Assessment show that state-owned firms are relatively privileged in terms of the extent of regulation and access to infrastructure, which may in turn limit growth of non-state firms. At the same time there is evidence that state-owned firms are being constrained in terms of access to credit and are gradually downsizing. While business owners frequently highlight their tax burdens, the ICA found that other elements of the business environment, including regulations on hiring and firing, are not widely perceived as being severe constraints, at least by incumbent firms.

Like many African economies, Ethiopia has a significant informal sector, which may or may not reflect the preferences of informal sector participants. We first need to know more about the urban informal economy; is it made up of low skill traders and service workers, or is it also a place where entrepreneurial talent is screened? The drivers behind growth in the informal sector and the choice between participating in the formal or informal sector require analysis, along with an assessment of barriers to small enterprise growth—this includes assessing whether specific policy changes, such as lower taxation and regulation, would induce crossover from the informal into the formal sector. Several factors will be considered, including access to credit and skill requirements for entrepreneurs.

At the same time, however, it is important to note that Ethiopia’s informal sector is small relative to comparators. The 2003 Urban Employment Unemployment Survey indicates that Ethiopia’s informal sector accounts for about 46 percent of the total labour force, which is much smaller than Uganda (84 percent), Ghana (79 percent), and Mali (71 percent).10 There may be a relationship between the high measured unemployment in Ethiopia and its relatively undersized informal sector (Kingdon, Sandefur and Teal, 2004). In Ghana, Uganda, and Tanzania, the informal sector appears to “absorb” the excess labour, suggesting that wages in the informal sector may be comparable to those at the lower end of the formal sector wage distribution (ibid p. 21). This study will seek to assess why the informal sector does not seem to be picking up more of the slack in Ethiopia’s labour supply, and to assess the relevance for policy. The importance of this question depends partly on whether the high rates of reported unemployment in Ethiopia are accurately measured, as well as a better understanding of the informal urban labour market than exists at present.

4. Specific Modules

To support the overall analysis and policy dialogue in selected areas, more in-depth papers will be prepared on the following modules. These papers will build on the core assessment of trends and projections presented in the synthesis. Thus the papers could be read in conjunction with the synthesis, or as stand-alone pieces for more specialized audiences. These would complement the background paper that has already been prepared.

a. Labor market information. The Ministry of Labor and Social Affairs (MOLSA) is interested in improving the quality of labor market data and their relevance for policy making, as well as in improving the flow of information within the market to improve labor allocations mechanisms (in particular the effectiveness of regional employment centers), to identify specific skill needs and increase the relevance of training courses. This module will build on MOLSA’s current initiative to
design a comprehensive Labor Market Information System,\textsuperscript{11} and will focus in particular on
definitions and measurement, data access and how best to present available information for job
seekers on the one hand, firms and employers, and also policy makers.

\textbf{b. Migration.} This module will document the scale and composition of migratory flows, the push
and pull factors behind these patterns of migration, the role played by labor market incentives on
migration and, conversely, the impact of migration on the labor market. Simulations of migration
scenarios on aspects of the labor market including supply, wages, productivity and
unemployment will also be included. The analysis will build on a variety of databases providing
the latest information available on migration, such as the Labor Force Survey and a Gender,
Migration and Health Survey both conducted in 1998, and the 2000 Demographic and Health
Survey. Where possible the data will be merged with an existing geographical database
describing key socio-economic, infrastructural and geographical variables at the zonal level.

\textbf{c. Civil Service Remuneration Policy.} Under this module, relevant data will be collected and
analysed, to inform dialogue with GOE on civil service compensation and conditions. Topics
expected to be covered include comparisons of official wage scales with actual wage expenditure,
the extent of wage compression, rural versus urban pay differentials, gender differentials, hiring
and firing restrictions, pension eligibility and benefits, and non-wage compensation (e.g.
housing). This information will be assessed relative to comparable data for the private sector in
order to gain insights into appropriate incentive levels (monetary and non-monetary) for public
sector employee retention at different grade levels, and to evaluate scope for reform.

\textbf{d. Service Delivery Scale-Up for MDGs.} This module will consider the enormous
requirements for scaling up the numbers of workers engaged in the front-line of service delivery.
Preliminary estimates indicate that meeting the health MDGs will require increasing the number
of nurse midwives in the country from 1,559 to 22,964, the number of medical doctors 2,032 to
9,626, and the number of Health Extension Workers from 2,800 to 23,225. Similarly, meeting
the education MDGs needs to include lowering the teacher:pupil ratio across the country from
1:70 to about 1:40, which means massively increasing the number of primary school teachers
from 134,000 to 500,000.\textsuperscript{12} This clearly raises major questions about how to proceed with a
public sector scale up of this magnitude without exacerbating existing labor market distortions.

Key policy questions include the correct balance between the public and private sector in service
delivery, what motivates skilled service providers to work in underserved/rural areas, and
whether the large numbers of unemployed/underemployed are appropriately skilled to fill these
new jobs. Initial analysis undertaken by DEC colleagues (Bourguinon et al 2005) predicts
temporary supply constraints as rapid scale-up impacts labor market for skilled workers and that
labor shortages could drive an average annual skilled wage premium of 2 percent annually until
2012, although the MAMS model predicts that sufficiently larger numbers of graduates of
expanded public education sector should be entering job market by 2012, easing supply
constraints and driving wages down.\textsuperscript{13} Further analysis is needed to explore these issues and
draw out the policy implications, which can be undertaken using the MAMS model and working
closely with HD colleagues.

\textbf{e. Youth and School-to-Work Transitions.} This module will focus on unemployment and
issues facing youth as they enter the job market. A short paper will be prepared to take stock of
existing employment interventions aimed at youth, complementing the review of youth in the
labor market in the overview background paper, working with colleagues in the HD anchor.

\textsuperscript{12} Preliminary estimates emerging from the GoE’s ongoing MDG Needs Assessment project..
\textsuperscript{13} Bourguignon et al, 2004.
5. Policy Implications

Building on the core analysis, as well as on the insights developed in recent related analytical work (like the poverty assessment, the CEM, and MDG study) and in the in-depth modules (outlined below), we intend to develop and explore key policy scenarios. The policy questions to be explored are likely to include, among others, the labor market consequences of increased rural-urban migration, the consequences of substantial scaling up in service delivery, civil service employment, pay, and conditions, and addressing constraints to private sector activity.

Among the questions expected to be reviewed on the civil service side are: what wage levels and packages are required to attract qualified people to new service delivery jobs, as well as to senior positions; are the large numbers of unemployed/underemployed appropriately skilled to fill new service delivery jobs; how can skilled service providers be motivated to work in underserved/rural areas; and how detrimental is queuing for public sector jobs to economic efficiency and growth.

Investigation of these questions will help bring into focus the key policy challenges that Ethiopia is likely to encounter over the medium term. Such challenges include how to enable more and better jobs, how to address skill needs, particularly in light of the large cohort of young people which will soon enter the labor market and how to ensure that increased rural-urban migration results in a dynamic force for growth in cities rather than in a new urban underclass.

6. Counterpart arrangements

Given the lack of a comprehensive analysis of how labor markets work in Ethiopia, the World Bank initiated a dialogue with MOLSA, MOFED and local stakeholders and donors. This dialogue led to an agreement with MOLSA to have a formal technical consultation to support subsequent analytical work, as well as to guide the incorporation of the findings in the policy agenda.

The Ethiopian Labor Market Technical Committee (LMTC) has agreed to serve as the focal point for collaboration on the labor market study. The Committee was established two years ago with an aim to coordinate and guide the labor market information activities that are being undertaken by different organizations, as well as to establish and strengthen the Labor Market Information Network in the country. The Committee is also responsible for holding discussions on technical issues related to the labor market in Ethiopia, and to report on findings to policy makers. The technical committee includes members from the Ministry of Labor and Social Affairs (MOLSA), Ministry of Finance and Economic Development (MOFED), Ministry of Education, (MOE), Ministry of Trade and Industry, Central Statistical Authority (CSA), Ethiopian Federal Civil Service Commission (FCSC), Ethiopian Employees Federations (EEFs) and Confederation of Ethiopian Trade Union (CETU). The Committee, which meets on an ad hoc basis, is chaired by MOLSA.

We have already initiated discussions with other development partners – in particular, the International Labor Organization (ILO) and the GTZ.

The process for the labor market study will include workshops, collection of selected additional data (budget permitting), and discussions with government and non-government actors. In addition, the World Bank will facilitate training opportunities (distance learning courses, etc.) for LMTC members in labor market-related issues to support enhancing the technical committee's capacity.

7. Expected outcomes and complementarities with ongoing work

This study will contribute to raising awareness of labor market issues in the context of the new SDPRPII and the planned scale up in service delivery to reach the MDGs. Specific findings of the study will also contribute to the policy dialogue around the PRSC, and capacity building in selected areas such as the design of a large new program expanding TVET, and the multi-sectoral dialogue around the government’s national youth strategy.
A number of complementary recent and ongoing studies and activities have been identified during the preliminary phase for this study. The consultation process will ensure coordination and mutual learning from these other activities. Complementary activities include:

- the ongoing multi-country ILO “Labor Market Flexibility and Employment Security” study with which coordination has taken place through the existing stakeholder committee;
- the ongoing ILO-MOLSA program on “Active labor markets” structured around six thematic areas including: “Medium and small scale enterprises”, “Employment services” and “Non-formal training”. Reports based on surveys are due to be completed in the next few months;
- the preliminary study on Vocational Training being conducted by the GTZ in partnership with relevant government agencies; and
- the ESRC-WeD-Addis Ababa University multidisciplinary study on migration due to be fielded in April-June

- the recent assessment of wage setting mechanisms and the minimum wage commissioned by the Confederation of Ethiopian Trade Unions.

Relevant regional work which provides important comparisons includes the World Bank's Africa Region ongoing stocktaking review of employment issues, which covers the demand and supply sides, and institutional aspects, and provides valuable insights. A multi-country study on youth-specific employment issues is also being undertaken by the Bank's Human Development network, and will include a case study on Ethiopia.

Initial work that has already been completed for the labor market study includes:

- Preparation of a draft background paper;
- Two rounds of consultations held via videoconference with government and other stakeholders, complemented by discussions in the field;
- Technical brainstorming workshop held in London;
- Delegation of MOLSA civil servants participated in two-week labor market training program in Washington, D.C.; and
- Provision of technical advice to MOLSA on design of instrument for next round of Urban Employment Unemployment Survey.

We would like to acknowledge the support for this work that has been provided by the German TF and Danish CTF, as well as the World Bank Human Development anchor.

At this stage it is expect that the specific activities and outputs of the labor market study will be:

- Two workshops in Addis Abada to build cooperation among local stakeholders, facilitate buy-in and consensus on results, and clarify policy entry points;
- Two rounds of policy dialogue, the first feeding into the current PRSC process (prior to September 2005), and the second to discuss final recommendations;
- Synthesis paper integrating results from entire study, with recommendations on policy and institutional functioning, and an action plan for capacity building;
- Set of background papers focusing on the various modules; tentative list of papers including:14

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14 If the in-depth survey of health workers in Ethiopia that has been proposed to the Bank goes forward, the results would be extremely useful for work under the labor market study. Providing funding for the health workers survey itself unfortunately is beyond what the labor market study can support.
o Private sector constraints
o Civil service
o Migration
o Labor Market Information System
o Active Labor Market Policies targeting Youth

8. Task team and responsibilities
The team and the responsibilities for this study are summarized below with respect to the core assessment and modules:

<table>
<thead>
<tr>
<th>Synthesis paper</th>
<th>Jeni Klugman, Caterina Ruggeri Laderchi, Eyerusalem Fasika, Emily Gosse (AFTP2); Simon Commander (LBS)</th>
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<tr>
<td>Private sector growth and job creation</td>
<td>Simon Commander</td>
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<td>Unemployment</td>
<td>Taye Mengistae (DEC) and Simon Commander</td>
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<tr>
<td>Migration</td>
<td>Caterina Ruggeri Laderchi, Niels-Hugo Blunch (consultant)</td>
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<tr>
<td>Civil service/public sector employment</td>
<td>Jeni Klugman, Eyerusalem Fasika, consultant (TBD), in consultation w/ Navin Girishankar</td>
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<td>Youth</td>
<td>Emily Gosse, Jean Fares, local consultant (TBD)</td>
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<tr>
<td>Labor market information</td>
<td>Eyerusalem Fasika, international and local consultants (TBD)</td>
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Peer reviewers are Tamar Manuelyan Antic, Louise Fox and Pierella Paci.

It is proposed that there also be a group of Core Team Advisers in key areas in order to provide cross-sectoral expertise on the in-depth modules, and that this group include Navin Girishankar (AFTPR) on civil service issues, Keith Hinchcliffe (AFTH3) on youth and education issues (confirmed), Trina Haque (AFTH3) on links to the PRSC, Jee-Peng Tan (AFTHD) on scaling up basic social services, and Jean Fares (youth). Further suggestions are welcome.

9. Timeline
Concept review – May 2005
Technical workshop to present and discuss initial hypotheses—June 2005
Second workshop to present tentative findings— Fall 2005 (TBC)
Final synthesis report and papers on different modules – May 2006

10. Budget
The Bank budget allocated to the study for FY06 is $100,000, of which one-third is variable. Some additional resources are available from the Danish CTF ($70,000 to be committed by the end of FY05) and the German TF ($39,000) have been secured, though additional TF and/or BB may be needed.
<table>
<thead>
<tr>
<th>Name of Survey</th>
<th>Source</th>
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<td>Yrs: 2001-02 mostly Source: CSA Crop Prod Surveys</td>
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<td>1998</td>
<td>2000</td>
<td>2,590 Ind 961 HH 8 Comm</td>
<td>Sampling: 5 Regions (Addis Ababa, Amhara, Oromia, Tigray&amp;S. Nations, SSNP Regions) Individuals, HHs, and Communities</td>
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<td>2003</td>
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<td>Sampling: Rural and Urban Ag HHs</td>
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<td>HH age, sex, size, education, size of land use, crops; regional breakdowns</td>
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<td>Child Labour Survey Report</td>
<td>CSA</td>
<td>2001</td>
<td>2002</td>
<td>43,601</td>
<td>Sampling: Rural, Major Urban, Other Urban HHs</td>
<td>National, 11 Regions, Urban vs. Rural National Levels</td>
<td>Demographic, education, household data; employment status; working conditions; regional breakdowns</td>
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<tr>
<td>Cottage/Handicraft Manuf Industries Survey</td>
<td>CSA</td>
<td>2002</td>
<td>2003</td>
<td>75,570</td>
<td>Sampling: Rural, Major Urban, Other Urban Firms</td>
<td>National, 11 Regions, Urban vs. Rural National Levels, Urban vs. Rural Regional Levels</td>
<td>Firms by industry grp, location; value added; employees and labor cost; literacy status; sales revenue; taxes; problems faced by firm; regional breakdowns</td>
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<tr>
<td>Distributive and Service Trade Survey</td>
<td>CSA</td>
<td>2003</td>
<td>2003</td>
<td>13,657</td>
<td>Sampling: Major Urban, Other Urban Firms</td>
<td>National, Urban Regional Levels, Urban Centers</td>
<td>Persons in wholesale, retail, and service work; work status (e.g. permanent/per day/seasonal); wages; type of ownership; value added; problems faced</td>
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<tr>
<td>Household Income, Consumption, and Expenditure Survey</td>
<td>CSA</td>
<td>1999-00</td>
<td>2001</td>
<td>17,332</td>
<td>Sampling: Rural, Major Urban, Other Urban HHs</td>
<td>National, 11 Regions, Urban vs. Rural National, Selected Urban Centers</td>
<td>Per cap expenditures, calorie intake, HH characteristics, income groups, expenses by item, non-consumption expenditures</td>
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<tr>
<td>Investment Climate Assessment Survey</td>
<td>WB/EDRI</td>
<td>2002</td>
<td>2004</td>
<td>427</td>
<td>Sampling: Manufacturing Businesses</td>
<td>6 Regions</td>
<td>Firm characteristics, investment &amp; innovations; labor issues; problems faced; client, supplier, and government relations; wages, revenue and taxes</td>
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<tr>
<td>Study</td>
<td>Year(s)</td>
<td>Sampling Details</td>
<td>Data Source(s)</td>
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<td>National Labor Force Survey</td>
<td>1999</td>
<td>Sampling: Urban, Rural HHs</td>
<td>Economic activity status, occupation, hours worked, absence from work, terms of employment, sector of economy, unemployment and distribution, child labor</td>
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<tr>
<td>Small Scale Manuf Industries Survey</td>
<td>2002, 2003</td>
<td>Sampling: Rural, Major Urban, Other Urban Firms Def: firms with &lt;10 persons</td>
<td>Firms by industry, location, value added, employees and labor cost, public vs private, literacy status, sales revenue, taxes, problems faced by firm, regional breakdowns</td>
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<tr>
<td>Urban Biannual Employment Unemployment Survey</td>
<td>2003, 2004, 2005</td>
<td>Sampling: Urban HHs National, 11 Regions</td>
<td>Demographic and education data; economic activity status and type of work; wages and hours worked; reasons for inactivity</td>
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<td>Urban Informal Sector</td>
<td>2003, 2003</td>
<td>Sampling: Urban Centers Informal Sector Operators</td>
<td>Informal sector operators by urban area, age, sex, literacy, size of HH, reason for choosing, occupation, industry, source of capital, days worked, problems faced</td>
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<tr>
<td>Education Statistics Annual Abstract</td>
<td>1999-00, 2000</td>
<td>Data taken from various sources, esp. regional education bureaus; some 5 year trending data</td>
<td>National, 11 Regions Enrollment, repeaters by grade; teachers, schools, facilities; tech &amp; vtech; higher ed</td>
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<td>Education Statistics Annual Abstract</td>
<td>2001-02, 2002</td>
<td>Data taken from various sources, esp. regional education bureaus; some 5 year trending data</td>
<td>National, 11 Regions Enrollment, repeaters by grade; teachers, schools, facilities; tech &amp; vtech; higher ed</td>
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<td>Education Statistics Annual Abstract</td>
<td>2002-03, 2003</td>
<td>Data taken from various sources, esp. regional education bureaus; some 5 year trending data</td>
<td>National, 11 Regions Enrollment, repeaters by grade; teachers, schools, facilities; tech &amp; vtech; higher ed</td>
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</table>

**List of Organizations:**

- AAU: Addis Ababa University
- CSA: Ethiopian Central Statistical Authority
- CSAE: Centre for the Study of African Economies (Oxford University)
- EDRI: Ethiopian Development Research Institute
- GU: Gothenburg University
- MOE: Ethiopian Ministry of Education
- WB: World Bank
Annex 2. Bibliography


Kebede, Bereket (2004?). “Income, Price, and Demographic Changes and the Intra-Household Distribution of Expenditures in Rural Areas.” Chapter 6 in --.


