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STUDY ON POVERTY ISSUES IN ÄDDIS ABABA



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STUDY ON POVERTY ISSUES IN ADDIS ABABA



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NB: Need list of Acronyms!

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Acronyms

AAU	Addis Ababa University
AAWSA	Addis Ababa Water and Sewerage Authority
ADB	African Development Bank
BOE	Bureau of Education
BOH	Bureau of Health
BOLSA	Bureau of Labour and Social Affairs
BSF	Belgium Survival Fund
CHA	Community Health Agents
CODE	Canadian Overseas Development Enterprise
CSA	Central Statistical Authority
EELPA	Ethiopian Electric Light and Power Authority
ENEC	Ethiopian National Energy Committee
EPPG	Emergency Prevention and Preparedness Group
EU	European Union
ILO	International Labour Organization
MCH/FP	Mother and Child Health/Family Planning
MOE	Ministry of Education
MOH	Ministry of Health
MOLSA	Ministry of Labour and Social Affairs
MOWUD	Ministry of Works and Urban Development
NGOs	Non-Governmental Organizations
SIDA	Swedish International Development Agency
TBA	Traditional Birth Assistant
UNDP	United Nations Development Programme
UNFPA	United Nations Fund for Population Activities
UNICEF	United Nations Children's Fund
WHO	World Health Organization

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1. INTRODUCTION AND BACKGROUND

1.1 Introduction

In the last two decades poverty prevailed in Region 14. The economy has been characterized by poor performance as a result of inappropriate policies and adverse external factors. The poor performance had negative impacts on outputs, investment, revenues, expenditure and infrastructural development. Foreign exchange shortage has also been a problem. As a result the standard of living of the people had declined. Production growth rates were low and in contrast the demand for food increased with rapid population growth resulting in substantial need for food assistance. Despite the allocation of resources for increased food production food insecurity remains a critical structural problem. Thus, the poverty issue has created a problem for development policy.

A sample urban socio-economic survey conducted by the Addis Ababa University and the University of Gothenburg indicates that 46.7% of the households had monthly incomes less than 300 birr, a survey undertaken by CARE-Ethiopia in two kebeles of Wereda 12 shows that out of 2305 households covered only 15% had income in excess of 250 birr. 68% earned below 150 birr. The study concludes that these figure demonstrate the overall situation in Addis Ababa.

The economic crisis has worsened problems in the social sector. Poverty in the region has manifested itself in shortage of housing, slums and insalubrious neighborhoods, increased number of beggars, street children and prostitutes and increased criminal activities. Access to health services has been constrained with essential drugs being unavailable as a consequence of shortage of forcing currency. Infant mortality was 100 per thousand in the 1980s. 65% of the children suffer from stunted malnutrition.

The coverage of health services and the quality of education have remained low mainly due to the ever rapidly increasing population which generated greater demands for these services that require large continuing investment. Therefore, low health coverage has created dismal conditions of the city while the deterioration in quality of education resulted in differently to obtain employable skill thereby exposing job seekers to lack of employment opportunities and aggravating the poverty situation. Thus, rapid population growth coupled with slow economic expansion over the years resulted in decrease in employment opportunities to a growing labour force.

In order to alleviate this serious problem investigation of issues pertaining to it deserves particular attention. The present study is an update of two previous surveys on urban poverty, with a focus on the attainment of sustainable livelihood through employment and income generating activities. The overall objective was to carry out an analysis of the poverty issues in Region 14, provide recommendations for action and propose a framework for interventions by the UN system. The specific objectives include;

- collection and analysis of basic data regarding population, income, cost of living, water sanitation, housing, medical services, education, vulnerable groups, employment and the role of government, UN agencies and other donors and NGOs.

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- identifying the future trend of poverty in the region.

- reviewing the policy environment, mechanisms of operation as well as the efforts made so far.

- analyze government, community and donor policies and mechanisms of operation for the future.

The infant mortality rate and the nutritional status fair better than the national conditions, i.e. infant mortality rate of and nutritional status. But they are rather higher when compared to sub-Saharan figures which are reported to be ..... and .....

The study is based partly on the direct-inquiry method, interviewing and holding discussions with officials and/or professionals in selected government institutions, community organizations and donors (bilateral agencies, UN system organizations, NGOs). Survey results by other institutions have been employed and a desk review of documents was undertaken. Industrial classification in this study is based on the International Standard Industrial Classification (ISIC) criteria. Occupations are classified according to the Ethiopian Classification of Occupations issued by the Ministry of Labour and Social Affairs. Since the 1994 Population and Housing Census results have not yet been publicized, it was necessary to rely on projections made by the CSA on the basis of the 1984 Population and Housing Census results.

The study report is divided into nine sections. Section one deals with the introduction and background. Section two concentrates on population issues. Sections three and four deal with income and cost of living, followed by the fifth section which is concerned with infrastructural aspects (water, sanitation, low cost housing, energy, communication etc.). Section six takes a look at social services and disadvantaged groups while the seventh portion presents the employment situation. The eighth section deals with the organizational structure of the regional administration and donor interventions. The ninth and last section consists of problems to be addressed and programme ideas.

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1.2 Background

According to the United Nations classification, Ethiopia is one of the 31 least developed countries of the world. Nearly 90% of the total population live in the rural areas which lack even the most basic socio-economic infrastructure and facilities. The life of the Ethiopian people as a whole is characterized by extreme poverty further exacerbated by the ravages of decades of civil war, recurrent drought and famine as well as misguided policies and inefficient administration.

Rapid urbanization began in Ethiopia at the turn of the present century. The growth of urban life gathered momentum in the 1950s and 1960s mainly as a response to the emergence of import substitution industries and the development of large mechanized commercial farms which reduced the demand for agricultural laborers. Developments since then have brought profound changes in the scale and pattern of the urban system of the country, although the level of urbanization (13 percent of the total population of the country) is still among the lowest in the world.

Addis Ababa, Ethiopia's capital and largest city, accounts for more than 25 percent of the country's urban population. As the seat of the federal government, it is a center of political, economic, social and cultural activities. It is also host to numerous embassies, multilateral organizations (including those within the United Nations system) and headquarters of the Organization for African Unity (OAU) and United Nations Economic Commission for Africa (UNECA).

The vast majority of the population of this city is extremely poor. The rapid growth of population in the last few years (about 5 percent per annum) has created serious social and economic problems. *Revise: (*Pervasive poverty has manifested itself in poor quality houses, slums, urban squalor and blight, increased number of destitute groups such as beggars, street children, prostitutes, etc.) The situation is worsened by the demobilization of the former armed forces and the displacement of persons from other parts of the country due to ethnic conflicts and from Eritrea following secession. Thus, the provision of socio-economic services, such as housing, sanitation, medical services, education, gainful employment, etc., is found to be inadequate and deteriorating over time. Three fourths of the population lives in abject poverty and unhealthy living environments. In such conditions urban amenities and facilities are inaccessible to the vast majority of the inhabitants.

To alleviate this ever-increasing and complex socio-economic problem, policies and strategies are issued and budgetary provisions are made both at the central and regional government levels. The social and economic policies of the Transitional Government and the recently established Federal Democratic Republic of Ethiopia are expected to create more favourable conditions for socio-economic development of the city. But resource constraints have made it difficult to implement poverty alleviation programmes.

The contributions of bilateral and multi-lateral institutions, as well as NGOs in increasing the capacity of the government and communities to tackle the problem is encouraging and is of great significance.

Periodic review of information about the conditions under which poor inhabitants of the city live is essential for building the information base and formulating better plans and programmes of action. It is also deemed necessary to create a conducive situation for coordinating the activities of all concerned bodies and promoting a concerted action for more fruitful results. This study is an integral part of the effort required to address the problems. It seeks to update the studies carried out by EPPG/EUE in 1991 and 1993 in terms of basic data as well as policy issues in the sectors of health, water, sanitation, education, social welfare, housing, employment. It also considers the living conditions of the disadvantaged and makes recommendations for a possible UN strategy for assistance.

NB: What about field study??

2. POPULATION

2.1 Current situation

According to the results of the 1994 Population and Housing Census, the population of Region 14 is 2,112,737. the projection of the CSA for 1996 is 2,254,862. This figure is made under the assumption that the annual growth rate (3.79%) observed

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between 1984 and 1994 remains constant.[1] This indicates an increase of 58% over the population in 1984, the first census year. At this rate of growth the population of the region will *(from its present level?)* double by 2003.

Out of the total population, 1,162,561 or 51.6 percent are women. Young people below the age of 15 account for 31.7 percent. 53.08 percent of the population are potentially economically active, aged 10 and over. Those between 15 and 59 years constitute 94.2 percent of the total economically active population.

The dependency ratio has reached 111 percent implying that every 100 persons in the working age have to support themselves and 111 dependents. This is in contrast to the national rate which stands at 124. This figure is misleading, however, since not all persons in the 15-59 age group are working. It is certain that the actual dependency burden is higher than the official statistics show. The presence of such a large pool of dependent population has, of course, a negative impact on the performance of the economy.

The fast population growth is accounted for by a continuing high birth rate, a gradually declining death rate and rural-urban migration. The total fertility rate in 1990 was 4.6 children per woman[2]. *NB: Note that this is less than the national rate of 7 live births per woman.* Furthermore, in-migration of young men and women of reproductive age from the rural areas, mainly due to periodic droughts, has made its own contribution towards accelerating the natural growth. *NB: What about employment opportunities?*

The influx of 30,852 demobilized soldiers with 146,500 family members and 60,883 displaced persons from Eritrea[3] has significantly added to the population. Besides, the number of persons displaced from different parts of the country to the city due to ethnic conflicts and refugees and returnees from neighbouring countries is considerable.

Today, the region faces a serious challenge to reconcile the population growth rate and the rate of economic development. The former far outstrips the latter. Low productivity, a high rate of unemployment, minimal accessibility to basic social services, food insecurity, maternal, infant and child morbidity and mortality, and low life expectancy all contribute to a low level of human development with two thirds of the population below the poverty line.

A population policy has been adopted by the Federal Government to be implemented at the regional level in order to reconcile the rate of economic and social development with the rate of population growth. The major goals of the policy are: maximization of the level of welfare of the population over time, implementation of measures aimed at closing the gap between high population growth and low economic development by expanding economic and social development; reducing the rate of rural to urban migration; enabling women to

[1] CSA - the 1994 Population and Housing Census of Ethiopia, Results for Addis Ababa, Volume I Statistical Report, Addis Ababa, August 1995.

[2] CSA - The 1990 Family and Fertility Survey Report - Addis Ababa, June 1993.

[3] Region 14 - Planning and Economic Development Bureau

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participate more fully in productive efforts of the society at large; and improving the socio-economic conditions of disadvantaged groups such as youth, children, the handicapped and the elderly.

The policy features strategies that stress improvement of the quality and scope of service delivery. These include: diversification and increased coverage of family planning services; data collection, analysis and dissemination; capacity building for training; and expansion of information, education and communication activities related to population growth. Moreover, the policy is designed to serve all relevant institutions and sectors of society. The organizational mechanism for its implementation at the federal level is the National Population Council. The implementation structure is replicated downwards through the regional and zonal levels which are entrusted with responsibility of coordinating, supervising and monitoring all population related activities.

For the policy to be carried out effectively, the type and manner of interventions should be seriously thought out and studied. The most appropriate organizational mechanisms and resources must be identified for proper utilization of programmes to be more effective. It is, therefore, necessary to make adequate provisions for research work, education and other facets of action programmes which often entail heavy financial burdens and a variety of skill requirements.

RECOMMENDATIONS

In order to achieve the policy objectives outlined above the following recommendations are forwarded:

1. Professionals in various disciplines with different levels of training are required to implement the population policy. Since there is shortage of qualified personnel the need to undertake vocational training cannot be overemphasized.

2. Proper analysis of the inter relationship between population dynamics and patterns of socioeconomic change requires a reliable data base of demographic and socioeconomic information. In order to create such a data base it is essential to conduct studies pertaining to issues such as contraceptive prevalence, fertility, local customs, cost of living, income, education levels, migration patterns, etc. on a regular basis. Moreover, recording, reporting and dissemination of vital statistics should also be given due attention.

3. The proportion of women of reproductive age using contraceptive is estimated to be rather low (32.8%)[4]. In order to increase the percentage substantially (the national target being 44% by 2015) the scope, quality and coverage of the family planning service has to be expanded. *How?*

4. Population information, education and communication, vital for increasing public awareness about the implications of rapid population growth and other related issues, must be strengthened through an expanded programme involving production of information materials, dissemination of pertinent information and social mobilization.

[4] CSA - The 1990 Family and Fertility Survey Report, Addis Ababa, June 1993.

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5. Participation of different sectors of the community such as kebele residents, employers' associations, trade unions, the chamber of commerce, business associations, religious groups etc., is essential and should be encouraged to facilitate implementation of the population policy.

6. Efforts to mobilize resources from local and external sources should be intensified in order to implement such a dynamic population policy.

3. INCOME

As stated earlier, the socio-economic situation of Region 14 is characterized by a low level of economic growth, with two thirds of the population living in poverty. The poor lack adequate access to food, clothing, shelter health care, education, and other essential services.

The magnitude of poverty in the region can be illustrated by the results of a several socioeconomic studies. One such study was conducted jointly in 1994 by the Addis Ababa University and the University of Gothenburg, and the results were presented by Arne Bigsten and Negatu Mekonnen. The distribution of sample household incomes into groups indicates that 46.7% had monthly incomes less than 300 birr. 23.1% had monthly incomes between 300 and 599 birr. Those whose incomes were between 600 and 799 birr constituted 9.1%. The 800-1499 income group formed 12.9% and those earning 1500 birr and more were 8.2%. *Footnote.*

Another survey of two kebeles of Wereda 12 was undertaken in 1993 by CARE-Ethiopia. Of the 2305 households covered, only 15% had income in excess of 250 birr. 68% earned less than 150 birr per month and the income of 49% was below 100 birr. *Footnote.*

In the sample socio-economic survey *(Which one? The AAU/Gothenburg one or CARE?),* 68.5% of respondent households reported wages as their main source of income. Female residence-based business was cited by 12.9% of the households. Other sources of income cited included business (9.2%), children's activities (2.2%), pensions and remittances (5.8%), and farming/animal husbandry (1.3%). Households with business income as their main source had the highest average income (1,353 birr) followed by those which had wages and salaries as their main source of income (average income 554 birr). Households dependent on female residence-based business, children's activities, pensions, remittances, and farming/animal husbandry had average incomes of 82, 36, 275 and 532 birr respectively. All of these incomes fall well below the overall average.

The devaluation of the birr has reduced its purchasing power. This is an important factor in the current low level of real income for a high proportion of the population. Migration from rural areas has also significantly contributed to mass poverty and problems associated with it.

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4. COST OF LIVING

In assessing the magnitude of poverty, it is pertinent to examine household expenditure levels. Total estimated expenditure per month for a family of 5 members increased from birr 205 in 1990 to birr 236 in 1991, an increase of 15 percent. The 1992 expenditure also indicated a 24.8 percent increase over 1991.[5]

Food is by far the largest single expenditure item in the household budget. According to the results of the socio-economic survey of 1994 the budget for food in sample households was 61% of the total household budget. Annual average retail prices of selected food items of Addis Ababa for 1993, 1994 and 1995 (see table on annex 2) indicate that the price of staple food items like teff (black), wheat (white), beans and maize increased by 57.14%, 55.97% and 49.69% respectively in 1994. *Note that there are only three percentages given for four items!* The price of onions rose by 43.88% while that of sugar increased by 40.13%. The prices of pepper and oil dropped by smaller percentages (7.65% and 2.54%). In 1995 there was a slight decrease in prices from 1994 except for pepper and oil the prices of which were more than double. The general retail price index in 1994 has shown a rise of about 7.6% as compared to that in 1993. In 1995 there was an increase of 10% over price of 1994. *How can this be if prices of basic food items dropped?*

There is no system of adjusting wages and salaries to changes in the cost of living, in order to help cope with the increase in incidence and magnitude of poverty. Although the government-owned Agricultural Trade Enterprise is responsible for controlling food prices in order to prevent rapid increases, it has not yet been effective. It is, therefore, necessary to increase the capacity of the Agricultural Trade Enterprise to further control the wage/price ratio.

5. INFRASTRUCTURE

5.1 WATER AND SANITATION

Current situation

It is estimated that 96% of the water supply of Addis Ababa is from the water sources run by Addis Ababa Water and Sewerage Authority (AAWSA). The two major sources of water are Gefersa and Legedadi Dam and Water Treatment Plants. The Gefersa Site is designed for a capacity of 30,000 m^3/day, while the Legedadi Site is designed to prove 150,000 m^3/day. Legedadi has 17 pumping stations and distribution reservoirs, more than 3000 kms of pipelines, and about 131,045 customers have connections with 169 and 159 stand pipes administered by AAWSA and others like kebeles and NGOs, respectively. Current combined production of the two sites, however, is only 146,000 m^3/day. The current requirement of treated water for the population of Addis Ababa is 247,386 m^3/day. At the present rate of service, the two sites provide only 60% of the water required.

[5] Goitom Ghirmatsion, Aspect of Poverty in the city of Addis Ababa: Profile and Policy Implications, Addis Ababa, Nov. 1995.

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The population's limited access to clean water is reflected in the 1984 Population and Housing Census as follows: 3.9% (10,117) of the housing units have inside water taps; 25.8% (66,991) have a private tap inside the compound; 22.1% (57,305) share a tap with another household inside the compound; 14.3% (37,124) have a private tap outside the compound; 5.4% (13,958) share a tap outside the compound; 20.8% (54,173) take water from other individuals and institutions; 3.1% (8,046) fetch water from protected wells or springs; 2.3% (5,928) use water from unprotected wells or springs; and 0.5 % (1,193) bring water from rivers or lakes. *NB: Is this statistic too old to be useful? If it is the most recent information available, this should be noted. Or is it Ethiopian Calendar?*

The 1994 Population and Housing Census of Ethiopia's Results for Addis Ababa generalizes the Housing Units of Zones and weredas by source of drinking water (urban and rural) as follows:

Urban/Rural	All Housing Units	Source of Drinking Water				
		Tap	Protected Well/Spring	Unprotected Well/Spring	River/Lake/ Pond	Not Stated
Urban/Rural	380,307	367,635	3,196	6,085	2,709	682
Urban	374,742	366,340	2,511	4,038	1,191	662
Rural	5,565	1,295	685	2,047	1,518	20

The 1995 official tariff rate is structured on a subsidy basis. In 1996, the tariff is expected to change so as to achieve full cost recovery. If subsidies for low-income customers are not continued, this sector of the population will suffer terribly.

Note: The table of Water Supply volume and Sewerage Service Charges is not in the Computer copy. Did you mean to take it out?

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CONSTRAINTS

1. There are technical limitations on Gefersa and Legedadi Dams (Gefersa is an old treatment plant in need of improvement and maintenance while Legedadi has a shortage of water).

2. There is not enough water supply.

3. Because the pipelines are old, there is water leakage amounting to 30% of the total production.

4. There is insufficient logistical support.

5. There are financial constraints which result in shortage of professional manpower and equipment.

Future plan

The policy and objectives of the Region are to supply safe and adequate water as well as waste water and sludge disposal services. In order to relieve the current water shortage, Region 14 Administration initiated short, medium, and long term programs as part of the 1988-1992 Five Year Plan. The total investment cost of this Plan is birr 2.5 billion.

Strategy

1. To study detailed policies which encourage participation of private capital and to seek assistance from the World Bank, the European Investment Bank, African Development Bank, UNDP, donors, NGOs and the community.

2. To revise administrative procedures to make the working methods effective and efficient.

NB: What about the third recommendation, as found in the hard copy:
3. To subsidize charges to low-income consumers with proceeds from those with high incomes

RECOMMENDATIONS

1. Research on water development should be encouraged and the practice of labour intensive programmes, especially micro dams construction, should be pursued.

2. Capacity shortcomings should be filled by requesting funds and technical support from multilateral institutions such as the World Bank, UNDP, European Investment Bank, the African Development Bank, etc. NGOs should be approached for assistance at the kebele level.

3. Leakage of water should be monitored and corrected on a continuous basis. Old pipes should be replaced.

4. Logistical support should be sought from appropriate bodies to enhance performance.

5. Professional and skilled manpower should be recruited to conduct research.
NB: On what?

NB: What about Rec. 6 in hard copy:
Public taps should be installed for the majority of the low-income population. and Communities should be mobilized and encouraged to make services sustainable by making a contribution to operation and maintenance every month?

SANITATION

Current situation

The Addis Ababa Water and Sewerage Authority is responsible for sewerage service while the Municipality of Addis Ababa is responsible for disposal of dry waste and storm water.

The waste water of the different areas is collected by three main interceptors (Ledeta, Western and Eastern) which are connected to the south of the city. The sewer system is designed to serve 200,000 people. In 1995, 1463 out of 4000

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proposed connections were in service. A very small number of the city's population uses conventional sewer systems for storm and waste water. The sludge collected from septic tanks and pit latrines is taken to the treatment plant at Kaliti by vacuum tankers and disposed of.

The 1984 census shows that 86.6% (224,898) of the housing units had pit latrines. These expose the population to health hazards as during the rainy season this type of facility frequently floods.

There are a total of 40 vacuum tankers belonging to AAWSA, the Addis Ababa Municipality, Administration of Rental Housing, NGOs and private owners. These cannot even cover 50% of the liquid waste which should be disposed of. Of these, AAWSA has 25 tankers, which cannot even handle 20% of the liquid waste disposal needs. Most of the liquid waste overflows into the city streets causing health hazards particularly dangerous to children, who play in the streets.

CONSTRAINTS

1. There is a serious shortage of vacuum tankers, and many are old and not fully operational.

2. People do not use conventional sewer systems because the cost of connection is very high.

3. There are financial constraints which result in shortage of skilled manpower and equipment.

4. There is a lack of training and research on sanitation, as well as a lack of public awareness of sanitation-related issues.

Future plan

The objectives of the Region are the provisions of waste water and sludge disposal services. Although the financial constraints are obvious, the need to improve sanitation services is one of the highest priorities of the Region. The budget for the investment plan (1988-92E.C.) for water and sewerage for the Region is birr 2.5 billion. *NB: Or is it 1996-2000 as stated in the hard copy?*

Strategy

1. To collect revenues from customers effectively and efficiently.

2. To encourage private financiers to become involved in provision of sanitation services..

3. To encourage community participation.

4. To solicit external financial and technical assistance to improve and expand available sanitation services.

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RECOMMENDATIONS

1. Community participation should be encouraged in all the relevant sanitation programs.

2. Principles and techniques of environmental protection should be taught to the community. The Regional Health Bureau, sanitation professionals, UNICEF, and concerned NGOs should participate in the program to maximize their impact.

3. An environmental health (primary care) curriculum should be developed and taught in schools. UNICEF should be invited to participate in curriculum development.

4. United Nations organizations, the World Bank, UNICEF and the NGOs should be invited to assist the urban population in meeting its sanitation needs.

5. Unemployed people should be hired by the kebeles to inspect drainage systems and clear all sorts of solid waste that block pipes and passageways. They should also be recruited to dig drains for liquid waste.

SOLID WASTE

Current situation

The Addis Ababa Solid Waste Management Master Plan Study estimated that about 200,000 tons of solid waste is generated every year. The present refuse collection capacity, however, is only 750m³/day, 57% of what should be collected.

There are only 64 collection trucks owned by the Municipality of Addis Ababa. Of those, 36 are old and are frequently out of service. The stoppage time of the trucks is greater because of lack of timely maintenance. Another 28 trucks are new container lifters. Clients include commercial, service and production organizations as well as private houses. The solid waste generated by clients is estimated (by the solid waste management head) to be 1317m³/day.

CONSTRAINTS

1. There is a shortage of functioning trucks to collect and dispose of solid waste.

2. There is a shortage of drivers and helpers for the existing trucks.

3. There are no maintenance facilities for the truck fleet.

4. There is a shortage of skips for solid waste collection.

5. The fixture of a low tariff rate under Proclamation of 1942 has not been changed. Consequently, revenues collected are too low to maintain adequate service.

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6. Lack of Finance.

7. There is a shortage of skilled manpower to manage the system.

Future plan

The future plan is to import from Japan 40 container lifters and 100 collection skips of 8m³ each. Together with the existing 413 containers, it is expected that these will be able to better handle solid waste collection needs.

RECOMMENDATIONS

1. Necessary manpower should be recruited.

2. The tariff rate should be revised to generate more revenue.

3. UNDP and the World Bank should be invited to assist financially in the set up of a vehicle maintenance workshop for collection trucks.

4. Additional trucks are necessary to tackle the problem.

5. Reserve solid waste trucks are necessary in case of emergency.

6. A shift system should be employed until there are enough number of trucks and drivers available to collect all solid waste.

7. Privatization of solid waste management should be encouraged.

8. In the absence of privatization, solid waste management should be strengthened in terms of manpower, equipment, trucks and finance.

9. In the absence of enough collection trucks, unemployed kebele people should be mobilized and employed with either cash or food payments to collect and dispose of solid waste, and also to dig wells for liquid waste. The community, UNICEF and the NGOs should be approached for practical assistance.

5.2 HOUSING

Current situation

One of the most crucial problem areas to be tackled by Region 14 Administration is the housing sector. The majority of the population of Addis Ababa live in highly congested, minimally serviced, unsanitary conditions. Urban services such as roads, water supply, waste disposal systems, and health facilities is minimal or non-existent in many places.

The 1994 Population and Housing Census of Ethiopia's Results for Addis Ababa (Vol. I, Statistical Report), indicated that 57.08% of the population of Addis Ababa live in rented houses; 34.4% of the houses are privately owned; 37.9% are under kebele administration while 2.5% are under the Rental Housing Administration. The Central Statistics Authority (CSA) figures show that 45.2% of the population

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pay rent from birr 1 - 9 per month. 76.9% pay between birr 1-49 per month. 89.7% pay birr 1-99. Taken together, these figures indicate that 89.4% (140,903) of all rented housing units are leased for less than birr 100 per month.

The revenue generated from collection of rents is birr 1,870,395 per month. From this amount, administrative expenses, transfers, and other deductions are made. There are insufficient funds remaining for kebeles to adequately maintain their houses.

The poor conditions of most of the houses are indicators of the generally poor living conditions of the majority of the people of Addis Ababa. According to CSA figures, 2% (7447) of the housing units are attached with one or more stories while 0.7% (2499) are detached with one or more stories. 39% are non-storied detached units, while 58.1% are attached non-storied with two or more units.

Of the 380,307 urban-rural housing units recorded, the breakdown of room numbers and persons per room is as follows: 30.9% (117,373) live in single room residences; 28.7% (109,091) live in two rooms each; 18.5% (70,256) live in three rooms each; 9.8% (37,253) live in four rooms each; 5.5% (20,886) live in five rooms each; 2.8% (10,548) live in six rooms each; 1.6% (5,937) live in 7 rooms each; 2.1% (8043) live in 8 or more rooms. The average number of persons per room is 2.1.

Of the 380,307 urban-rural housing units of Addis Ababa, 96.7% (367,635) have access to tap water; 0.9% (3196) take water from protected wells and springs; 1.6% (6085) get unprotected well/spring water; and 0.7% (2709) take water from rivers, lakes or ponds.

As indicated above, the total urban/rural housing units of Addis Ababa as per CSA's 1994 Census is 380,307. Out of this number, 96% (365,216) of the housing units have corrugated iron sheet roofs; 0.1% (502) have wood and mud or bamboo roofs; 0.6% (3270) have thatched roofs.

Out of the 380,307 urban/rural houses in Addis Ababa, 82.3% (313,153) of the housing units have wood and mud walls; out of the 374,742 urban houses, 52.8% (197,783) of the housing units have mud floors while 17.9% (67,000) have wood tile floors; 21.0% (78,616) have cement/concrete floors while 6.7% (25,196) of the housing units have plastic, cement, brick, or bamboo floors.

Ceiling construction figures are as follows: 50.6% (189,788) have no ceilings; 24.8% (92,972) have fabric ceilings; 10.3% (38,778) have chipboard or hardboard ceilings; 0.4% (1313) have wooden ceilings.

In addition, the 1994 CSA figures indicate that 90.4% (338,640) of the urban housing units of Addis Ababa have no bathing facilities. 75.2% (281,844) have no toilet facilities.

34.9% (130,730) of the housing units use shared traditional kitchens; 32.5% (121,947) use private traditional kitchens; 5.1% (19,200) use modern private kitchens; 1.1% (4011) use modern shared kitchens, and 26.2% (98,158) have no kitchen at all.

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The poor housing conditions indicated here are an indicator of the extent of the poverty of the population of Addis Ababa.

Low-cost housing construction

In order to tackle the basic problem of shortage of residential units, Region 14 has taken the following short, medium, and long term housing programme:

1. In Kotebe Area, 1344 low-cost houses at a cost of birr 102 million are under construction. 3850 cooperative low-cost houses are also being built.

2. Private financiers are being encouraged in the construction of residential apartments, and commercial apartments. Some construction has already started.

3. Private housing construction is being encouraged, but is delayed due to the fact that the Region has not yet finalized some of its procedural guidelines. There are 25709 individuals and 1094 cooperatives waiting for allocation of lease land to commence their housing construction.

CONSTRAINTS

The housing construction industry will show no progress as long as the following points are not critically considered and effective policy measures taken:

1. At 16%, the interest rate is too high for most small investors.
2. The costs of installing primary infrastructure (power, water, road, etc.) are prohibitive.
3. There is a shortage of available and affordable building materials.
4. There is a shortage of contractors and skilled labour.
5. No study of typologies and standards has been done, and there is no mass production of building components, which results in high cost of components mainly doors, windows, fittings etc.
6. Serviced land is not available.
7. There is no agency to give managerial and/or technical support to the construction industry.
8. The land policy discourages investors from constructing housing units.
9. Except for the Construction and Business Bank, there are no financial institutions in the country which offer housing loans.
10. Foreign banks do not participate in credit schemes for construction of housing.

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11. There is tight regulation by the National Bank, through its savings and interest rate policy, of investments.

Future plan

The Region has a low-cost housing program at a cost of birr 4.5 million for 1988 E.C. (1995/1996). Other building projects at a cost of birr 516 million, budgeted for the coming five years, is in process.

Policy and objectives

The policy and objectives of the Region are intended to tackle the housing shortage of urban dwellers at different income levels. It seeks to generate revenue to finance the supply of dwelling units for low-income groups.

Strategies

1. To collect revenues effectively and efficiently.

2. To coordinate efforts with multilateral financial institutions such as the World Bank, UNDP, and the European Community, as well as NGOs, to construct low-cost housing and upgrade nationalized houses.

3. To encourage private financiers to invest in the construction of residential apartments.

4. To apply the lease policy to collect funds for the construction of low-cost houses as called for in Proclamation No. 80 of 1993 on Urban Land Lease Holding.

CONSTRAINTS

1. There is insufficient manpower and money to effectively collect revenues.

2. The income generated from leases is not sufficient to pay for low-cost houses and infrastructures.

3. Private financiers are not interested in participating in the lease tender because they are unable to compete with hotel industries to obtain access to bank credit in order to construct residential units. High interest rates, shortage and high cost of construction materials, and lack of infrastructure further discourage private investment in the housing sector.

RECOMMENDATIONS

1. Policy measures should be taken and credit made available to stimulate production of affordable building materials.

2. Serviced land should be made available at affordable prices.

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3. The feasibility of offering different interest rates to borrowers should be studied to create a system of incentives, thereby stimulating the formation of cooperatives.

4. Building typologies should be studied to arrive at standardized types of building components for low-income groups.

5. Administrative and technical support units should be created where appropriate to facilitate the formation and management of housing cooperatives.

6. Arrange a program to renovate and upgrade housing, with cooperation of the World Bank, UNDP, the NGOs and the community.

7. Development of construction sites and services should be started and continued in cooperation with UNDP and the World Bank.

8. A special low-income housing fund should be introduced in collaboration with the UNDP and the World Bank.

9. Private banks should be encouraged to participate in financing of housing construction.

10. Domestic savings should be encouraged by raising the savings interest rate.

11. The control over investments by the National Bank should be reduced by bringing down the interest rate.

12. The Ethiopian Insurance Corporation, the Pension and Social Security Authority and the Development Bank of Ethiopia should be encouraged to offer housing loans.

5.3 ELECTRICITY

Current situation

According to the 1994 census, 95.5% (358,004) of the housing units in Addis Ababa use electricity. The breakdown of the electricity consumption of the population is as follows: 45% (168,814) of the housing units have their private electric meters; 50.5% (189,190) of the housing units share the meter; 3.3% (12,375) use kerosene lamp and lantern. There are 227,327 customers. *Still? Or is the total number of customers from the 1984 census?*

EELPA is charged with producing, transmitting, distributing and selling electrical energy to the public throughout Ethiopia. The current residential house charges for service show the following picture:

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Electricity Kwh Tariff

Tariff Category and Block Identification	Consumption Kwh	Birr/Kwh
Domestic Equivalent Flat Rate		0.1772
First Block	First 50 Kwh	0.1540
Second Block	Next 50 Kwh	0.1600
Third Block	Next 100 Kwh	0.1819
Fourth Block	Next 100 Kwh	0.1873
Fifth Block	Next 100 Kwh	0.1917
Sixth Block	Next 100 Kwh	0.1973
Seventh Block	Above 500 Kwh	0.2113

Source: EELPA

The connection fee varies with the distance of the installation site from the main line. Additionally, the connection fee changes based on the labour, the material required, and the transport charge that is requested by EELPA. the shorter the distance from the EELPA office to the installation point, the lower the charge for transport, but the material and labour costs depend on how the connection is to be made.

EELPA has the plan to decentralize the transmission and the distribution system. There are 2315 subscribers waiting for connections. There is shortage of imported materials like energy meters, insulated wires, cables, etc. Unless the present Charter is revised, EELPA will not be out of its financial crisis.

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CONSTRAINTS

1. Most of the medium and low voltage feeders and associated distribution transformers in the system are overloaded.
2. There are intolerable voltage drops.
3. Availability and reliability of supply is not ensured.
4. Energy shortfalls occur in the substations and transmission lines.
5. The present main lines are installed for the center of the city.
6. Imported materials such as energy meters, insulated wires, cables, etc. are in short supply.
7. The logistical support is not enough.
8. The tariff is not conducive to generating sufficient income to finance the system..

Future plan

1. The financial requirement for the 1996-2000 rehabilitation program is drawn from four major sources: from the government US$18.6 million; from the

World Bank US$5.2 million; from donor countries US$5.2 million; and from other assistance US$60 million.

2. The next plan, for 2001 - 2005, includes the construction of sub-stations and sub-transmission extensions. The investment plan is in the order of US$1.4 and 7.7 million coming from the government and community, respectively.

Strategies

1. To collect revenues effectively and efficiently.

2. To seek external loans either from bilateral donors or from multilateral financial institutions.

RECOMMENDATIONS

1. The tariff rate should be revised to generate more income.

2. Additional logistical support should be provided.

3. Substations and sub-transmissions should be constructed and installed to provide services to those who are now in the waiting list.

4. EELPA should study ways of reaching the majority of the low-income population.

5. EELPA should be strengthened if it is expected to give the best possible results and other private power establishments should be encouraged to compete.

6. European Investment Bank, the World Bank, the African Development Bank and other donors should be approached for loan financing.

5.4 ENERGY

Current situation

The ENEC/CESEN Energy Study (ENEC/CESEN 1981) estimates that 60% of the Addis Ababa households use firewood for cooking. This figure does not include the use of other woody biomass (branches, leaves, twigs, dung and other agricultural residues). The 1994 Census of Addis Ababa reports that 12.2% of households use animal dung, leaves and vegetable residue as their main source of energy for cooking. This figure roughly parallels the poverty figure, as people are not able to afford more fuel-efficient sources of energy.

The 1984 CESEN energy studies indicate that from the total consumed fuel in Addis Ababa, petroleum products account for 48%; woody biomass 45%; electricity 6% and other fuels 1%. However, the sectoral consumption indicated that in Addis Ababa households, the share is 88%, 8% and 5% for biomass, petroleum products and electricity, respectively. From the total energy consumed in the household sector, 95 3% is for cooking, 3.9% for lighting, 0.6% for ironing and 0.2% for other uses.

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The Addis Ababa household demand for cooking fuels in 1992 (in wood equivalent tons) was as follows: electric injera baking 150,000 tons; woody biomass injera baking 132,833 tons; kerosene 276,000 tons, biomass non-injera baking 200,000 tons; electric general cooking 10,950 tons; and lpg 3,650 tons. *What is lpg?*

In Addis Ababa, there is scarcity for fuelwood especially for low-and-middle income households. This scarcity has led the Ethiopian Energy Authority, based on ENEC/CESEN Study to make studies on alternative sources of energy and consequently the authority has 4 briquette factories under construction and a further improvement on traditional stoves is underway.

The 1994 Census for Addis Ababa showed that the major type of fuel for cooking in Addis Ababa is as follows: 28.1% (105,477) of the housing units use firewood and kerosene; 10.0% (37,588) use firewood/leaves; 8.4% (31,647) use kerosene; 5.3% (19,743) use firewood and charcoal; 1.9% (7096) use firewood and dung; 1.4% (5084) use charcoal; 0.9% (3403) use electricity; 0.6% (2269) use firewood and gas; 28.4% (106,612) use electricity and kerosene; 6.0% (22,663) use electricity and gas; 1.7% (6384) use electricity and firewood; 1.0% (3781) use electricity and charcoal; while 3.7% (14,052) use no fuel for cooking.

To offer an affordable alternative to the sources of fuel that are rapidly being depleted, kerosene is being subsidized by the government. As a result, increasing numbers of people are using kerosene as a source of cooking and lighting energy. Additionally, more than 10,000 cooking gas cylinders are distributed daily in the city.

Although alternative sources of energy are available, it is clear that these are not sufficient to met the needs of the majority of the low-income population unless planting of eucalyptus trees is made the primary concern of the regional authorities. According to the estimate of the Ethiopian Energy Authority, 52,697 hectares of eucalyptus forest is required to provide 70% of the Addis Ababa population with a continuous supply of wood. This estimate is based on a figure of 32 tons of wood harvestable from one hectare, with a consumption rate of 2.2 kg of wood per person per day.

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CONSTRAINTS

1. There is a shortage of fuelwood available to the population of Addis Ababa.

2. Supplies of kerosene and electricity might not be enough for full substitution of fuelwood to satisfy the energy needs of the city's population.

3. A sample survey showed that almost 70% of households with legal EELPA connections already own electric mitads on which they bake injera (CEINFMP 1992). Due to increased charge of connections, this figure is unlikely to increase significantly. This implies a continued high demand for fuelwood for injera baking.

4. Improvements on traditional stove designs can not be effectively carried out by the Cooking Efficiency Improvement and New Fuels Marketing Project (CEINFMP) because it has no workshops and testing facilities.

Future plan

The Ethiopian Energy Studies and Research Center has alternative energy development programmes for 1996 - 2000. One of these is for Urban Energy Development. This project is budgeted for US$2.7 million from foreign sources and birr 1.9 million from domestic sources.

The objective is to take appropriate measures to achieve a smooth transition from use of traditional to modern fuels.

RECOMMENDATIONS

1. Revive the first resource base of peri-urban and urban plantations with the assistance of the World Bank and the UNDP.

2. Enhance measures to improve efficiency of energy conversion for biomass fuels, including development and promotion of energy saving stoves.

3. Promote low-cost modern fuel stoves such as electric mitads by requesting assistance from the UNDP, the World Bank, and private financiers.

4. Make affordable commercial fuels (petroleum and electricity) more available.

5. Conduct energy conservation research aimed at helping the low-income population.

6. Encourage private financiers to participate in commercial afforestation programmes so as to generate a continuous supply of firewood.

7. Since household energy is a chronic problem for the majority of the low-income population, UNDP, the World Bank and other donors should be invited to assist the Cooking Efficiency Improvement and New Fuel Marketing Project to continue its work.

5.5 ACCESS ROADS

Current situation

Since its foundation in 1886, Addis Ababa has never had a road plan. The existing main roads of the city, besides being small in number, are also of poor quality. Consequently, yearly maintenance costs are very high. The roads cannot carry the growing vehicle load. Moreover, the absence of access roads has resulted in the accumulation of solid waste prevents ambulances, fire and refuse collection trucks from entering many areas.

CONSTRAINTS

1. The topographical nature of the city such that road construction is extremely expensive.

2. There is a shortage of construction materials.

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3. There is a shortage of road construction equipment.
4. There is a shortage of skilled and professional manpower.
5. There is financial constraint.
6. The opening of access roads in the city has a become a problem because a huge amount of money is required both for constructing the roads and compensating the owners of the houses that must be demolished.

Future plan

The Regional Administration has prepared a plan for 1996-2000 for the continuation of on-going projects and the construction of new ones. Maintenance and upgrading programmes in Wereda 8 (3 kebeles) and Wereda 7 (3 kebeles) will be carried out for asphalt and gravel roads while parallel drainage and flood control work will also be done. A total of birr 746.6 million is allocated for construction and maintenance work during the plan period.

The Region will attempt to improve those roads which have already deteriorated due to a lack of proper ditches as well as those which are annually flooded. The asphalt and gravel roads will be maintained and a flood prevention mechanism will be designed and implemented for those roads which are flood prone. Access roads will be opened in the areas which deserve top priority in view of environmental protection concerns.

Strategies

1. To encourage the participation of the community.
2. To collect revenues effectively and efficiently.
3. To request assistance from donors and the NGOs.

Implications of strategies

In order to have effective collection of the revenue an employee training program is required. Additionally, there must be a step by step strengthening of the leadership abilities and qualities. All this will require a enormous financial resources.

RECOMMENDATIONS

1. The problem of the shortage of professional and skilled manpower and lack of equipment should be tackled first.
2. The World Bank, the UN, the Municipality, the Kebeles and the NGOs should participate and assist in the construction of access roads.
3. Business organizations, companies and the community should be encouraged to mobilize funds for the construction of access roads.

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4. The Region should seek low-income loans from donors and multilateral financial constitutions to be used in construction of access roads and compensation of owners of houses that must be demolished.

5. A programme of intensive maintenance and improvement should be designed and implemented for all gravel roads, bridges, culverts and drainage systems.

5.6 TRANSPORT AND COMMUNICATIONS

Current situation

There is no detailed study made of the transport system of Addis Ababa. A partial survey was done by ENEC/CESEN in 1984. Results of that study show that mobility characteristics of Addis Ababa inhabitants vary significantly with sex, age, type of activity, household income, possession of transport means and other variables. However, students are by far the largest single category of travelers accounting for 39.4% of all travelers older than 10 years.

The survey conducted by CESEN in 1985/86 covers 943,514 persons. Out of these, 31.7% (299,546) had salaries below birr 200 and are consequently unable to pay for transport. Furthermore, even those of medium income (200 - 700) seem to be unable to afford most forms of public and private transportation.

Further analysis can be made by indicating those persons who have got means of transportation of one kind or another. Out of the total of 943,514 persons surveyed 916,942 (97.2%) reported that they take buses, taxis or walk.

From the survey the following conclusions were made: one-way trips generated in the urban transport system during 1982 for persons 10 years of age or over amount to about 2 million. Of these 4.16% were made using private vehicles; 11.9% by bus; 10% by taxi and 70% on foot.

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CONSTRAINTS

1. There are 140 buses out of which 90 - 100 buses are functional and their level of service is very low. Consequently, buses have a low average of availability, and long waiting time.

   Use this or (as in hard copy):
   According to the figure given by the General Manager of Ambassa City Bus Service Enterprise, there are presently 249 city buses. Of these, 90-100 give intermittent service due to maintenance problems. In 1996, 100 buses are expected to be imported to solve the problem of shortage of buses. 49 buses have already arrived in Ethiopia ad the rest are expected to arrive before the end of the year. Another 166 buses are expected in 1997 and 1998.

2. Public buses are often diverted during peak hours from their scheduled routes thus further lowering the level of service.

3. There are not enough buses. If efficient and effective transport service is to be provided, then 560 buses, working 14 hours per day are needed, according to a Transport Department Study.

4. The use of route service is limited by the scarcity of buses.

5. Lack of access roads in congested areas forces a large majority of the population of the city to walk instead of taking a bus.

6. Narrow and poor condition of the roads results in frequent breakdown of buses and other vehicles.

RECOMMENDATIONS

The Ethiopian National Energy Committee/CESEN study of 1984 indicates that of the working age population sampled, 70% traveled on foot to their work or other business places, whereas 12% and 10% used the public buses and taxis, respectively. Income data obtained from the census showed that 60% of employed persons earned less than birr 200 per month. This low income level and the rising cost of public transport fares forced residents to commute by foot (Goitom Ghirmatsion, 1995).

Yes, but how far do they walk? How many people walk because they live close to their workplaces?

1. The number of public buses should be increased and should not be diverted during peak hours.

2. Fares of buses and taxis should be affordable low-income people.

3. Bus and taxi stops should be outside the roads in spacious areas to prevent traffic jams.

4. Opening of access roads in congested areas should take priority so that buses obtain access to areas where the low-income population is most concentrated.

5. Sub-stations should be arranged for buses and taxis in highly congested areas.

6. Bus and taxi terminals should be constructed in all four geographic zones.

7. The World Bank and the UNDP should help facilitate, both in technical and financial terms, a study of the Addis Ababa transport system.

8. The Region, the World Bank, UNDP and the NGOs should mobilize their efforts to make the Addis Ababa transport system efficient by drawing up a new plan.

9. Since the Transport and Communications Bureau is in its formative phase, it should be assisted both technically and financially.

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5.7 POSTAL SERVICE

Current situation

The Ethiopian Postal Service has 40 post offices with 36,437 customers and 61 letter storage boxes throughout the city. In 1987 E.C. (1994/95) 2,597,927 letters and 1623 parcels were distributed domestically. The international postal traffic shows 5,326,570 and 4,228,106 as incoming and outgoing, respectively.

CONSTRAINTS

1. There is a significant delay in delivery of international mails.
2. Expansion of post offices in different weredas has been arrested by the land policy because the Postal Administration has not been able to secure additional lease land.

RECOMMENDATION

The Ethiopian Postal Service should continue its service and expansion programme even by renting houses for additional post offices both within and outside Addis Ababa.

5.8 TELECOMMUNICATIONS

Current situation

The task of the Addis Ababa branch of Telecommunications is to expand the Telecommunications network while maintaining the telephone lines. It has 94,376 clients. There are 789 coin boxes in the city (699 local and 70 long distance). Assuming the population of Addis Ababa to be 2,420,900 (1995), the ratio of total telephones to the population is one to twenty-six (1:26). There are 110,699 subscribers waiting for telephone lines. The low-income population will be reached by installing public telephones in every Wereda and Kebele. During the last three years 13,878 customers got telephone connections; 834 got fax connections and 174 persons got private PBX installations which cost birr 1.7 million (Addis magazine, Tikemt 1988 - Amharic).

CONSTRAINTS

1. There is a foreign exchange problem for foreign purchase. *NB: Of what?*
2. The annual profit cannot cover the cost of big projects and consequently foreign loan is required.
3. Cost of equipment and materials are very high.
4. Once orders have been placed, suppliers do not dispatch equipment and materials promptly. They wait until they get a guarantee of payment from loan-giving institutions or funders.

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RECOMMENDATION

The Addis Ababa Branch of Telecommunications make greater efforts to provide services to the urban poor by installing public and private telephones in highly congested areas.

6. HEALTH

6.1 Current situation

Health facilities in Addis Ababa include 17 hospitals, with 3016 beds, 18 health centres with 151 beds, 390 health stations and 21 health posts. Although health facilities are more available in Addis Ababa as compared to the rest of the country, health status indicators do not indicate that health services are better. In fact health conditions are deteriorating for many reasons. Factors which enhance communicable disease transmission are rampant in the city.

The health budget of the region has increased steadily in recent years. In 1995 it was birr 35,452,776. Of this birr 21,838,354, or 61%, was for staff salary and birr 11,599,443 was allocated to cover operational costs.

Health status indicators of Addis Ababa city (see Table 2) are infant mortality rate (IMR) 107/1000 live births); maternal mortality rate (MMR) 5.7/1000: <5 mortality of 166.8/1000; crude Birth Rate (CBR) 46/1000 and Life Expectancy at birth 50.6 years. Hospital data indicate that tuberculosis, disorders of pregnancy/puerperium and respiratory infections are main causes for hospital admission. Tuberculosis is the number one killer among the top 10 leading causes of hospital deaths (see Tables 1 & 2).

Though all hospitals do not openly report it, HIV/AIDS is also having a devastating effect on the young population. By the end of July 1995, there were 19,444 AIDS-patients reported for the whole country and out of these, 9915 (51%) were from Addis Ababa. On the "World AIDS Day 1 Dec. 1995", the HIV/AIDS Control and Prevention Office in the MOH had reported that the estimated figure for the whole country was 80,000 AIDS Patients and 680,000 HIV/AIDS carriers.

The second leading cause of hospital admission is pregnancy and child-delivery related disorders. This is a result of the low coverage and lack of sustained follow up of MCH/FP services rendered by the health units in Region 14. In 1995, these services were as follows:

Family Planning - 20% coverage

- Methods:	- Pills	=	73.2%
	- Injections	=	13.6%
	- IUD	=	6.3%
	- Norplant	=	4%
	- Condom	=	3%

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Antenatal Care: - Service given once = 83.4% of 58,836 women expected to be pregnant in the fiscal year (1995).

Delivery Services:- 41% of births were attended by a trained health worker.

Expanded Programme of Immunization (EPI)

- TT2+:- 63% for pregnant & nonpregnant Women (15-49 years).
- DPT3 - 70%)

NB: What was the) For Children < 1yr. old. *sample population?*

- Measles - 58%)

Growth Monitoring (Nutrition Status assessment)

Measurement:- Weight for height/length/WFH/L

WFL =	≥80%	70-80%	<70%
Total 72,543 Children	66.5%	25.3%	8.2%

*NB: What is this sentence for??*EPI Strategies are 42 static and 39 outreach immunization sites.

Since 1994, Addis Ababa regional health bureau has taken over the responsibility for part of the city's sanitation and environmental health services. Its responsibility is specifically city refuse collection and disposal; construction and maintenance of public latrines; sanitation inspection of industries, and public eating and drinking establishments. The health bureau has a critical shortage of refuse trucks, refuse skips, land for final disposal of refuse, garages and public latrines. *NB: Garage or garbage?*

Most of these preventive health services are provided by the health centres and health stations. Only a few of the 5 hospitals under the Regional Health Bureau give preventive care in addition to the curative health services.

CONSTRAINTS

1. There is a limited number of trained manpower (health workers, engineers, technicians, etc.).

2. There are inadequate health facilities (mainly basic health service units). The existing ones are ill-equipped, poorly distributed and in a state of disrepair.

3. The health care delivery system is ineffective, overcentralized, top-heavy; uncoordinated and biased towards providing curative service.

4. There is an acute shortage of finance, medicine and medical equipment. Drugs and medical services are prohibitively expensive.

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5. There is a lack of involvement and participation of the beneficiary communities and the private sector in the health service delivery and sanitation activities.

6. Existing health facilities need renovation and maintenance.

7. There is a shortage of land for refuse disposal, construction of garages and public latrines.

6.2 Policy, objectives and strategies

Ethiopia's health policy is geared towards reinforcing health services necessary for a full and meaningful life. The national guideline in this regard emphasizes the need to involve the people, in line with the principles of democratization and self-reliance, in all efforts aimed at the expansion of health services. This guideline has been further reinforced through the official adoption of the global resolution and motto of "Health for all by the year 2000" along with the Primary Health Care Strategy designed to lead to its attainment.

Based on this strategy, the Ministry Of Health has elaborated its policy by underscoring three key areas of concentration which are crucial to the successful implementation of primary health care as follows:

1. Provision of health services with particular emphasis on prevention and control.

2. Expansion and upgrading of health services.

3. Promotion of self-reliance and full community participation along with the use of appropriate technology.

The health policy as a whole underlines the importance of enhancing the self-reliance of communities. Under this policy, the Community Health Agent (CHA) and The Traditional Birth Attendant (TBA) comprise the most vital health manpower component. Accordingly a target has been set of placing at least one TBA and one CHA in each community.

Furthermore, the policy stresses the fact that expansion and development of health services alone cannot improve the health status of a population since any discernible development in health is clearly linked with development in other sectors such as education, communication, water supply, sanitation etc. leading onto overall economic development. It, therefore, calls for viable inter-sectoral linkage and complementarity wherein advances in the various sectors contribute to improved health and vice-versa.

Based on the above policy the Addis Ababa Bureau of Health has designed objectives and strategies as follows:

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Objectives

1. To develop an equitable and acceptable standard for the health service system that will reach all segments of the society, limited resources notwithstanding.

2. To develop preventive and health-promoting interventions in the health system.

3. To provide health care for all citizens by offering subsidized or free care for those who cannot afford to pay.

4. To develop appropriate capacity-building measures based on assessed needs.

Strategies

1. Establish health councils with strong community representation at zone and wereda levels. Also establish health committees at the grass-roots (kebele) levels to participate in identifying major health problems, budgeting, planning, implementation, monitoring and evaluating health activities.

2. Give the major decision-making powers to zonal and wereda health offices with clear and defined roles.

3. Emphasize inter-sectoral collaboration between MCH/FP services, nutrition, provision of safe and adequate water supply, domestic and environmental sanitation, housing, care for the physically and mentally disabled, abandoned street children and the elderly.

4. Offer health education specifically aimed at prevention of diseases for specific target populations using effective methods of IEC.

5. Develop human resources by training community-based, front-line and middle level health workers at the wereda and kebele levels.

6. Make available the necessary drugs and medical supplies by local purchase from drug stores and pharmaceutical centres.

7. Promote family health services by intensifying family planning; teaching maternal and child nutrition; expanding and strengthening immunization services; and encouraging both paternal and maternal involvement in family planning.

8. Finance curative health services through contributions and payments from the public, the private sector and non-governmental organizations.

Implementation of these strategies would of course call for the concerted efforts of all concerned in the allocation of huge resources.

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6.3 Conclusions and recommendations

Conventional health status parameters such as infant mortality, maternal mortality, life expectancy, morbidity and mortality rates place Addis Ababa among the least privileged cities of the developing countries.

Health status improvement cannot be considered in isolation from other activities addressing population dynamics, food availability, acceptable housing, sanitary environment, education and other requisites essential for health. Therefore the health bureau should develop effective inter-sectoral collaboration and coordination in order to improve the quality of life for the poor of Addis Ababa.

To achieve reductions in the high levels of morbidity and mortality, malnutrition, child development retardation, rapid population growth and unsanitary conditions in the city, the health bureau is also required to implement all strategies. To this end the support of the Regional Council, the community and the private sector as well as the coordinated assistance of the international donor community is imperative.

Prevailing health problems (communicable diseases, malnutrition, disorders and complications of pregnancy, unsanitary environment etc.) should be tackled through a comprehensive and integrated primary health care (PHC) system provided at the basic health facilities.

7. EDUCATION

7.1 Current situation

According to the National Education and Training Policy, the education system in Addis Ababa, as in the rest of the country, faces problems with regard to relevance, quality, accessibility and equity.

Education at all levels is deficient. The curriculum is broadly based on international standards and is not geared to the needs of the community. It is overloaded with theoretical information and has little emphasis on practical knowledge. It does not inspire students with creativity or equip them with sufficient skills for future career work.

Most teachers lack professional competence. The supply of educational materials is inadequate. The organization and management of the education system is highly centralized and therefore is overly bureaucratic and inefficient..

Drop-out rates are very high, particularly in the beginning years of primary and secondary schools. Ministry of Education (MOE) statistics from 1993/94 show that about 33% of all students who begin first grade drop out, and 20% repeat the grade. The dropout rate for grades seven and eight is about 10% and about 19% repeat grade eight. In senior secondary schools the dropout and repetition rates are 17% and 20% respectively.

The very poor have limited access to education. School supplies are prohibitively expensive for them. In addition, as they are involved in a never-ending struggle for survival, education is a luxury which they cannot afford..

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Despite these crises, Addis Ababa compares favorably with the rest of the country. The current participation rate for primary education is 72.1% for Addis Ababa as compared to 23% for the whole country. One reason that Addis Ababa has a higher participation rate is that the resources of the schools have been stretched to their limits. Schools and classrooms are more crowded than in the countryside, and most schools offer double and treble shifts to accommodate more students. Another factor is that there are many more non-government schools, accounting for 37.1% of the participation rate of the region.

As per the Central Statistics Authority, the total eligible population in 1994/95 was 489,530 for primary, 102,528 for junior and 96,222 for senior secondary aged children. With an annual population growth of 3% the eligible population is projected to reach 567,499 for primary, 118,859 for junior and 111,547 for senior secondary education in the year 2000.

Based on the CSA data the Regional Education Bureau has planned to increase the participation rate by 0.75% in primary; 0.2% in junior and 0.8% in senior secondary, raising the participation rate of the primary to 76.15% the junior to 74.8% and the senior secondary to 45.1% by the year 2000.

In line with the increased participation rate the Bureau of Education has also made projections for classroom expansions and the building of new schools at an estimated cost of birr 39,289,264 per year. By the year 2000 the maximum total cost is estimated to be birr 196,446,320. These projects will bring the average class size in government primary schools down to 50 students.

As per information of the statistics offices of MOE, the Regional Education Bureau and the CSA there are currently:

1. 177 preschools (14 government and 163 nongovernment), with a total enrollment of 24,128 pupils.

2. 225 primary schools (61 government and 164 nongovernment) with a total enrollment of 352,820.

3. 170 junior secondary schools (53 government and 117 nongovernment) with a total enrollment of 75,436. This represents a 73.6% participation rate of the total eligible age group.

4. 40 senior secondary schools (23 government and 17 nongovernment) with a total enrollment of 39,033. This represents a participation rate of 40.6% of the eligible age group.

5. 3 government vocational/technical schools with a total enrollment of 1,334 pupils.

6. Out of the total 505,368 student population in government schools, 261,794 are girls while 243,574 are boys. These figures suggest that there is no problem of gender disparity in the schools.

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7. Out of a total number of 10,930 pre, primary, secondary and vocational government teachers 6767 are male and 4163 are female. i.e. this school year (1996-1997).

8. The teacher/pupil ratio is 1:50 for primary 1:45 for junior secondary; 1:43 senior secondary and 1:8 for technical/vocational.

9. The class/pupil ratio for government schools is 1:137 in primary, 1:149 in junior secondary, 1:144 in secondary and 1:17 in technical vocational. Whereas it is 1:70 in primary; 1:82 in junior and 1:38 in senior secondary non-government schools. The very crowded classroom situation is also a reflection of the existence of a few number of schools. Most schools have strength of 5,000 - 12,000 students and keep above 80 pupils in a class.

The very low number of vocational/technical trainees cannot be increased with the existing three schools. Training has to correspond with the demands of the economy. To this end the Education Policy envisages the provision of diversified technical/vocational training at all levels as follows:

- Training in agriculture, crafts, construction, and basic bookkeeping will be offered through apprenticeships for those with appropriate age who are leaving primary schools.

- Training in agriculture, industrial arts, construction, commerce and home sciences will be provided after primary education for those who may not continue their general education.

- Technical training will be provided for those who complete grade ten for the development of middle-level manpower.

CONSTRAINTS

1. The problem of the high number of "educated unemployed" needs to be addressed. In many cases, retraining may be required to make for people to become qualified for available jobs.

2. There are at present 765 pre school, 5198 primary, 4967 secondary and 261 technical/vocational school teachers. With respect to teachers, the problem is more of quality than number. 80% of the primary, 70% of the junior and senior secondary and 15% of the vocational school teachers are reported to have the basic qualification for the level they are teaching. Most of the pre-school teachers are said to have very little or no training in their field.

3. According to the Regional Education Bureau, most schools are ill-equipped. Educational facilities are rudimentary, in many cases without libraries, laboratories or workshops. In most instances students share one textbook with five classmates.

The finance allocation for the sector is small: it was 79,596,200 of the total regional budget of birr 357,221,200 for 1994/1995. Increasing budgetary allocations to education would significantly improve the system. Management

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would be improved. Finances could be raised by encouraging the participation of the community and the private sector in the system and by seeking technical assistance and cost sharing by beneficiaries.

7.2 Policy objectives

The main focus of the education policy is:

1. to reform curricula to reflect the needs of the community.
2. to improve education throughout the system.
3. to expand primary and vocational/technical education in response to the needs of the community, and the demands of the economy.

To this end, Addis Ababa Regional Education Bureau has drawn up the following objectives:

STRATEGIES

1. to provide quality primary education with the ultimate aim of achieving universal education in the region by the year 2000.
2. to make education relevant to the population through the development of students' problem solving skills.
3. to provide vocational/technical training at all levels attuned to the manpower requirements of the region.
4. to provide quality secondary education in an equitable manner.
5. to make available special and non-formal education in line with the needs and capabilities of the region.
6. to improve the professional competence and career structure of teachers in the region.
7. to streamline the management and organization of education so as to make it decentralized, coordinated and participatory.
8. to increase the financing of education through community participation, cost sharing and involvement of the private sector.
9. to improve the collaboration and coordination of the education system with other sectors.

7.3 Major implications

The policy shift and the general overhaul of the education system in the region will have implications for both resources and the quality of education:

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Resource Implications: A plan of action which includes adopting new curricula; expanding primary education, building new vocational/technical centres, increasing the number and improving the quality and professional integrity of teachers; and improving school facilities, educational materials, etc. will require a significant financial resources. This would require an increase in the allocation of the education budget; switching of resources from secondary to primary and vocational education; cost sharing by the community; attraction of private investment; as well as substantial external assistance.

Ethiopia has never received a significant level of external assistance for its education sector. According to the World Bank, Ethiopia's per capita assistance in the period 1981-83 was US$0.85 while the median for low income African Countries was US$2.94. Considering the limited resources available overall, it is clear that external assistance, however small had made a significant contribution to the education sector. Major donors that provide assistance to the sector include SIDAC, the World Bank, UNDP, UNICEF, UNFPA, UNESCO and the Canadian Overseas Development Enterprise (CODE).

SIDA mainly supports primary school construction, distance education, environmental education, curriculum development, planning and research. SIDA has implemented the second phase of its two year assistance programme and has developed projects for the 1995/1996 programmes.

The World Bank provides assistance for the construction of education establishments and provides funds for education opportunities abroad. At present it has designed its project under the International Development Association VIII.

UNDP gives support for the training of education personnel. In this regard it has already finalized its 5th Country Programme.

UNICEF's assistance is quite significant in almost all areas with special emphasis on basic education. It is now finished with the preparation of its 4th country programme (1995 - 1996).

UNFPA also provides assistance in the training of education personnel. It has at present embarked on the second phase (1993 - 97) of its project.

CODE provides paper for the printing of text books.

All of these agencies play a key role in the development of the education sector. However their assistance has been spread over a variety of educational activities, which makes evaluation of their inputs difficult. Improved coordination of their activities will no doubt insure better allocation and utilization of resources and further enhance their role.

Educational Implications: The Education Bureau's plans will certainly affect student performance and the type of training they are likely to acquire. Accordingly:

1. There would be substantial increase in the enrollment and retention rate at the primary level.

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2. Progression from primary to secondary levels would be restricted due to limitation of resources that would be switched in favour of primary education.

3. These would be further control over students' progression from junior to senior secondary schools so as to ensure that students who progress to higher education are adequately prepared.

4. Opportunities for vocational education will increase tremendously with improved chance of employment for students.

5. Choices in the training of higher education will be limited because of priority and the cost-sharing envisaged.

7.4 Conclusions and recommendations

Education enables both a society and its members to fully participate in the development process through the promotion of skills and attitudes. Education is a major means for creating awareness and imparting skills that enable one to earn a viable livelihood. To this end, education should be of a high quality and should take a problem-solving approach.

The basic problem of the education sector emanates from its narrow base, the lack of vocational/technical training opportunities, and above all from its failure to address basic learning needs in relation to practical life. In addition to this lack of relevance, the poor quality of the education system is further exacerbated by inadequate facilities, insufficient training of teachers, overcrowded classes and shortage of educational materials. As such, education tends to perpetuate rather than alleviate poverty.

To redress the current grim situation in the education sector, the following measures are recommended:

1. Education should be decentralized and made accessible, participatory, efficient and effective.

2. The quality of education must be scrutinized as revision of the curricula is long overdue.

3. The structure of the education system must be given a wider base and a shift should be made from general to technical/vocational education.

4. Teachers must be adequately trained and retrained. Due care should be taken to assure their professional and career development.

5. Sufficient educational materials, books, workshop tools and laboratory equipment should be made available.

6. Scholarships and free supply schemes of educational materials and books should be instituted for the children of the poor.

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7. The regional government should allocate a larger share of the overall budget as a commitment to realizing these goals..

8. As the scope for external assistance is vast major donors are expected to make funds available for human resources development, capacity building activities and stop gap operational programmes.

9. NGOs, other individuals and organizations and local communities should be encouraged and supported to assume active and effective roles in the education system.

8. WOMEN

Women in Addis Ababa comprise 51.3% of the population of the region and are subject to the most direct consequences of poverty. Women are often the most vulnerable segment of society because they lack access to and control over the benefits of development. In their struggle for survival they often are forced to resort to socially unacceptable activities such as vagrancy, prostitution, crime, begging, etc.

Those who are employed in the formal sector generally have jobs which are inferior in terms of skill, position, payment and promotion. Most working women are found in the informal sector. Common occupations include fuelwood carrying and small scale trading of food and beverage items which require small capital expenditure, few skills or know-how. Women engaged in these occupations usually have low incomes, low social status, and poor health conditions. In addition to their heavy work schedules, they are burdened with household chores, child minding and other domestic activities.

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8.1 Female household heads

It is estimated that 33 to 50 percent of all household heads in Addis Ababa are women. In general, female household heads earn low incomes, and are uneducated, malnourished, and overburdened with difficult tasks. Their contributions to society remain largely unrecognized.. Many of these women derive their incomes by working in the informal sector. These activities do not provide enough income for them to be able to save or invest in ways that could improve their lives. Most live in slums and squatter areas of the city. A great number live in houses rented from kebele administrations. These residences lack facilities such as latrines, electricity, water supply and kitchens. The surroundings are unsuitable for human residence. Exposed to a wide range of diseases, women often have limited access to medical care because they cannot afford the high fees. An ILO study on women fuelwood carriers notes that this category of women are exposed to such dangers as rape.

8.2 Policies with respect to women

In most of the recently developed policies, special attention to women's issues is given. The Health Policy, for instance, emphasizes promotion and organization of health services to meet the needs of women and children. Education on appropriate methods of family planning is made available. The education and communication

strategy of the Population Policy is expected to bring about a decrease in the population growth rate while at the same time improving gender relations. The Education Policy claims to try to increase the enrollment levels of girls in all grades of formal education. It also stresses that the curriculum should be made gender sensitive in order to contribute to changes in beliefs, attitudes and behavior.

The National Policy on Ethiopian Women which is being implemented by Region 14, aims at achieving the following goals.

1. To ensure and respect women's right to equality in every aspect of life and to create an environment which will enable women to equally initiate ideas and participate in the formulation and implementation of development plans.

2. To eliminate gender based discriminatory attitudes and practices towards women.

3. To ensure the supply of basic services necessary for women as well as for overall development of the society.

The major objective of this policy is to institutionalize the political, economic and social rights of women by creating an appropriate structure in government offices. One of the strategies of the policy is to give special and proper assistance to women who have particular problems as a result of natural and man-made disasters.

8.3 Implications of the policy

Although the policy is an important expression of the political will to change gender relations in the region and the country as a whole, its impact so far is limited. Skilled personnel, financial resources and logistical facilities are also inadequate for implementing the policy and strategies.

8.4 Donor support for women in Ethiopia

Bilateral and multilateral donors and non-governmental organizations are involved in very diversified activities such as income generation, credit provision, vocational training, farming, cattle breeding and dairy production, food processing etc. to support women.

RECOMMENDATIONS

1. Female household heads in Addis Ababa have low income. They are highly affected by the escalating cost of living. They live and raise children in adverse conditions. The extent of poverty among female household heads points to the need to target them as a special category in development activities. Efforts must be made to redesign development programmes to focus on their critical short as well as long term needs. Therefore, appropriate plans of action should be formulated and implemented to provide opportunities for self-employment or viable income generating activities.

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2. Compared to the number of the needy, social welfare provisions are found to be very few. Hence, donor and NGO assistance in initiation, expansion and implementation of programmes is of great importance.

3. The immediate needs of disadvantaged women are food, clothing, shelter and medical care. These needs should be given due attention prior to other rehabilitation measures. Rehabilitation of women with dependent children must include provision of services for their children as well. Some of the required services are community- based day care, MCH, educational and counseling services.

4. Identification of vulnerable groups should be made and assistance provided to the disabled in their own communities or where necessary and possible through institutions. Those who can be rehabilitated should be provided with employment opportunities, while those who are incapable should be given assistance through community centers.

5. With regard to the provision of basic necessities such as food, water, shelter etc., the regional government, humanitarian organizations and communities should assist with due care for women and children.

6. To alleviate the problems of the disadvantaged groups policies and action programmes should be elaborated adequately. Therefore, it is necessary to expand and translate the social policy into pertinent action programmes pertaining to social welfare.

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9. DISADVANTAGED GROUPS

9.1 Children in especially difficult circumstances

Street Children

Street children are one category of children in specially difficult circumstances. Although it is difficult to give the exact number of victims of streetism in Addis Ababa, there is a general consensus that the following estimates show the real picture.

- Children off the street - live in the street	20,000
- Children on the street - are on and off the street	10,000
- Very high risk children who live in homes	500,000

(Deter Tacon consultant, UNICEF - Addis Ababa, 1992).

The underlying causes of streetism in general are poverty and social deprivation. The main reasons that children take to the streets are economic, rural-urban migration and family disruption or disharmony.

Askale Mekonnen of the Italian Co-operation, in her Manual on Street Children (1994), indicated that there were 20,000 to 40,000 street children in Addis Ababa, of which only 4,000 were beneficiaries from existing assistance programmes. This

is a drop in the ocean and the impact of such limited assistance will not be effective in bringing an end to streetism.

The Manual categorizes the current available services for street children into four groups: center-based, community-based, street-based and family-based.

1. Center-based: where services are provided in an organized center.
2. Community based: where services are provided using the various existing community institutions together with the participation of the community. Such programmes usually concentrate on preventive activities.
3. Street based: services without rigid rules and regulations to be followed but where street children use the available services whenever they wish. Such services include drop-in centers, open houses, and Mobile Rehabilitation Units.
4. Family based: such programmes use the family as an entry or contact point and give various services to the children.

Child prostitution

Very little information exists on the subject of child prostitution because it has not been dealt with as a separate issue by any institution. Because of the present aggravated situation, Radda Barnen conducted a study which covered 77 child prostitutes in Addis Ababa. 92.3% were between the ages of 15 and 18 years. 74.0% were migrants. Of these 49.0% migrated to get jobs. 27.3% of the total had completed grades 6 - 12. As can be observed from this study prostitution begins at an early age as an alternative employment opportunity. Many school dropouts and migrants take up the activity as a means of survival. The situation of the street children and child prostitution has its roots in the economic and social situation of the family. Most street children and prostitutes come from poor families.

9.2 Adult Prostitution

Rural urban migration, family disruption and breakdown and unemployment are among the major factors that drive women to prostitution. As yet there is no comprehensive study made on prostitution. The number of prostitutes in the region is therefore unknown. 1993 estimates are 34,500. According to a 1980 study, out of a total number of 37,115 prostitutes in 22 cities 15,900 or 43% were from Addis Ababa. The number of prostitutes in 1993 was estimated at 34,500. *NB: Footnotes needed here.*

9.3 Beggars

Beggars include children who lack parental care, adults who are unable to work for a livelihood because of old age or handicap, and those who cannot find jobs and are without incomes. A 1992 study on begging in Addis Ababa conducted jointly by MOLSA and the Italian Co-operation covering 500 people shows that 60.4% were below the age of 30 years. Of these 105 or 34.4% were females. The study also

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revealed that 77.4% (387) of the respondents were in-migrants to the region. In 1993, it was estimated that 42,780 beggars were living in Addis Ababa. There no current service or programme specifically designed for beggars. *NB: Footnotes needed here.*

9.4 The elderly

Persons who are old and infirm are usually presumed incapable of supporting themselves. The extended family and the community were traditionally the primary care providers for the elderly. In recent years, socio-economic changes have begun to erode the traditional system. This has led to significant problems for the elderly of the region. In 1993 it was estimated that 20.3% of the elderly were destitute and supported themselves through begging. *NB: Footnotes needed here.*

9.5 The disabled

In the analytical report on the result of the 1984 Population and Housing Census of Addis Ababa published in 1987 the total population of disabled persons in the city was found to be 54,030 or 3.8%. Women constituted 46% of this figure.

Various services and programmes designed to address the problems associated with disability are being carried out by governmental, non-governmental and religious institutions. However these services and programmes are insignificant when compared to the needs of disabled persons in the region.

9.6 The displaced

In 1994/95, the Ministry of Labour and Social Affairs (MOLSA) conducted a large scale national survey on the situation of displaced persons. Major problems of displaced persons include lack of shelter, food, employment, a high cost of living, poor sanitary conditions, lack of clothing, vocational skills, and working capital, overcrowding, various social crises such as prostitution and streetism, and poverty in general.

Information obtained from GTZ reveals that 52,927 displaced persons live in 19 camps in Addis Ababa. Out of these, 10,886 were household heads, of which 45% were female.

10. EMPLOYMENT

10.1 Current situation

Formal sector employment

According to the 1984 population and housing census report, the economically active population of Region 14 was 446,266 (54.7%). CSA projections for 1995 indicate that the total population of the region has reached 2,420,900. Out of this it is estimated that 1,277,025 (52.7%) are economically active, between the ages of 15-59.

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intensive mode of production. There have been some attempts to use labour intensive works, but they have not been effective enough to reduce the level of unemployment and poverty.

Sources indicated that private sector employment in manufacturing establishments employing ten or more persons accounted for not more than 10 percent of the total in 1993/94. Generally the available wage employment data indicate that there are limited wage employment opportunities. Hence, the prospect for creating productive employment lies in the informal sector.

Informal sector employment

It is generally recognized that the informal sector provides job opportunities for the largest part of the labour force in the region. This sector includes small scale units which produce and distribute goods and services. The specific characteristics of the informal sector have not yet been properly identified.

Informal sector activities in the city can be classified as activities which range from those involving young persons selling packets of cigarettes and other wares, car washing and shoe shining to those who transport goods on the streets, tailors, garage workers, blacksmiths, goldsmiths, traditional medicine dealers, sellers of katikala, "tella" or "tej" (locally brewed or distilled drinks), market traders, weavers, food preparers, small scale construction workers, manufacturers of such goods as hoes, aces, carts, etc., grain millmers, vehicle mechanics, repairers of watches and electrical machinery, beauticians, and restaurant workers.

In general the sector is characterized by an extensive use of labour intensive technology, predominant use of obsolete machinery and equipment, shortage of capital, lack of technological innovations and adoption as well as very limited managerial and technical skills. It is largely unorganized and unprotected, and workers suffers from lack of credit, few marketing and social support services, low level of education and productivity. The distinguishing features of the informal sector are not derived from illegality but rather from their mode of operation which is distinct from the formal sector though there are instances where it is difficult to make a clear-cut distinction between the formal and informal sectors. the specific activities of the informal sector may not be illegal, but their mode of operation is such that they often fail to meet certain legal requirements. Official requirements on employment in terms of hiring procedures are often not adhered to. They do not generally pay taxes. There is no deliberate effort to comply with labour legislation. The overall low educational background of the operators partly explains the poor management of the micro-enterprises which is commonly associated with absence of a bookkeeping or an accounting structure.

A major problem preventing a detailed analysis of the performance and prospects of employment opportunities and incomes in the informal sector is the absence of a comprehensive data base. The existing data on the informal sector in the region fail to provide information or some vital aspects such as size and levels of employment in the various categories of informal activities, classifications of occupations and skills, earnings, size of capital or the rate of capital accumulation, production and the levels and growth of productivity. it is, therefore, not surprising that the volume of total employment in the sector and its various sub-sectors is not known.

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In addition to the problem of lack of data, a major problem confronting atte
influence informal sector development is the issue of definition. A clear d
of the sector is essential for two major reasons. First, policy-makers s
clear about the types of activities to which measures and programmes are to
directed. Second, with a well defined target group, policy-makers would be in a better position to evaluate the impact of their policies and programmes. There is no universally accepted definition of the informal sector. The perception of various bodies is influenced by their organizational orientation. Moreover, overlapping of features of formal and informal sector activities make definition difficult.

In spite of these difficulties, the major characteristics of the informal sector revealed by the Three Town Survey of 1988 are described as follows. In general, self-employment accounts for the largest share of total employment in the establishments covered. Most of these activities require limited investment. The sector is comprised mainly of non-capitalistic activities whereby the individual or his family usually owns and provides the means of production. Apprenticeship constitutes the major source of training. Working conditions are extremely poor.

The informal manufacturing units covered by the survey were mostly run by single proprietors who did not provide additional employment. This study also reports that shortage of raw materials and other supplies, obsolete machinery and equipment, lack of imported inputs were some of the main factors that negatively affected the general employment situation in the sector. The monthly production estimates showed that in 1988, production was between 370 and 1,750 birr. Itinerant and low output yielding activities were not covered by the survey. Outputs would have been much lower if such activities had been considered. The working conditions were poor and monthly wages were very low (68 birr/month).

Workers in the informal sector are not always involved in illicit trading or smuggling activities. They may be seen as participating in economic activities through socially approved channels. This distinction is essential to provide a realistic perception of the sector and to be able to give assistance in terms of policies and programmes. It is essential to give the sector all the necessary possible support so that factors which negatively affect its development in terms of production, quality of product, management and marketing, as well as labour absorption capacity may be removed.

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Unemployment

Information about the number and composition of the unemployed, their age, educational level, occupational distribution and migration is essential for designing appropriate programmes for alleviation of the problem. The information on unemployment is obtained from a household survey undertaken in March 1994 by the Regional Labour and Social Affairs Bureau. According to that report, there were 269,000 unemployed persons of which 157,527 (58.56%) were women. Those between the ages of 15 and 17 constituted 6.97%. The unemployed who were 18 and 19 years of age comprised 19.88% percent while the 20-29 age category formed the highest percentage (49.04%). Of these 57.7% were females. Unemployed persons in the 30-39 age group were 43,361 or 16.12% and 7.94% were over 40 years of age.

These figures clearly show that the youth are the largest group among the unemployed. About 65.9% of the respondents had no skills and 34.06% reported acquiring technical and vocational skills through formal and informal schooling or training. The results of the study also revealed that only 48.7% of the unemployed were actively seeking work. 18.18% sought employment in clerical jobs while those who sought to be engaged as manual and custodial workers constituted 27.6%. 25.3% of the job seekers expressed their wish to take any available job, indicating their desperate situation.

Activities undertaken to alleviate the unemployment problem and create Sustained livelihood

Four types of programmes are being implemented to alleviate the unemployment and poverty problems in the region:

1. Relief assistance is being given to displaced persons through NGOs and the Bureau of External Relations and Development Co-ordination. NGOs such as CARE-Ethiopia have made contributions towards infrastructural development and poverty alleviation. CARE has been responding to emergency food security needs through relief, community based development and food-for-work rehabilitation programmes such as construction of access roads. These community infrastructure improvement programmes have been implemented in 21 Kebeles within 7 Weredas of Region 14, providing employment to approximately 6,709 kebele residents and benefiting over 100,000 residents through improved access to water, sanitation, access roads, flood protection etc.

2. The WFP has been providing food aid for food for work activities including those undertaken by CARE-Ethiopia, at a rate of 3 kg per work day. In 1995 it has also formulated a project to create short term employment opportunities (Project Ethiopia 5403 - "Urban Food Assistance Facility") with the aim of improving urban physical infrastructure and providing training opportunities for self-employed producers, as well as incentives to enhance coverage of social services. The food facility operates through exiting programmes of NGOs which apply community participatory approaches. The supply of food aid is estimated at US$3,968,330. Unskilled and semi-skilled unemployed persons, informal training beneficiaries such as street children and self-employed dwellers of the region are among the beneficiaries.

3. The World Bank has a poverty alleviation programme intended to provide 91,000 jobs in urban areas mainly in Region 14 over 3 years. It is also assisting the Social Rehabilitation Fund within the Emergency Economic Recovery Programme of the Ethiopian Government which is implemented through its Social Rehabilitation Fund a series of labour intensive public works projects in the region.

4. According to the quarterly report of the Social Rehabilitation Fund for the period 01/10/1995 - 31/12/1995, 71 social and economic infrastructure development and income generating projects were implemented with a total disbursement of birr 14,207,286.- up to 31 December 1995. 24 social infrastructure, 8 Economic infrastructure and 32 income generating projects were completed. The income generating micro-projects created jobs for 1,848 persons.

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Despite these measures, various problems were encountered in implementing these projects. Obtaining project sites and the permits for their use was a major problem with regard to the income generating micro-projects. High rent of premises, price variations, unavailability of markets, high monthly repayment and short repayment period problems also constrained the development of some of these micro-projects.

Moreover, the safety net programme of the government helped 6,933 retrenched public sector employees to organize 4 transport and 43 retail trade and tourism projects. [7]

10.2 Problems and constraints

Formal sector employment

The following constraints have been identified with regard to formal sector employment.

1. There is no employment policy and strategy.
2. Measures for alleviating the unemployment problem are inadequate.
3. There is a shortage of reliable manpower, employment and labour market data.
4. Employment placement services are inadequate.
5. There is a shortage of entrepreneurial and vocational skills training opportunities.
6. There are difficulties in obtaining land and suitable premises for establishment of businesses.
7. There is a shortage of foreign currency for investment.

Informal sector employment

Some of the constraints encountered by the informal sector are:

1. There is no official policy geared to the development of the informal sector.
2. There is a lack of credit facilities.
3. There are difficulties in obtaining land and suitable premises for establishment of businesses.
4. Workers have limited managerial and technical competence.
5. There are problems with marketing certain goods within the informal sector.

[7]Source - ERRP - PMU - Revolving Fund Unit

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6. There is a shortage of foreign currency for investment.

10.3 Employment policy and strategies

Policy

A national employment policy has not been formulated so far. However, a draft policy submitted to the central government by MOLSA is expected to be approved in the near future. It is proposed that the overall purpose of the employment policy should be to stimulate economic growth and development and to improve the well-being of the people of Ethiopia through the promotion of productive and freely chosen employment. The proposed policy aims at ensuring employment for all who are able and willing to work, maximizing the productivity of work, guaranteeing freedom of choice of employment, and providing job opportunities to citizens irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.

Strategies

Strategies for implementation of the draft employment policy include short and long term measures. The short term strategies are of immediate significance for the development of viable programmes which provide a sustainable livelihood to the poor.

The strategies are presented as follows:

1. Creation of public awareness of the employment policy and its component strategies through the media and discussion forums.

2. Encouragement of small scale enterprises to be important means of employment and income generation.

3. Provision of the necessary support to the development of the informal sector with a view towards enhancing its capacity to absorb more of the surplus labour in the market.

4. Introduction of special initiatives to overcome the discrimination against women in the labour market.

5. Undertaking of studies to identify what can be done to enable the unemployed and the poor to participate more fully in income generating activities.

6. Examination of ways in which better use of existing facilities in technical education and vocational training can be made.

7. Encouragement of private sector involvement in technical education and vocational training and informal sector apprenticeship arrangements.

8. Systematic and regular collection, analysis and dissemination of labour market data.

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9. Capacity building of the employment placement service to enable it support the job creation process through effective registration, placement, labour market information and vocational guidance and counseling services.

10. Providing the employment placement service with a research capacity and encouraging its greater involvement in active labour market programmes and projects.

10.4 Long term strategies

The long term strategies are:-

1. Rural transformation.

   NB: What does rural transformation mean?

2. Development of industries.

3. Development of the informal sector.

4. Human resource development through relevant education and training.

5. Development and application of appropriate technology.

10.5 Implication of the strategies

Implementation of such wide and diversified strategies will undoubtedly require a huge amount of resources both in terms of skilled manpower and funds which cannot be adequately supplied from local sources. Moreover, further studies of precise requirements including credit, infrastructure, institution strengthening, training and related issues are needed to ensure proper application of the policy and strategies.

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RECOMMENDATIONS

The challenges of productive employment generation and creation of means of achieving sustainable livelihoods for the poor are immense but not insurmountable. They require multi-faceted approaches directed towards satisfactory solutions. Hence, the following measures are recommended for the attainment of solutions to the problems of unemployment and poverty.

1. Setting policy frameworks to promote productive, freely chosen employment. A policy which encourages creation of enterprises and investment programmes as well as development of technologies which are employment-intensive is essential for generating productive employment and alleviating poverty.

2. It is unlikely that the private sector of the economy will invest sufficiently in the near future to absorb a significant proportion of the idle labour force. The major prospect for employment growth lies with the informal sector. Therefore, it is essential that this sector should be acknowledged and given all

possible support for its development (credit facilities, land, adequate premises, training facilities etc.).

3. The private sector of the economy should be stimulated to expand its capacity to generate more employment for the poor. Self-employment and small enterprises should be enabled to expand significantly by providing credit facilities, revising the land market system, increasing the availability of foreign currency etc.

4. Public investments must be geared towards infrastructural works with the aim of raising employment opportunities for the poor by entrusting implementation to the private sector and using labour based methods as far as possible.

5. Application of labour intensive methods of production need be encouraged for creating employment opportunities.

6. An appropriate local development fund should be instituted, providing a flexible framework through which public works should be funded.

7. As it is important for the government to monitor properly the poverty situation through in-depth studies and collection of relevant information, a special poverty unit should be set up at the regional level to carry out this task.

8. Any efficient employment service has to monitor the evolving labour market closely and develop a data base. Development of analytical skills beyond what is now available, surveys of the labour force at regular intervals, and analysis of the effectiveness of employment generation schemes are among the areas which require particular attention.

9. In order to increase the marketability of the educated unemployed, institutions of higher education should revise their curricula to offer skills training which reflect current employment demands. The establishment of internship programmes within relevant institutions are highly recommended.

10. The success of programmes for creation of sustainable livelihood will depend to a great extent on the government's capacity. Shortage of skilled personnel in the short term hampers government services and policy implementation. Training schemes to upgrade exiting capacities, appropriate technical and financial assistance, and assessment of long term training needs can address some of the constraints.

With regard to employment generation and creation of means of achieving sustainable livelihoods for the poor, coordinated assistance from multi-lateral institutions like UNDP, WFP, and ILO should be sought. Support from donors, such as the European Union, the Netherlands Government, the Italian Cooperation etc. and NGOs like CARE and the Integrated Holistic Approach-Urban Development Programme (IHA/UDP) is essential.

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11. ADDIS ABABA REGIONAL GOVERNMENT

Governmental operations at the regional level are top-heavy, and involve a long chain of command. Activities of any significance that may have their beginning at the kebele level must pass through wereda, zonal, and regional units before they are implemented. Often the Office of the Regional President is even involved in making basic decisions. Both budgets and manpower are concentrated at the regional headquarters and bureau levels and are thinly spread at the bottom of the hierarchy. At most, there are 5-7 semi-professional personnel in each wereda and 3-5 in each kebele. The budget at these levels is usually limited to covering the salaries of the staff. Operational costs are not financed.

The attached organizational structure provides an overview of the Addis Ababa regional government:

1. The government at regional level is headed by the **Regional Council**. The council has 92 members, four from each of the 23 words. The Regional Council is accountable to the people of the region and the Federal Council.

Among other responsibilities the Regional Council issues laws and directives; levies taxes, dues and other revenues; determines the social and economic plans and the budget of the region; and ensures their implementation.

2. **The Executive Committee** is the executive and administrative arm of the Regional Council. The committee has 15 members, including the President, Vice President, Secretary, three Sectoral Heads, six Chairpersons of zonal administration and others.

The Executive Committee is accountable to the Regional Council for implementation of all laws, decisions and directives of the Council. It also directs, coordinates and supervises activities of the social, economic and administrative sectors within the region. It prepares social and economic plans as well as the budget of the region, and implements them following approval.

3. **The President of the Region** is the chairman of both the Regional Council and the Executive Committee. He presides over the deliberations of these bodies, administers the region and declare laws and directives of the Council and the Executive Committee. The President is assisted by the vice president.

4. **The Secretary** of the Regional Council and the Executive Committee is responsible to the President. He keeps minutes and prepares agendas of the Council, the Executive Committee and the standing and ad-hoc committees of the Council. He prepares the budget of the council and oversees its implementation. He organizes the office of the Executive Committee and administers its personnel.

5. The Executive Committee has three **sectors**: social, economic and administrative affairs, in order to effect its executive responsibilities. The sectors report to the President and supervise bureaus under their respective jurisdictions.

6. The Regional Council has six **Zonal Executive Committees.** Each has its own chairman, vice chairman and secretary. The Zonal Executive Committees implement the laws and directives of the Regional Council. They supervise the

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departmental activities of health, education, labour and social affairs, industry, commerce etc. in the zones.

7. There are 28 weredas in the region each having its own **Wereda Council**, executive committee and secretariat. The Wereda Council is accountable to the people of the wereda. It is the highest government organ in the wereda. The council ensures the implementation of laws, decisions and directives of the region at the wereda level. It issues directives regarding the implementation of regional government tasks to Kebele Councils in the wereda. It also determines the social and economic plans and the budget of the wereda and ensures the implementations of the same. It controls and supervises the performance of representatives of education, health, finance, etc. in the wereda.

8. The structure of **Kebele Councils** is similar to those of the Wereda and Zonal Councils. There are a total of 327 kebeles of which 24 are rural.

12. CONCLUSIONS AND RECOMMENDATIONS

Such as it is the regional structure is no doubt not the best kind of structure of activities of an emergency nature. Poverty alleviation would require an independent organizational structure and a management system that is flexible, less hierarchical, decentralized, participatory, and better suited to carry out programme objectives at the wereda and kebele levels.

The mechanism we suggest is a consultative forum. The establishment of the forum will, however, require prior in-house coordination efforts both by the regional government and by UNDP. Both should establish focal units for poverty alleviation within their respective domains. The body suggested as being appropriate for this purpose at the regional government is the Bureau for External Relations and Development Coordination (BERDC). The UNDP, with its new mandate for poverty alleviation, may likewise consider creating a special cell within its programme.

12.1.1 The Government Focal Unit

The government focal unit would:

- play the leading role in coordinating poverty alleviation efforts of the region
- advise and assist the regional government on directives, decisions and issues relating to poverty alleviation measures
- ensure the full cooperation of regional officials in assistance efforts
- mobilize community and private participation

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12.1.2 The UNDP Focal Unit

The focal unit would:

- advise and assist the regional bureau to effectively carry out its lead role responsibility
- host a regular inter-agency meeting for coordination of external assistance efforts
- popularize the concept of poverty alleviation to effect attitudinal changes
- publish periodic reports on problems, progress and plans for the future to alleviate poverty

12.1.3 The Consultative Committee

Members of the committee would include:-

- A senior representative of the Regional Government - Chairperson
- The Bureau Chief of BERDC - Sec./Coordinator
- A senior representative of the UNDP - Member
- A senior representative of the MEDAC - Member
- A senior representative of the Donor Community - Member
- The head of the CRDA - Member
- Senior representatives of workers and employers' federations - Members
- The Ethiopian Chamber of Commerce, communities, etc. - Members

The Committee would:

- approve a Plan of Action
- monitor situations and take appropriate measures
- follow-up and ensure effective coordination
- pool resources together if and when necessary

The Secretary/Coordinator would

- keep minutes
- prepare agendas
- communicate directives and decisions of the Consultative Committee
- monitor task force performance and ensure overall coordination
- promote studies on poverty issues
- prepare and submit reports

12.1.4 Task Forces

Based on problem areas relating to poverty there should be the following task forces:

- Task Force on Education
- Task Force on Health
- Task Force on Welfare
- Task Force on Employment
- Task Force on Infrastructure

Other task forces would come into being as the need arises.

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Members of each task force should be:

- the Bureau Head responsible for the sector — Chairperson
- concerned Wereda Executive Committee representative — Member
- relevant NGOs — Member
- representatives of concerned communities — Members
- concerned associations and individuals — Member

Each task force would:

- discuss priorities
- prepare Action Plans
- ensure coordination
- recommend measures
- follow-up and evaluate programme performances

12.1.5 Target groups

The target groups would comprise:

- the unemployed
- the children of the poor with no access to schooling
- the destitute
- women

12.2.1 Problems to be Addressed and Programme Ideas

To alleviate urban poverty, UN organizations attach primary importance to developing human potential while the World Bank's strategy aims to create conditions favourable within the policy environment and infrastructure so that development can take place. Many efforts have already been made by multilateral donors and UNDP to alleviate poverty.

With this as a background, the following project ideas for UN consideration and intervention are in order.

12.2.2 Institutional Capacity Building Problems

Problem:

The quality of the present service provided by the Addis Ababa Municipality to its population is far below what their responsibilities demand. This is because there is a crisis in the quality of leadership that stems from a lack of staff experience and education. This has hampered the efficient and effective running of the affairs of the relevant governmental offices. There is an urgent need for capacity building through training.

Objective:

A sine qua non for the Municipality to effectively carry out its functions in many cases is a major capacity building effort. Institutional responsibilities should be clearly defined and human resources selected in such a way as to maximize

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performance of responsibilities. This will imply provision of staff with necessary training and equipment. A training programme should be designed and implemented which embraces the following components:

- training technical as well as non-technical people which are directly related with rendering the service which entails responsibilities
- enabling the organizational structures to cope with their duties and responsibilities
- providing necessary equipment and strengthening the logistics system

Strategy:

1. An inventory of the personnel requiring training should be undertaken first.

2. This inventory should cover all fields that have direct contact with the population.

3. Office, technical and scientific equipment should be provided as needed.

Technical and Financial Support:

The capacity building programme requires the technical and financial assistance of UNDP.

12.2.3 Study on Coordination of Various Agencies

Problem

It is obvious that different and various agencies are involved in the development of Addis Ababa. These agencies identify and carry out projects independently. Thus, sometimes unnecessary projects are carried out which result in wastage of funds. The various agencies (responsible for, e.g., water, electricity, and telecommunications) are closely interlinked but there is no coordination between these agencies.

Objective:

The coordination of these agencies will enable the efficient use of labour power and materials. If agencies work together on common priorities, the unnecessary wastage of funds, labour and time will be avoided. Study of possible ways to maximize coordination is essential.

Strategy:

The components of the study are indicated in the following order:

1. programmes of the Water Authority (AAWSA), EELPA, and Telecommunications should be studied collectively
2. collective manpower and material needs should be assessed

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Technical and Financial Support:

UNDP's technical and financial support in the coordination study is of paramount importance. The coordination of the work of agencies will result in cost reduction and more unified labour mobilization.

12.3 Training of Social Welfare Officials in Community Mobilization Problems

The community does not participate in any sort of problem-solving activities except when ordered to perform tasks by local government. Community works suffer from lack of enthusiasm and commitment. Very little sense of ownership is reflected in these works. Community members also do not usually participate in project planning. These problems result in failed development initiatives.

Objective:

The objective of training social welfare officials in the principles of community mobilization is to foster community enthusiasm for development projects. Training would also create linkages between officials of the Department of Social Welfare (DSW) of the Municipality and community officials to facilitate the development process. It is of primary importance that kebele officials as well as officials of the DSW are trained in community mobilization and participation, and specifically on issues relating to sanitation and upgrading of squatter areas. After formal training and field attachments, each trained worker should be assigned to leadership roles within the weredas and kebeles and should act as liaisons between the municipality and the communities.

Strategy:

1. Kebele officials should be mobilized and given training on community mobilization and development.
2. Officials of the DSW of the Municipality should be given training on various aspects of community development, with major emphasis on sanitation and upgrading of squatter areas.
3. Kebele, wereda, and DSW officials should be given training together on how to mobilize community labour for various development schemes.

12.4 Study on the Construction Industry

Problem:

A study of the possibilities of generating employment opportunities for the urban poor within the construction industry is needed.

Objective:

The objective of the study of the construction industry is to explore ways and means by which employment is created to generate income to the urban poor. The components to be considered under this study are the following:

Housing Construction

In addition to providing shelter, housing construction can also create labour intensive work opportunities for the urban poor. The housing problems which the

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poor face are linked to questions of access to employment, land, infrastructure, and other shelter-related services. Access to housing contributes to socio-economic stability for the urban poor and can be an indicator of savings. Employment in the housing construction sector provides a basis for access to the urban economy. As the Municipality of Addis Ababa indicated in its five year plan (1996-2000), the city-wide housing sector programme addresses the need for low income housing. All concerted efforts are, therefore, necessary to generate a high degree of employment and to provide adequate housing for the urban poor.

Road Construction

More than half of the kebeles of Addis Ababa suffer either from narrow roads or complete lack of vehicle-accessible roads. Kebeles are thus vulnerable to fire and inhabitants are exposed to a variety of health hazards. Therefore, any properly designed programme of opening access roads in these kebeles will be conducive to generating employment opportunities and improving living conditions for significant numbers of the urban poor.

Construction of Non-formal Modes of Transport

Non-formal modes of transport are necessary wherever possible and create appropriate infrastructure for bicycling and other non-motorized forms of transport. The Municipality should study specific types of short distance transport, taking the topographical nature of Addis Ababa into consideration. In addition, the Municipality should construct parking places, walkways, and public spaces to accommodate pedestrians. Alternative forms of transport should be developed in order to relieve traffic congestion, and to provide safe, cheap, and convenient public transport over short distances. They will also create employment opportunities for people with low incomes.

Water Development Construction

The medium scale dame construction which AAWSA is undertaking should employ labour intensive instead of capital intensive methods wherever appropriate.

Retention Walls and Bridge Construction

Addis Ababa is crossed by ore than five rivers. During the rainy seasons, these rivers are flooded to the extent that they frequently destroy houses and property around their banks. Furthermore, the river banks are denuded by the swollen rivers. Construction of retention walls and bridges across the rivers will therefore be an excellent opportunity for creating employment, in addition to preventing future floods.

Strategy:

The Planning Office of the Municipality should make an inventory of the overall construction activities of the city in terms of their priority with the relevant technical offices and then prepare a project profile with the main objective of providing employment to the urban poor.

Technical and Financial Support:

UNDP's role should be to provide technical assistance, while the World Bank is expected to give financial assistance.

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12.5 Study on Solid Waste Collection and Utilization

Problem:

The piling of solid waste along the primary and secondary roads in the city is hazardous to the society, specifically to children. The waste, besides polluting the environment, spoils the surrounding area and contributes to the creation of slum areas. Solid waste collection and disposal is not adequate or reliable. Lack of technical and financial attention to this critical issue has exacerbated the problem.

Objective:

Solid waste management is a major municipal function in every city in the world. The Municipality of Addis Ababa is no exception. I most municipalities in developing countries, the largest group of employees are engaged in road cleaning and refuse removal. However, there is a negligible awareness on the part of the public of the importance of waste collection and recycling, and very few are involved in waste management employment schemes. It is therefore necessary to study how labour intensive programmes could be formulated for collection and recycling of solid waste.

Strategy:

1. The Municipality should work for the improvement of the management of solid waste by cooperating with NGOs and kebeles at the community level. This can be done with little or no investment in plants or equipment.

2. Small-scale composting should be used for urban agriculture.

3. Private waste recycling industries should be encouraged and recycling efforts should be integrated with formal waste management.

These activities can also generate employment in various forms for the urban poor.

Technical and Financial Support:

UNDP can make interventions in the study while the World Bank can provide financial assistance.

12.6 Upgrading of Slum Areas

Problem:

Slum areas of Addis Ababa are vulnerable to disease, fire, and crime. The high crime rate in slum areas are particularly dangerous influences on young people.

Objective:

Upgrading of slum areas should be encouraged and continued by the Municipality of Addis Ababa. Slum upgrading schemes should be supported since such schemes lead to a moderate acceleration of low-income settlement formation and consolidation, including development of neighborhood infrastructure. It is

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important to view upgrading as an ongoing activity, facilitating employment and income generating opportunities.

Strategy:

1. Make an inventory of congested slum areas.
2. Assess the degree of vulnerability in these areas.
3. Assess the availability of shelter-related services.
4. Assess the umber of households affected.
5. Mobilize the community to participate in upgrading schemes.

Technical and Financial Support:

The intervention of the World Bank is extremely desirable since this activity concerns the development of a city, one of the Bank's stated aims.

12.7 Study on Urban Agriculture

Problem:

The urban population, especially the urban poor, faces a scarcity of food because of lack of employment. Those who face food shortage are mostly migrants from the rural areas.

Objective:

Urban agriculture is an increasingly important survival strategy in most developing countries. It provides the urban poor with a additional source of income and food. The Addis Ababa Municipality should recognize the need for and importance of intensive food crop and vegetable production. It should take responsibility for establishing agricultural production units within city limits. It should take notice of the potential contributions of urban farmers to the city's economy.

Strategy:

Inventory should be taken by the Municipality of all the unoccupied small plots within the city boundary, including the banks of rivers and the locations which are used as waste depots. All of these areas should be registered and plot numbers given so that allocations an be made easily.

Technical and Financial Support:

UNDP and the World Bank's contributions to this study would be extremely valuable. The establishment of credit facilities with the help of these bodies would encourage the urban poor to become farmers.

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12.8 Study on the Manufacture of Briquettes from Saw-Dust and Coffee Husks

Problem:

Most of the population of Addis Ababa, can be considered to fall below the poverty level. Almost all cannot afford to buy fuelwood for cooking. This problem, although not immediately able to be eradicated, should be minimized to the extent possible.

Objective:

In order to minimize the fuelwood shortage, it is mandatory that an alternative forms of energy should be made available.

Strategy:

A study should be done to assess the availability of saw-dust, coffee husks and chat residue in the city and to explore the possibility of manufacturing briquettes through labour intensive employment schemes. this study while providing employment opportunities for the low-income people of the city, also helps relieve the fuelwood shortage.

Financial and Technical Support:

UNDP should take the initiative to support this venture.

12.9 Capacity Building of Ethiopian Building Materials Enterprise

Problem:

Shortage of residential houses for every economic class of the population is acute. This problem cannot be easily tackled unless a thorough study is made of the availability of various housing construction materials. To do this, it is necessary that the Ethiopian Building Materials Enterprise should be studied seriously to enable it to include other units.

Objective:

The objective of this study is to strengthen the Ethiopian Building Materials Enterprise by studying the organization in detail and attaching or adding to it units appropriate to study local materials useful in construction of houses. Such materials include saw dust, coffee husk, and agricultural residues. These materials are useful in the manufacture of bricks. The manufacture of clay roofing might replace corrugated iron sheet, which is imported.

Strategy:

1. The necessary manpower should be assessed both administratively and technically, and an assessment should be made on adequacy of existing equipment so that a list of the additional equipment needed can be compiled.

2. Research units should be established and strengthened.

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3. The necessary manpower should be recruited and training opportunities should be given to appropriate workers.

Technical and Financial Support:

UNDP and the World Bank's support for this study is highly recommended.

12.10 Study on Institutional Set-Up

Problem:

Even many members of the middle income groups in Addis Ababa cannot afford to construct their own houses because of the high cost of building materials. Research should be done on the cost of building materials and proposals should be developed for the establishment of manufacturing units for materials used in housing construction.

Objective:

The establishment of an institutional framework for the development and coordination of the building materials and construction industry as an integrated whole is important. For the short term, the institutional shortcomings can be overcome by attaching a small unit to a Building College or to a relevant ministry to serve as a focal point. This focal point would organize and coordinate the work of a technical task force.

Strategy:

Local materials used for experimental purposes which can replace imported materials should be identified and research should be conducted to find ways to produce them affordably.

Technical and Financial Support:

UNCHS should be approached for technical support and the World Bank should be requested to provide financial aid.

Social Services Sectors

12.11 Health

Problem:

Health facilities and services are inadequate, health coverage is far too low to ensure the maintenance of even the most minimal level of acceptable health among the people of the region.

Major problems in the health sector require a coordinated effort for prevention, control and management of the health service. Primary causes for morbidity and mortality among women and children are malnutrition and communicable diseases associated with food insecurity, poor personal hygiene, safe water, harmful traditional practices and low level of awareness. The main causes of child mortality

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include immunizable diseases, diarrhoeal diseases, respiratory infections, tuberculosis, malaria, nutritional deficiency, and HIV/AIDS.

In addition to inadequate health facilities and coverage, other obstacles of the sector include lack of infrastructure, low level of community participation, poor staff motivation, and financial constraints.

Objectives:

The programme objectives are to enhance the capacity of the regional health bureau for efficient and effective prevention, control and management of the regional health services.

Strategies:

Programme components for UN, donors and NGO participation include the following:

1. Supporting and encouraging the establishment of health councils with strong community representations at all levels. Regional, zonal, wereda, and kebele health committees should participate in identifying major health problems, budgeting, planning, implementation, monitoring, and evaluation of health activities.

2. Assisting the promotion of intersectoral collaboration with regard to MCH/FP services; nutrition; water supply; domestic and environmental sanitation; housing; care for the physically and mentally disabled; abandoned street children and the aged; etc.

3. Supporting the development of human resources by training community based front-line and middle level health workers and providing health education for specific target populations using all effective IEC methods.

4. Encouraging the promotion of family health services though intensification of family planning efforts; teaching maternal and child nutrition; expanding and strengthening immunization services; and supporting women's involvement in family planning.

5. Assisting in the reduction of the spread of HIV through social mobilization and education; promoting community acceptance of HIV/AIDS victims and strengthening mechanisms for communal raising of AIDS orphans.

6. Strengthening operational research, evaluation and monitoring at all levels so as to improve the management of the various health programmes.

Technical and Financial Support:

UN agencies from whom technical support should be sought include the World Health Organization (WHO), UNICEF and UNFPA. Donors who should be approached include Italian Cooperation, IFAD, SIDAC, and the Belgium Survival Fund (BSF).

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12.12 Education

Problem:

The regional education system is deficient at all levels. the curriculum is largely irrelevant. It neither inspires creativity nor equips students with sufficient vocational skills. The supply of educational materials is inadequate. The quality of teachers is poor. Classrooms are overcrowded. Education in the region is inaccessible to the poor.

Objective:

To improve the relevance, quality, accessibility and equity of education in the region.

Strategies:

Programme components for UN, donors, and NGO support include:

1. Revision of the curricula to make them more relevant and realistic to the needs of the region and the country by:
   - training education personnel at the regional level to revise and develop curricula with a focus on day to day problems.
   - supporting and encouraging regional studies in curricula and teaching material production to utilize relevant findings for improvement.
2. Scrutiny of the quality of education by undertaking studies to determine the causes for high dropout and repetition rates with a view to addressing these problems, and development of a strong school supervision system.
3. Ensuring that both school internal and the national external exam systems support and do not contradict the objectives of the curriculum.
4. Improvement of accessibility to and overcrowding in classrooms by supporting the school expansion programme of the regional education bureau; encouraging and supporting NGOs, the community and others to assume active roles in the provision of education; and instituting scholarship schemes to assist children of the poor.
5. Provision of educational materials by raising the level of production of such materials and improving the efficiency of procurement; promotion of local production of such materials by the private sector and recruiting of further international assistance.
6. Upgrade of training and professional qualifications of teachers through provision of short term training courses and seminars for education personnel; institution of an expanded programme of in service training to continuously upgrade the level and qualification of teachers; and upgrade, expansion, and diversification of teacher training institutions in the region to conform with the new curricula.
7. Upgrade and expansion of existing technical/vocational centres and construction of new centres in accordance with the skilled manpower requirements of the region and the level of economic development of the country.

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8. Decentralization of the educational system at all levels, thereby linking schools to communities and democratizing their management.

Technical and Financial Support:

Agencies to be approached for technical and financial support include UNDP, the World Bank, UNESCO, UNICEF, and UNFPA. Donors include SIDAC, the European Union, and the Canadian Overseas Development Enterprise (CODE).

12.13 Women

Problem:
Women constitute more than half of the population of the region. They are disadvantaged in many ways due to social and cultural barriers. Although policy and legal measures are taken to rectify the situation, women's lack of earning capacity due to low educational and skill levels perpetuates their low status.

Objective:
Improvement of the status of women should be an important goal for social development so that they may participate fully in the economic, social, cultural and political aspects of their communities and the region at large.

Strategies:
Programme components include the following:

1. Assisting in the expansion and promotion of child day-care and maternal health care activities.

2. Supporting the improvement of women's health by facilitating access to contraceptives and family planning services.

3. Assisting in the promotion of female school enrollment and efficiency at different levels of education.

4. Assisting, materially and through training, women's affairs offices and other strategic government agencies.

5. Supporting the involvement and development of traditional women's associations such as the *mehaber*, assisting and encouraging the establishment of non-government women's advocacy associations.

6. Facilitating the provision of credit for poor women involved or wishing to become involved in business activities.

7. Cooperating with the regional government in the enhancement of the role and status of women in development efforts. Mobilizing and sensitizing both males and females in the important roles that women can play in development.

8. Carrying out training programmes for women in non-agricultural activities.

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9. Advising and assisting in facilitating women's employment in better paying and more respectable jobs.

Technical and Financial Support:

Development of programmes to assist poor women requires the support of external donors. The role of UN institutions such as UNDP, UNICEF, UNFPA, ILO and bilateral donors like SIDA, CIDA, ODA, USAID, as well as NGOs (CARE, IHA/UDP, etc.) is of great importance.

12.14 Disadvantaged groups

Problem:

Government services to socially disadvantaged groups (including female headed households unaccompanied minors, prostitutes, beggars, the elderly, disabled, displaced, and demobilized soldiers) are limited to a few orphanages, homes for the elderly and rehabilitation centres. The number of socially disadvantaged and vulnerable groups needing assistance is massive. In addition to the low level of development in education and health services, the region faces social problems resulting from poverty and natural as well as man-made disasters.

Objective;

The programme objective is to give a helping hand to pertinent regional bureaus with rehabilitation and development schemes for the socially disadvantaged groups.

Strategy:

1. Assisting ad supporting NGOs to increase and intensify future preventive and remedial efforts so as to minimize the educational, health, and nutritional needs of children and women.

2. Encouraging NGOs to use an integrated, holistic approach in their urban development strategies to address the problems of disadvantaged groups.

3. Assisting and encouraging the strengthening of traditional burden sharing schemes such as *mehaber*, *iddir*, and *equb* to embrace poor households.

4. Encouraging and supporting NGOs to make poverty alleviation strategies such as savings and credit associations available to disadvantaged groups.

5. Encouraging the introduction and further expansion of projects such as the "safety net" and "food for work," as an integral part of the poverty alleviation programme, to include socially disadvantaged groups.

6. Undertaking studies on street children and their families, on socio-economic determinants of different disadvantaged groups, and on migration.

7. Preparing, in collaboration with the regional government, workshops, radio and TV panels o sensitize the general public of the needs and aspirations of the socially disadvantaged.

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8. Assisting the regional bureau in the improvement and expansion of existing orphanages, foster homes, etc.

9. Jointly with the regional government, considering the establishment of a welfare foundation or trust scheme for continuous generation of resources that may contribute to bringing lasting solutions to the problems of the socially disadvantaged.

12.15 Employment

12.10.1 The private sector of the economy should be stimulated to expand in order to generate more employment and incomes for the poor. Self-employment and small enterprises should be enabled to expand significantly by providing credit facilities, revising the land market system, increasing the availability of foreign currency and other measures which help to increase its capacity to absorb more labour.

12.10.2 Stagnating paid employment opportunities combined with high increase in the number of new entrants into the labour market due to a high population growth rate have swelled the ranks of the informal sector. It is estimated that this sector accounts for a great proportion of the employment in the region. Although the existence and potentials of the sector to contribute significantly to socio-economic development are recognized it is exposed to several problems which are seriously constraining its operations. Therefore, government should make interventions through different policy instruments in order to provide an enabling environment which helps to harness the potential of the sector to contribute to economic development and creation of sustainable livelihood to the poor. Training programmes for developing enterpreneurship, access to land, premises, information, credit facilities, appropriate technology and other enabling measures should be provided. In general the policy framework should be targeted towards institutional and legal changes in order to get rid of practices which discriminate against the sector.

The government should accord recognition to the sector and take measures to integrate it in the regional development action plans. Sources of credit or affordable soft loans should be identified and put into use. Mechanisms for collection of essential data regarding skill requirements, training facilities, appropriate technologies etc. should be developed and conducive tax policies and structures must also be created to enable the sector expand satisfactorily and provide the much desired means of livelihood to the unemployed and the poor.

12.15.1 Development linkages

Finally it should be noted with due stress that expansion and development in one of the services alone cannot improve the overall status of the population of the region since any discernible development in one is closely linked with development in other sectors such as health, education, communication, water supply, sanitation, employment etc. leading into overall economic development. It, therefore, calls for a better co-ordinated external assistance and a more viable inter-sectoral linkage and complementarity wherein advances in the various sectors contribute to poverty alleviation and creation of sustainable livelihood.

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Movement from a command to a market oriented economy requires strengthening of capacities and upgrading of capabilities related to economic and social development. This in turn helps to increase productivity and alleviate poverty. In this respect, improvement of the economic environment by creating sound policies should take the highest priority. By improving the economic environment and providing basic economic and social infrastructure, expansion of employment opportunities may result in various economic activities such as construction, trade, transport, service provision etc.. It is therefore necessary for the government to promote enabling policies and a regulatory environment for the growth of the small enterprise sector, embracing the formal as well as the informal sector.

These policies should include micro-policies for the stabilization and growth of the economy, i.e. foreign exchange and trade policies, fiscal policies, monetary policies and various sectoral infrastructural policies.. Provision of support services such as technical skills development and financial and marketing services by government institutions, international agencies, bilateral donors, NGOs, employers' and workers' organizations should also contribute to an enabling environment.

The legal/regulatory framework in the region is primarily suited to medium or large formal sector enterprises. To meet the needs of micro-enterprises (formal and informal) effectively, amendments or special provisions must be introduced to existing policies with regard to the land lease system, premises, working conditions, registration etc. Moreover, the regulatory framework, e.g. those related to provision of premises, should be developed by local authorities to reflect the needs of micro-enterprises and informal sector operators.

A key constraining factor in employment generation efforts is the land policy. Making land a transactable commodity would give a great impetus to investment and economic and social development, and would lead to better prospects for employment generation.

In the first stage of the decentralization operation it may be necessary to organize multi-sectoral technical teams, preferably at the zonal level to back up operational units for planning and implementation of employment generation schemes. At the same time, vacant posts should be filled by qualified people and training provided to relevant personnel to optimize the existing expertise and build up additional skills.

To facilitate access to economic opportunities for the poor and vulnerable groups, actions must be taken to support the objectives of social development through integrated strategies, improved access to productive resources, provision of basic social services, expansion of productive employment and reduction of unemployment. It is to be noted that expansion of productive and freely chosen employment is essential for the achievement of sustainable livelihood. Policies which guarantee full, productive and appropriately remunerated employment and which give priority to alleviating the problems of unemployment and underemployment must be developed. Education, training and labour policies should also be geared towards increasing people's access to productive employment.

Although it is believed that the informal sector has a great potential for absorbing the excess labour force, it lacks the necessary financial and technical support. Informal sector operators rely mainly on their own or their families' funds to start businesses. While short-term credit for working capital is made available from private savings or

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is advanced by relatives and friends, informal sector operators generally face problems in securing long-term loans for capital investments. There is no access to credit through commercial banks nor through any specifically targeted bank. On the whole there are no credit programmes designed to address the financial problems of the informal sector. In fact, obtaining commercial bank credit involves elaborate and time consuming procedures and requirements which are beyond the capability of small business operators. Loan repayment rates are often too high for them. Hence, appropriate arrangements should be made to increase credit availability for informal sector operators by government, international institutions, NGOs and business associations or communities.

A comprehensive strategy to alleviate poverty and deprivation in the region should give priority to research and training. Low quality of education, lack of information and inadequate training in productive fields prevent job seekers from participating in productive employment. There is a clear need for programmes aimed at providing necessary skills. Such programmes must be accompanied by measures that help to improve capacity to invest and maintain and further develop skills through apprenticeship and on-the-job training by making pertinent literature available as well as improving access to labour market information.

Information obtained from the Region 14 Labour and Social Affairs Bureau indicates that a considerable proportion of job seekers in production and related occupations lack training certificates. Proper classification of such registrants by occupation is thus difficult. It is therefore necessary to formulate a skills testing and standardization programme for proper utilization and remuneration of those people who developed their skills through informal training.

It is necessary to formulate a programme which facilitates the creation of employment opportunities. The overall objectives, strategies and components of an employment and sustainable livelihood programmes are indicated here.

12.15.2 *Objective*

The overall objectives of the programme are to:

- create an enabling environment for employment generation
- stimulate the growth of the private sector
- remove the constraints of the informal sector and enable it to expand
- strengthen the labour administration, employment, manpower development and labour market information system
- provide support to vulnerable groups
- develop an industrial vocational training, management development and skill testing and certification system.

Strategy

The strategy includes:-

1. giving due recognition to the informal sector
2. formulation of credit, land tenure, employment and manpower development policies geared to the needs of small scale enterprises and the informal sector

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3. issuing laws and regulations governing credit facilities, land administration, hire or purchase of premises, training etc. in keeping with the needs of these sectors
4. following up the implementation of the laws through an appropriate mechanism
5. seeking technical as well as financial support from international agencies and other donors.

Programme Components

Component 1 - Creation of An Enabling Environment

Objective

The objective of the programme component is to provide a foundation for sustainable development by enabling institutions and people to maximize their capabilities, resources and opportunities, thereby improving the economic environment and providing basic economic and social infrastructure expansion which may be tenable in activities like construction, trade, transport, services etc.

Strategy

The strategy of the programme component includes:

1. supporting the objectives of social development through integrated action, Improved access to productive resources, basic social services, expansion of productive employment and reduction of unemployment

2. formulating a full, productive and freely chosen employment policy

3. providing a framework for addressing poverty issues

4. promoting a regulatory environment that is suitable for the growth of the micro-enterprise sector

5. facilitating access to economic opportunities for the poor.

Sources of Technical and Financial Support

Attainment of the above objectives is to be facilitated with technical and financial support from UN agencies like UNDP and ILO.

Component 2 - Support for the Private Sector

Objective

The objective of Component 2 of the programme is to initiate activities which encourage entrepreneurship and the development of the private sector for enhancing employment generation capacities.

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Strategy

The strategy of this programme component focuses on:

1. undertaking research for determining priorities for meeting the needs of the private sector and proposing action programmes to develop it

2. increasing access of small enterprises to credit, land premises, raw materials, training and business advisory services

3. ensuring appropriate coverage of all sub-sectors through establishment of a multi-sectoral coordinating agency

Technical and Financial Support

Technical and financial assistance is required from the UNDP and other donors to fulfill the objectives and strategies indicated above.

Component 3 - Support Programme for the Informal Sector

Objective

The objective of this component of the programme is to provide the informal sector with the necessary technical and financial support in order to increase its capacity to generate employment and income.

Strategy

The strategy of Component 3 includes:

1. providing access to working capital, improved equipment, tools and raw material

2. increasing the availability of organised training to entrepreneurs, workers and apprentices

3. improving the quality of existing products and developing new marketable ones

4. creating a legal framework suitable to the sector

5. simplifying licensing procedures

6. eliminating harassment faced by itinerant operators worth providing them with places of operation.

Technical and Financial Support

Donors like UNDP, the World Bank, EU, ILO etc. are expected to provide technical and financial support for developing the informal sector.

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Component 4 - Strengthening Labour Administration, Employment and Manpower Planning and Labour Market Information

Objective

To strengthen the labour administration system in the region (BOLSA and Zonal Labour and Social Affairs Offices) so that they may plan, analyze, monitor, evaluate and coordinate employment activities and undertake studies with regard to industrial relations, occupational safety and health, minimum labour conditions, employment service, employment and manpower assessment and planning and labour market information.

Strategy

1. undertaking a study to assess the current situation regarding labour administration, employment and manpower planning and labour market information.
2. providing skills, materials and equipment necessary for enhancing the activities of agencies concerned with industrial relations, occupational safety and health, employment services, employment and manpower planning, training and labour market information.
3. formulating programmes for improving the labour administration and labour market information systems.
4. building the employment and manpower planning capacity.

Technical and Financial Support

Technical and financial support is expected from UN agencies and bilateral donors.

Component 4 is divided into four elements indicated below.

1. Strengthening the Labour Administration
2. Strengthening the employment and Manpower Planning Machinery
3. Establishment of a labour market information system
4. creation of an Employment Network

Component 4 - Element 1 - Strengthening the Labour Administration

Objective

The objective of the programme element is to enable the Regional Labour and Social Affairs Bureau and the Zonal Labour and Social Affairs Offices to undertake effectively their tasks relating to employment service, labour protection and industrial relations.

Strategy

The strategy of the programme element constitutes:

1. enhancing the capacity to render employment service

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2. improving working conditions and environment

3. increasing the capability of the Regional Bureau of Labour and Social Affairs and the Zonal Offices by providing training, equipment and facilities

Technical and Financial Support

Technical and financial support is expected from UNDP, ILO and other donors.

Component 4 - Element 2 - Strengthening the Employment and Manpower Planning Machinery

Objective

The main objective of this programme element is to strengthen the institutions responsible for employment promotion and manpower planning (BOLSA, BOPED, RPSC).

Strategy

The strategy is presented as follows:

1. training the staff of BOLSA, BOPED and RPSC
2. using consultants to assist in specific assignments
3. providing needed equipment
4. undertaking research and collection of data on a continuous basis.

Technical and Financial Support

Technical assistance and financial support is expected from the UNDP, ILO and other multilateral and bilateral donors.

Component 4 - Element 3 - Establishment of A Labour Market Information System

Objective

The objective of this programme element is to build the capacity of the Regional Bureau of Labour and Social Affairs to collect, analyze and disseminate labour market information on a continuous basis.

Strategy

1. training the bureau staff in methods of collecting, analyzing and disseminating labour market information.

2. promoting cooperation of institutions concerned with labour market data collection, analysis and dissemination.

3. providing needed equipment like computers, vehicles etc.

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4. using consultants for specific assignments

Technical and Financial Support

UNDP, ILO and other international agencies are expected to provide technical cooperation and assistance.

Component 4 - Element 4 - Creation of Employment Network

Objective

The objective of this programme element is to increase the participation of local experts in research in the employment field while at the same time providing benefits to concerned government agencies, research and training institutions, professional associations and workers' and employers' organizations.

Strategy

It is proposed that a network for employment promotion should be developed by bringing together specialists from different sectors of the economy, research institutions, consultant, NGOs etc.

Technical and Financial Support

UNDP and/or other UN agency resources will be required to implement this programme element.

Component 5 - Element 1 - Industrial Vocational Training

Objective

The objective of the programme element is to expand existing training institutions and develop new avenues for manpower development with a view to increasing employment prospects for the idle labour force of the region.

Strategy

As indicated earlier, training is one of the most important developmental activities required for creation of employment opportunities and improved income or sustainable livelihood. One option for developing training programmes is expansion and improvement of existing facilities. Another is to develop an industrial vocational training system which incorporates expansion of existing institutions and promotion of new ways and means of manpower development. The latter approach is preferred because it is more comprehensive, gives a greater chance to consider means of meeting current needs and enables development of a more sustainable system.

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Technical and Financial Support

It is proposed that this programme element should be formulated with ILO technical assistance using UNDP funds.

Component 5 - Element 2 - Development of Management Skills

Objective

The objective of the programme element is to increase the supply of managerial skills to the private sector.

Strategy

The strategy includes:

1. formulating an action plan for the development of managerial skills

2. training of management consultants, trainers, managerial staff, entrepreneurs and informal sector operators

Technical and Financial Support

Technical and financial support from the UN system and other donors is crucial for the success of this programme element.

Component 6 - Support to Vulnerable Groups

This component of the programme is proposed to address employment problems of special groups which are most adversely affected by unemployment, namely women, the youth, disabled persons and retrenched workers. Although the foregoing components of the programme can make contributions towards alleviating the problems of these target groups, it is recognized that their employment situation will be improved further by creating activities which cater to their needs specifically.

Component 6 - Element 1 - Promotion of Women's Employment

Objective

The objective of this programme element is to improve the operations and incomes of women, particularly those in marginal activities such as street vending.

Strategy

The strategy focuses on:

1. undertaking feasibility studies and market surveys

2. providing credit facilities

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12.16 The Organization and Management of the Regional Government

12.16.1 Issue under consideration

The structure of the regional government is top-heavy, hierarchical with a narrow base. Activities of any kind that may have their beginning at the kebele level have to pass through a long chain of command up to the office of the regional president. Both budget and manpower are concentrated at headquarters and are thinly spread at the bottom of the hierarchy. Line bureaux consider poverty alleviation as secondary - to their other routine activities. Except in a crisis situation there is not a single unit that caters the programme. Bureaux are mostly engaged in facilitating permits and associated services under unclear, incomplete and overlapping sectoral responsibilities.

12.16.2 Programme objectives:

to strengthen the technical and management capacity of the regional government.

12.16.3 Programme components:-

- a reorganizational study of the organization and management system of the regional government.
- short, medium and long term trainings focusing on the initiation and formulation of strategies for poverty alleviation programme.
- organizing a regional workshop or workshops to sensitize on the roles of the regional government, UN agencies, donors, NGOs and local communities.
- establishing a forum of consultancy for the interim period until the regional government develop the capacity for effective coordination of poverty alleviation programmes, as recommended in this study.

The UNDP in particular and all other agencies in general may contribute to this end.

Objective

The objective of this element is to facilitate the integration of disabled persons in training and productive activities, thereby streamlining them in the various sectors.

Strategy

The strategy includes:

1. identifying appropriate activities, products and technologies
2. ensuring that training for disabled persons becomes an integral part of vocational training activities in the region
3. developing community based rehabilitation activities

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Technical and Financial Support

The main support is expected to be provided by UNDP and ILO

12.16 **Development Linkages**

Finally it should be stressed that expansion and development in one of the services alone cannot improve the overall status of the population of the region since any discernible development in one is closely linked with development in other sectors such as health, education, communication, water supply, sanitation, employment etc. leading into overall economic development. There is a need for better coordinated external assistance and more viable inter-sectoral linkages and complementarity, wherein advances in the various sectors contribute to poverty alleviation and creation of sustainable livelihood.

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ANNEX II

Annual Average Retail Prices of Selected Food Items of Addis Ababa (in Birr)

Item	Unit		Year	
		(1992/93)	(1993/94)	(1994/95)
"Teff" white	kg.	1.91	2.95	2.77
" black	"	1.54	2.42	2.19
" mixed	"	1.77	2.75	2.57
Wheat white	"	1.59	2.48	2.3
" mixed	"	1.41	2.2	2.03
" black	"	1.83	2.88	2.6
Beans	"	1.63	2.44	2.44
Maize	"	1.08	1.78	1.46
Tomato	"	1.94	3.37	2.46
Onions	"	1.8	2.59	2.8
Pepper (whole)	"	10.84	10.01	22.5
Sugar	"	4.56	6.39	7.28
Oil	"	6.68	6.51	13.52

Source: Central Statistical Authority - January 1996

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ANNEX III

Resource Persons

1. Mr. Haile Koyas - Water + Sanitation
2. Mr. Chanyalew Belachew - Health
3. Mrs. Tsehai Guluma - Woman Affairs

	LIST OF PERSONS CONSULTED		
No	NAME	ORGANIZATION	POSITION
1	Mr. Abebe kebede	Region 14 Administration	Economic Advisor to the President Region 14
2	Dr. Abera Kume	Region 14 Health Bureau	Head
3	Dr. Abdulahi Hussen	CSA	General Manager
4	Mr. Berhanu Assefa	CSA	Head, Economic Survey Department
5	Mr. Berhanu Tamrat	Min. pof Public Works & Urban Devt.	Vice Minister
6	Dr. Bona Hora	WHO	Project Officer
7	Mr. Chris Pearson	EU	Food Aid Monitor
8	Mr. Dessalegn Yeshewawork	Region 14 Administration	Head, Land Construction Dept.
9	Mr. Eyob Tsegaye	Region 14 health Bureau	Head
10	Mr. Fayez S. Omar	World Bank	Resident Representative
11	Mr. Gebre Kidane	Region 14 Administration	Head, Social Affairs Sector
12	Mrs. Genet Aberra	Region 14 Finance Bureau	Head, Finance Bureau
13	Mr. Gentinneli	Italian Embassy	First Secretary
14	Mr. Getahun Terefe	Region 14 Civil Service Commission	Expert
15	Mr. Getahun Tafesse	MEDAC	Head, Poverty Monitoring Unit
16	Mr. Gulma Bulto	MEDAC	Head. Economic & Infrastructure Dept.
17	Mr. Gulilat Tilahun	Federal Civil Service Commission	Commissioner
18	Mr. Gulte Metaferia	Region 14 Plan & Economic Devt. Bureau	Head, Macro-Economic Planning Dept.
19	Dr. Hadgu B/Gabir	Urban Planning Institute	Deputy Manager
20	Mr. Haile Assegdie	Min. of Public Works & Urban Devt.	Minister
21	Mr. Haile Koyas	AAWSSA	Head, Planning & Programming Dept.
22	Mr. Hassen Abdella	MOLSA	Minister
23	Mrs. Ingrid Asphhjell	WFP	Programme Officer
24	Mr. Inderasse Lisanu	Region 14 Administration	Head, Transport & Communication Bureau
25	Mr. Kassa Wores	Construction Materials Supply Enterprise	General Manager
26	Mr. Lemma Eshetu	Ethiopian Energy Authority	General Manager
27	Mr. Lessanu Degif	MOLSA	Social Defence Team Leader
28	Mr. Mamush Kebede	Region 14 Administration	Head, Public Works & Urban Devt. Dept.
29	Ato Mekonnen Tadesse	AAU	Head, Faculty of Economics
30	Mr. Mengesha H/Melekot	RAD	General Manager
31	Mr. Mengesha Shiferaw	EELPA	Head, Corporate Planning Dept.
32	Mr. Mesfin Sileshi	Region 14 Administration	Transport & Com. Bureau Planning Office
33	Sister Mitike Molla	Region 14 Health Bureau	Project Expert
34	Mr. Michael	Region 14 Labour & Social Affairs Bureau	Head, Labour Dept.
35	Mr. Mengiste Ayele	Street Children Project	Manager
36	Mrs. Mitike George	MOLSA	Head, Women Affairs Deot.
37	Mr. Mulugeta Berhe	Region 14 Labour & Social Affairs Bureau	Head
38	Mr. Negatu Mereke	MEDAC	Head, Social Affairs Dept.
39	Br. A. O'Keeffe	CRDA	Executive Director
40	Mrs. Renet Van de Wards	Netherlands Embassy	Second Secretary
41	Mr. Solomon Abebe	Region 14 Administration	Head, Information Bureau
42	Dr. Solomon Berhe	Region 14 Plan & Economic Devt. Bureau	Head
43	Mr. Solomon Kassaye	Urban Planning Institute	General Manager
44	Mr. Tadesse Kebede	AAWSSA	General Manager
45	Mr. Tadesse Girmay	Region 14 Administration	Head, urban Planning & Housing
46	Mr. Tamiru Tsige	Construction and Business Bank	Head, Technical Dept.
47	Mr. Teferi Hagos	MOE	Head, Planning & Project Dept.
48	Mr. Tewodros Zewde	Agency for the Admin. of Rental Houses	Head, Housing Documentation & Info. Division
49	Mrs. Yegeshenwork Ayehu	UNFPA	National Programe Officer
50	Mr. Yihegio T.S.	Telecommunications Authority	General Manager, Addis Ababa Region
51	Mr. Yilma Kinge	Ethiopian Postal Service	General Manager

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TABLE 3: EMPLOYMENT DISTRIBUTED BY MAJOR INDUSTRIAL CATEGORIES IN 1993

SR. NO.	MAJOR INDUSTRIAL GROUP	NO OF EMPLOYEES		
		MALE	FEMALE	TOTAL
1	Agriculture, Hunting, Forestry and fishing	1876	474	2350
2	Mining and quarrying	374	7500	449
3	Manufacturing	49199	22851	72050
4	Electricity, Gas and Water	10198	2148	12346
5	Construction	9627	1705	11332
6	Wholesale and retail trade	17545	9367	26912
7	Transport, storage and communication	15332	5252	20584
8	Finance insurance	8619	4042	12661
9	Community, social and personal service	65440	40781	100621
	TOTAL	178210	86695	264905

Source: MOLSA - Directory of Public Sector Establishments (all) and Private Sector Establishments Employing 10 or more persons December, 1993

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TABLE 4: Occupational Distribution of Public Sector Employment

Sr. No.	Occupational Category	Number of Employees		
		MALE	FEMALE	TOTAL
1	Professional, Technical and Related	20956	9249	30205
2	Administrative and Managerial	1514	150	1664
3	Clerical	29886	22087	51973
4	Sales	2316	1121	3437
5	Service	18476	10068	28544
6	Agriculture	1251	671	1922
7	Skilled	49269	17782	67051
8	Unskilled	50	18	68
	Total	123718	61146	184864

Source: MOLSA - Department of Manpower and Employment - Group Manpower Study in Public Sector Establishments, 1990/91 - Addis Ababa Region Survey Report - September 1993

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TABLE 5: Distribution of Public Sector Employees by Major Industrial Groups

Sr. No.	Major Industrial Groups	No. of Employess
1	Agriculture, Hunting, Forestry & Fishing	6591
2	Mining and Quarrying	331
3	Manufacturing	53083
4	Electricity	7637
5	Construction	11759
6	Wholesale & Retail Trade	12613
7	Transport, Storage and Communication	18678
8	Finance and Insurance	16573
9	Community, Social and Personal Service	57599
	TOTAL	184864

Source: MOLSA - Group Manpower Study in Public Sector Establishments, 1990/91, Addis Ababa Region Survey Report, September 1993

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Educational Profile of the work force in the Public Sector

Table 6: Distribution of Public Sector Employees by level of Education

Level of Education	No. of Employees
Iliterate	2672
Post illiterate programme	33535
Primary (1-6)	32544
Junior Secondary (7 & 8)	16569
Senior Secondary (9 - 12)	39082
Technical and National School Incomplete	23749
College complete (Diploma)	12143
First Degree	1948
Second Degree	9369
Third Degree	4058
Unspecified	822
	7024
Total	184864

Source: MOLSA - Manpower and Employment Department Group Manpower Study in Public Sector Establishments 1990/91

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