

The Contributions of the Non-Profit Sector to Youth Employment in Ethiopia: A Review of the Literature

2025

Review Team Members: Tesfaye Zeleke (PhD); Alemu Azimeraw (PhD); and Befikadu Ejeta

College of Development Studies, Addis Ababa University, Ethiopia

CAPSI Centre on African Philanthropy & Social Investment

WITS UNIVERSITY

Wits Business School
Sculpting global leaders

In partnership with
mastercard foundation

ABSTRACT

he review explored how the role of NPOs aims to address structural barriers, such as limited access to finance, insufficient skills training, and fragmented institutional coordination and individual or group based business development support systems that hindered the youth from realizing employment and livelihood benefits. The review comprises literature from academic, policy and program/project intervention spheres. In view of this, relevant information had been collected from published articles websites, project/program documents, monitoring and evaluation databases had been collected and reviewed. The review suggested that NPOs had empowered target beneficiaries only with knowledge/skills needed in the labor market. Trainings were conducted to enhance youth livelihood opportunities, such as employability capacities and effective work habits, business skills, entrepreneurship and business development supports to unemployed youth who were identified by particular youth focused NPOs. These NPOs also used internships, job fairs and trainings as drivers to promote wage employment and self-employment among target beneficiaries. The literature also inform that NPOs were able to enable target youths to get access to working capital to run businesses individually and in groups and own household assets. The review concludes that NPOs were found effective in empowering youths through creating employment, enhancing their' entrepreneurial capacities, increasing their income and acquiring business and technical skills at a limited scale in urban contexts. But, the literature failed to provide evidence as to whether the NPOs were able to make their services accessible to unemployed youth in conflict areas, IDP camps and in rural hinterlands.

Key Words: Employment Creation, Entrepreneurship and livelihoods, NPOs, Skills Straining, Unemployed Youth, Youth Empowerment https://dx.doi.org/10.47019/CAPSI.2025/LR10

ACKNOWLEDGEMENTS

On behalf of the Centre on African Philanthropy and Social Investment (CAPSI) at the Wits Business School, I want to extend our gratitude to everyone who made the production of this paper possible. This paper is one of seventeen others that CAPSI is publishing under one of its projects, namely, ' the creation of dignified and fulfilling jobs for young Africans by the non-profit sector.'

I extend our heartfelt gratitude to the Mastercard Foundation for the generous grant, which made this critical research and the publication of this paper possible. Even though this paper is based on the research intervention of the project, the project overall has different components that include convenings, dialogues, education and training, communications and capacity building, among others. The production of this paper was made possible by the contributions of CAPSI staff and our partner in the country under study. I thus want to specifically thank the author of this paper for the tireless effort put into research and writing. I also want to thank the research lead for the region of East Africa, Wycliffe Nduga Ouma, whose unwavering dedication and insightful contributions have greatly enriched this work. I also owe a profound debt of thanks to the anonymous reviewers and copy editor; their exceptional expertise and commitment were crucial in elevating the content and quality of this publication. We sincerely appreciate Prof. Omano Edigheji, whose unique insights and constructive feedback have played a pivotal role in shaping this paper. Lastly, I acknowledge our Digital Publisher, Xolani Dlamini, for ensuring this paper is formatted and presented to the highest standard. This project would not be successful without the inputs of our support staff namely Joseph Sobuthongo, other research leads, Professor Alan Fowler, Prof Jacob Mati and Dr Simamkele Dlakavu. Thank you to everyone.

Bhekinkosi Moyo
CAPSI Director

Addis Ababa University in general and the College of Development Studies (CDS) in particular would like to thank all the institutions, groups, and people who helped make this review possible. The team would also like to express its gratitude to the non-profit sector for sharing its project documents, datasets, and relevant literature.

The MasterCard Foundation deserves full acknowledgment for funding the project through the Centre on African Philanthropy and Social Investment (CAPSI) at the Witwatersrand University, Johannesburg. The project team, particularly the project lead, Prof Bheki Moyo, at CAPSI, also deserves much appreciation for excellent coordination and leadership. The guidance and support of Dr. Wycliffe Ouma, the East African chapter coordinator, remains eminent and immense to the success of this output.

Finally, the team sincerely expresses our gratitude and admiration to everyone who trusted us, assigned us the responsibility of shouldering the activities, and allowed us to participate in the project.

Contents

LIST OF TABLES

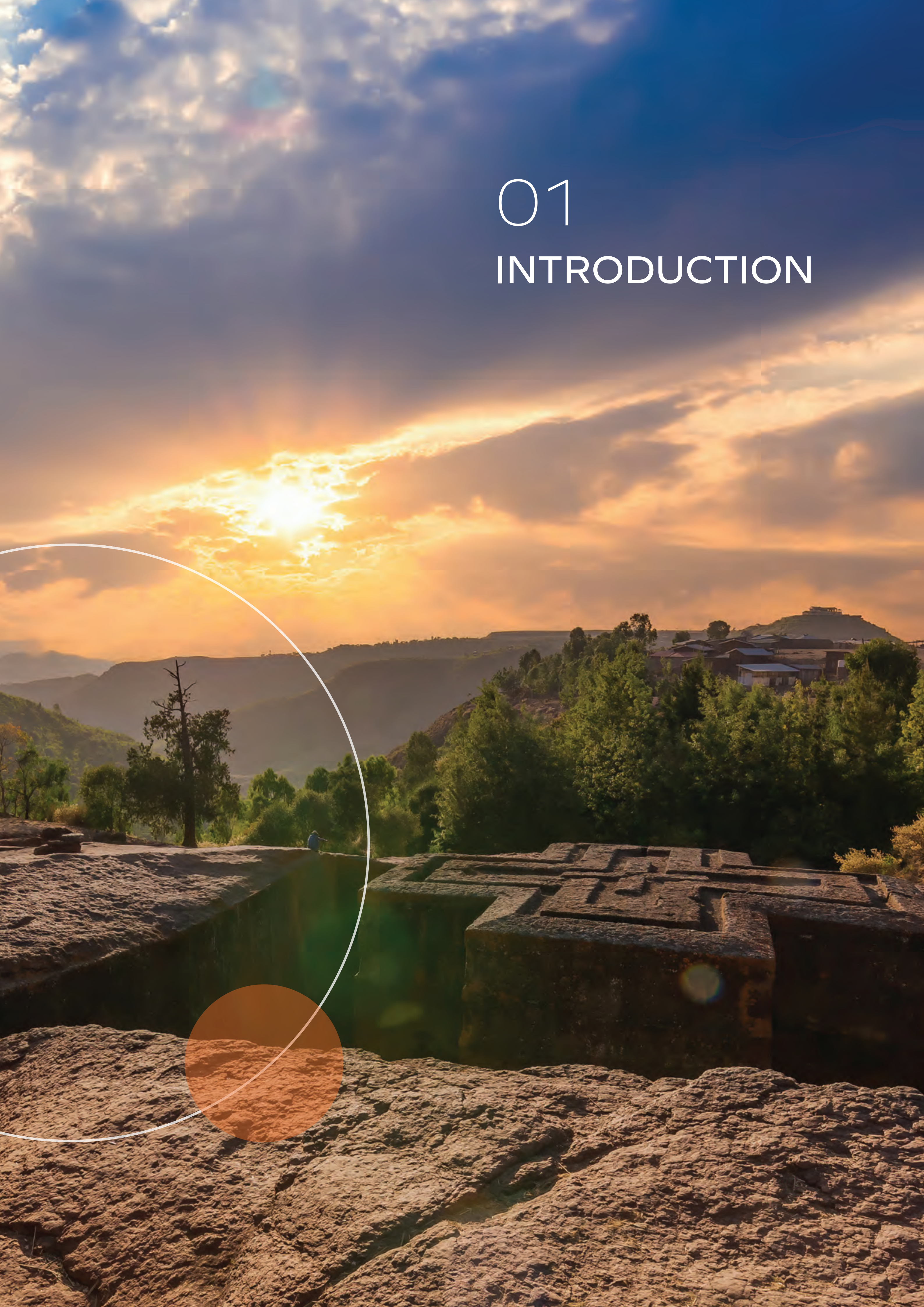
LIST OF ABBREVIATIONS AND ACRONYMS

ACET	African Centre for Economic Transformation
ACSO	Agency for Civil Society Organisations
ATTSVE	Agricultural Transformation trough Sustainable Vocational Education
ATVET	Agricultural Technical and Vocational Education and Training
BMZ	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung [German Federal Ministry for Economic Cooperation and Development]
BYOB	Be your Own Boss
CAPSI	Centre on African Philanthropy and Social Investment
CARE	Cooperative for Assistance and Relief Everywhere
CBO	Community Based Organisation
CDS	College of Development Studies
COVID-19	Corona Virus Diseases 19
CCRDA	Consortium of Christian Relief and Development Association
CSA	Central Statistical Agency
CSOs	Civil Society organisations
CSP	Charities and Societies Proclamation
EC	European Commission
EKN	Embassy of the Kingdom of the Netherlands
E4Y	Engaged, Educated, Empowered, Ethiopian Youth
EPRDF	Ethiopian People's Revolutionary Democratic Front
ETB	Ethiopian Birr
EWPR	Extreme Working Poverty Rate
EYE	Employable Youth in Ethiopia
EYW	Empower Youth for Work
EU	European Union
FBO	Faith-Based Organisation

GDP	Gross Domestic Product
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit [German Corporation for International Cooperation]
HIV/AIDS	Human Immune Virus/Acquired Immune Deficiency Syndrome
ILO	International Labour Organisation
L4R	Livelihoods for Resilience Activity
LISEC	Leather Initiative for Sustainable Employment Creation
LIWAY	Livelihood Improvement for Women and Youth
LLP	Leather and Leather Products
MEDA	Mennonite Economic Development Associates
MFI	Microfinance Institution
MLE	Medium & Large Enterprise
MOLS	Ministry of Labour and Skills
MSE	Micro & Small Enterprise
MS4G	Market Systems for Growth
MSPFS	Multi Stakeholders Partnership Forums
NGO	Non-Government Organisations
NPO	Non-Profit Organisation
OCFT	Office of Child Labor, Forced labour and Human Trafficking
PASEWAY	Promoting Youth Employment in Urban Districts in Ethiopia
PES	Public Employment Services
PFS	Partnership for Success
PIN	People in Need
P4R	Pay for Results
PPP	Public-Private Partnership
PPP	Purchasing Power Parity

PYD	Positive Youth Development
RAYEE	Realizing Aspiration of Youth in Ethiopia through Employment
RIPA	Resilience in Pastoral Areas
RUSACCO	Rural Saving and Credit Cooperatives
SACCO	Saving and Credit Cooperative Organisation
SCI	Save the Children International
SDG	Sustainable Development Goal
SNNPR	Southern Nations Nationalities Peoples Region
SNV	Stichting Nederlandse Vrijwilligers
TTI	Technical Training Institute
TVET	Technical and Vocational Education and Training
UN	United Nations
USAID	United States Agency for International Development
USDOL	United States Department of Labor
VESA	Village Economic Social Association
WASH	Water, Sanitation, and Hygiene
WRN!	Work Ready Now!
WWR+	Work Ready Plus

01
INTRODUCTION



Employment is important for individuals to develop and build social skills to fulfil their human potential. It helps to build social networks that will benefit not only the individual but also society as a whole – it is a source of pride. Being employed gives a sense of belonging in a society – it enhances the dignity of individuals. Self- or paid employment is a source of livelihood for most of the world's population; no country can develop without its citizens being gainfully employed in an environment that advances freedom from wants and hunger and guarantees workers' safety. Put differently, employment is a necessary condition for development. Employment, therefore, advances freedom; from a very young age, every individual looks forward to a world where they will be gainfully employed. With the rise of the youth population, especially in Africa, the importance of youth employment in the continent, including Ethiopia, cannot be overemphasised. The three key sectors, namely government, private society, and not-for-profit organisations, all have an important role to play in employment creation. While there is a general recognition of the critical role of non-profit organisations (NPOs) in economic development and job creation, there is little empirical evidence to enable scholars, governments, and development practitioners to quantify their contribution. This literature review is meant to fill this gap and identify future research areas.

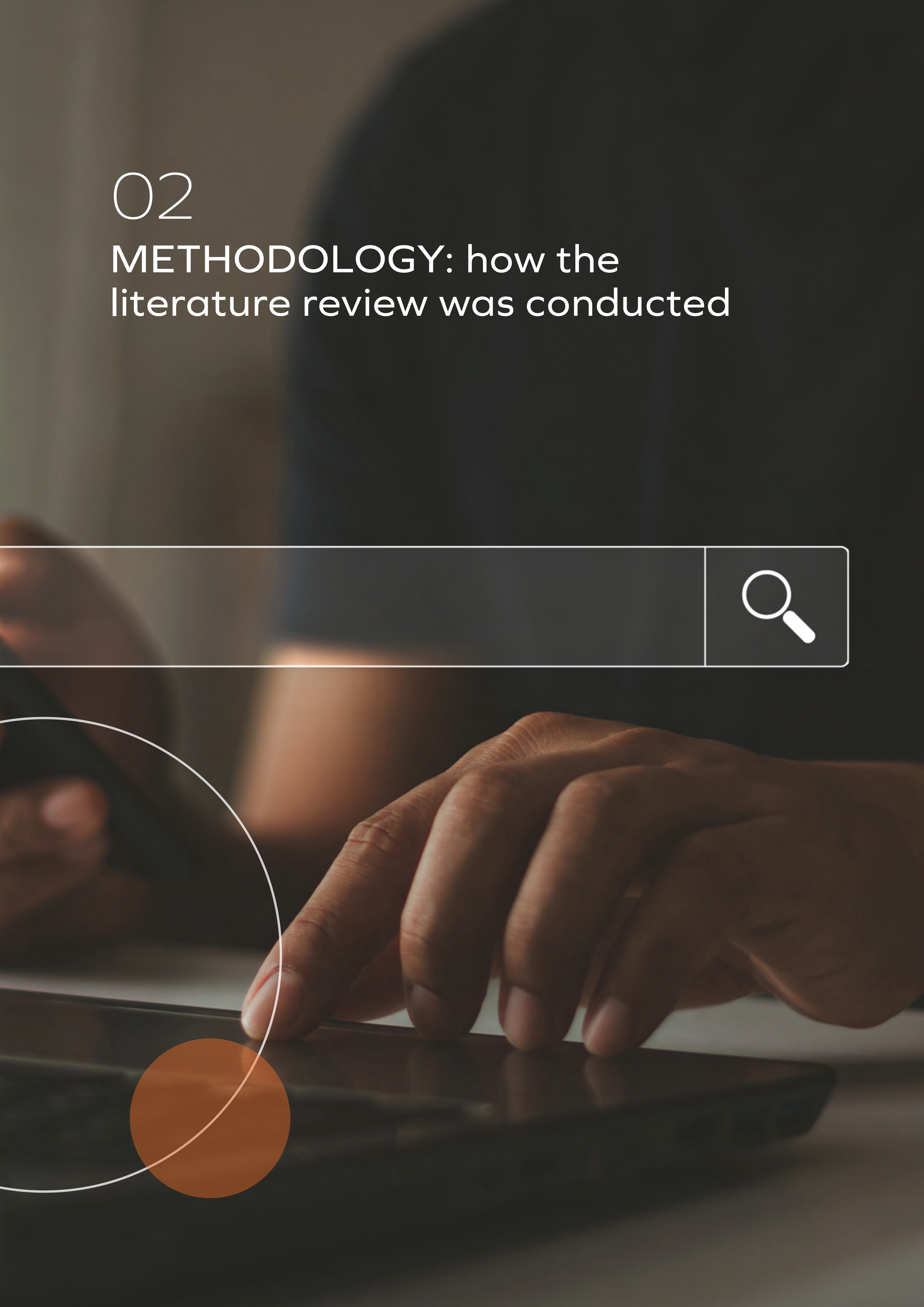
The three key sectors, namely government, private society, and not-for-profit organisations, all have an important role to play in employment creation.

This review examines the role of the not-for-profit sector in job creation in Ethiopia, a country facing one of the highest youth bulges in the world. It specifically reviewed the literature on the contributions of NPOs to economic development and their efforts in creating employment, particularly dignified and fulfilling jobs.

This review is divided into seven sub-sections. The first section deals with introducing the review, while the second section presents the methodology applied in conducting the literature review. The third section conceptualises the meaning of terminologies, such as NPOs and dignified and fulfilling jobs, The fourth section presents the thematic areas of engagement by NPOs in Ethiopia, including their intervention and/or impact. The fifth one focuses on contributions of NPOs to youth employment. Section six describes gaps in NPOs' programmes and/or projects. The last or seventh section deals with conclusive statements that highlight some of the key findings of the literature review, which also points to areas that require future research.

02

METHODOLOGY: how the literature review was conducted



The literature review on youth (un)employment was based on a systematic literature search on the subject matter. This was done using key search engines to identify relevant materials, such as Google, Google Scholar, JSTOR, among others. The research focused on key themes such as youth, non-government organisations, NPOs, unemployment, and dignified and fulfilling jobs.

The review collected the literature mainly from the websites of the non-profit sector and respective programs and/or projects, including annual reports, end-line evaluations, learning briefs, and monitoring and evaluation data. However, it was still difficult to determine the scale and impact of the non-profit sector's performance in creating dignified and fulfilling jobs for the youth in Ethiopia. The review revealed inadequate labour market information on NPOs that support the required services. The case applies to both informal and self-employment sectors in different structures. The labour market also lacks integration and a database system for tracing the status of employment opportunities created for youth. Because of its reliance on the website of NPOs, the review did not cover what can be termed the rich associational life of Ethiopians, namely what can be termed 'traditional NPOs', which date back to the nineteenth century and continue to play important economic developmental roles in the country. This includes the fact that traditional NPOs have made significant contributions to creating and sustaining dignified and fulfilling jobs. Thus, one of the major limitations is that this review's focus, to a large extent, is international NPOs, which international development agencies mainly fund. In the process, the role of Ethiopian agencies and how they mobilise local resources for economic development and the creation of jobs, are lost in this review.

Because of its reliance on the website of NPOs, the review did not cover what can be termed the rich associational life of Ethiopians, namely what can be termed "traditional NPOs".

Notwithstanding the aforementioned weaknesses, the reviewed literature provides a glimpse into how NPOs in Ethiopia contribute to economic development and create jobs. However, the review is unclear on whether they have created dignified and fulfilling jobs.

03
CONCEPTUALISATION OF TERMINOLOGIES

This section defines the key terminologies used in this paper, namely dignified and fulfilling jobs and the non-profit sector.

3.1 Setting a Conceptual Context for NPOs

The non-profit sector has been a growing development actor in Ethiopia's socio-economic and political landscape since the mid-twentieth century (Clark, 2000). The term non-profit is a designation given to various organisations created for different purposes and causes that ultimately aim to serve the wider public without seeking to make a profit. Various scholars and institutions have used the concept differently, depending on the prevailing contexts that they stand for. In Ethiopia, the conceptualisation has been informed by the country's historical, legal, socio-economic, cultural, and political circumstances. In 2019, the government of Ethiopia enacted the Civil Society Organisation Proclamation. It defined civil society organisations (CSOs) as, any non-governmental, non-partisan, not-for-profit entity established by two or more persons on a voluntary basis and registered to carry out any lawful purpose. There are many subtypes of CSOs, including local and foreign CSOs, professional associations, mass-based societies, consortia, and charitable entities, though the sub-types appear to be subject to largely the same rules relating to inurement, proprietary interest, dissolution, activities, and taxes…." (ICNL, 2024, p. 3).

In addition, the Proclamation defined CSOs to include trade unions, religious institutions, and traditional or cultural institutions such as *Edir* or *Iddir*[1] and *Iqqub* or *Equb*[2]. An Ethiopian researcher, Tigist (2008), argued that non-governmental organisations (NGOs) are a subset of NPOs and that they "could be secular or faith-based, membership or non-membership organisations, local, community-based or 25 international charitable organisations, self-help organisations, not-for-profit or non-profit organisations that are broadly engaged in poverty alleviation and development activities" (Tigist, 2008, p. 25).

A simple but pivotal commonality of all such debates and apprehensions about conceptualising NPOs revolved around the fact that they are not aimed at making profits.

It would be important to glimpse how multilateral institutions define NPOs for their own sake. The United Nations (UN) defines NPOs as, "legal or social entities created for the purpose of producing goods and services but whose status does not permit them to be source of income, profit or other financial gain for the units that establish, control or finance them" (UN, 2003, p. 12). The European Union (EU), on the other hand, characterises them as "non-State, not-for-profit structures, non-partisan and non-violent, through which people organize to pursue shared objectives and ideals, whether political, cultural, social or economic. Operating from the local to the national, regional and international levels, they comprise urban and rural, formal and informal organizations" (European Commission, 2012, p. 3).

In its contribution to the conceptualisation, the World Bank defined NPOs as "the wide array of nongovernmental and not-for-profit organizations that have a presence in public life, expressing the interests and values of their members or others, based on ethical, cultural, political, scientific, religious, or philanthropic considerations" (World Bank, 2003, p. 20). A more inclusive and comprehensive characterisation of the notion of NPOs seems provided by UN Women (2020). The phrase stretches to encapsulate "…social movements, volunteer organisations, mass-based membership organisations, faith-based groups, nongovernmental organisations (NGOs) and community-based organisations, as well as communities and citizens acting individually and collectively" (UN Women, 2020, p. 9).

The conceptualisation and attributes of NPOs made by the various organisations above comprise some common features that epitomise NPOs. They entail political and religious independence with distinct features from government structures and with a non-profit making motive. On the contrary, NPOs focus on serving societal interests are voluntary, driven by members or stakeholders, and operate with a full sense of self-governance (UN Women, 2020). This review adopted this broad conceptualisation: NPOs are non-governmental, formed to pursue different courses, either for public purposes or to promote the interests of their members, and they are not set up to generate profits. They can be membership or non-membership-based, and they are self-governing. In addition, their organisation structures vary, depending on their purpose. All NPOs have structural arrangements that enable the organisations to achieve their goals.

1 *Edir* or *Iddir* is a traditional mutual aid association formed by community to support each other, particularly in times of bereavement. Members make regular monetary contributions and provide in-kind and emotional support when a member or their family faces a death (Aredo, 1993, p. 7).

2 *Equib* is a rotating savings and credit association (ROSCA), where members contribute a fixed amount of money at regular intervals, and the total collected amount is given to one member in rotation. This continues until all members have received the pooled funds (Aredo, 1993, p. 15).

Ethiopia's Federal Authority on Civil Societies Organisations indicated that it has registered a total of "4 938 in the country, of which about 4 395 organisations are local, and more than 543 organisations are international" (ACSO, 2025). The registered non-profit organisations in Ethiopia comprise different forms of entities that can be subsumed under the non-profit sector. About 3 237 NPOs were registered in Ethiopia in 2018. These organisations are active across a wide range of sectors, including agriculture, water, education, environment, health, gender and development, children's wellbeing, poverty alleviation related interventions, peace, demographics, training and capacity building, counselling, small scale enterprises, disability, and many others (Bekele, 2017, p. 164). They have also been operating throughout all administrative regions of the country. Their modalities of operations and intervention spheres also varied significantly depending on fund availability and the scope of development demands calling for their involvement (ACSO, 2025; Clark, 2000; Ressler et al., 2021).

3.2 Historical Portrait of NPOs in Ethiopia

Associational life is deeply entrenched among the Ethiopian Societies. The country also possesses a long tradition of community-based organisations (CBOs) like the Idir, *Senbete/Mahiber*[3], *Iqub*, among others, which are seen as self-help associations and/or informal community groups that operate at the local level and offer mutual socio-economic and religious support to their members, both in rural and urban areas. In Ethiopia, modern NPOs were first established as faith-based organisations (FBOs) in the 1930s. Welfare organisations like the Red Cross Society started to operate in the 1950s (Bekele, 2017).

In Ethiopia, the non-profit sector has passed through contours of rich historical terrain that has evolved over time. The brief overview of the historical contexts of the sector can best be explained via prominent timeframes that begin with the pre-1974 imperial era, the socialist regime during the 1974 to 1991 period, and the post-1991 Ethiopian People Revolutionary Democratic Front (EPRDF) era, including the incumbent government since the reform period of 2017. In all of these eras, NPOs used to have different modes of existence and operations (UN Women, 2020).

The number of NPOs has increased, partly because there is now a central body that registers them; they are now easily quantifiable.

The sector started to predominantly and institutionally surface in Ethiopia during the imperial era, particularly in the 1950s and 1960s. It reached a significant level in the 1970s due to the natural hazards of drought and famine that created opportunities for interventions by NPOs in northern parts of the country. The non-profit sector provided relief and emergency responses to humanitarian crises as their primary roles (Yentisho & Ali, 2014, cited in UN Women, 2020). However, it is important to note that during the imperial era, that is, before the 1974 Ethiopian revolution, NPOs were relatively limited in their operations due to strict imperial control and a lack of space for independent civil society activities (Abbink, 2005).

During the period between 1974 and 1991, the military regime's operations marked a significant shift in CSOs' landscape in the country. The government pursued a socialist ideology in its orientation and sought to mobilise the population through mass organisations, essentially replacing traditional CSOs with state-controlled entities (Bekalu, 2017). The change in government in 1991 and the coming into power of the EPRDF led government brought about political and economic reforms, including creating an environment conducive for NPOS. In 1991, the Ministry of Justice was designated to register and provide oversight of NPOs. The number of NPOs has increased, partly because there is now a central body that registers them; they are now easily quantifiable. This period also witnessed the emergence of more vibrant NPOs as restrictions on independent organisations were relaxed (Bekalu, 2017). Many NPOs working in various sectors, including human rights, development, and advocacy, began to operate more openly and outwardly, addressing the pressing demands of different segments of Ethiopian society (Abbink, 2005).

However, the period between 2005 and 2018 witnessed both progress and challenges for NPOs in Ethiopia. The 2005 national election increased political participation and activism by NPOs. The government responded to the

3 *Senbete/Mahiber* are voluntary, mutual aid community (religious) associations specific to orthodox religion followers. Members gather at church or in the home of one the members to pray together, seek blessings from God and saints, and share information while discussing personal or communal issues. These associations also serve as important informal institutions, playing a significant role in various community functions such as coping with risk, information exchange, provision of manpower and traction power, and conflict resolution (Habtu, 2012, p. 20)

protests by restricting their activities. It attributed the loss of votes to the masked roles of NPOs. The enactment of proclamation number 621/2009 restricted the space for NPOs to carry out their activities. Thousands of NPOs that had already been registered and were playing vital roles in socio-economic development and political participation of citizens ceased their operations. Specifically, the law imposed stringent regulations on NPOs (Bekalu, 2017; United States Department of State, 2019).

As a result of ACSO's reforms in 2017/2018, Ethiopia started to experience significant political changes as the government has taken steps to create a more inclusive and democratic environment for NPOs following the reform (ACSO, 2019). Revising the Charities and Societies Proclamation (CSP) in 2019 created an auspicious space for NPOs to operate and engage in advocacy (United States Department of State, 2019). These historical contexts illustrated the evolving relationships between the state and the ecosystems of NPOs in Ethiopia, reflecting periods of state control, restrictions, and relaxations for their operations in the country.

Besides the restrictive enactment of the CSP issued in 2009, which was attributed to political climates, funding was one major challenge faced by NPOs in the country. Securing sustainable and diversified funding always tempted NPOs to face uncertainties in their operational horizons and intervention areas. This resulted in NPOs unable to implement their programs effectively. Limitations in capacity and technical expertise strained relations between government and NGOs, and the inability to access remote and conflict-affected areas were other challenges that constrained the activities of NPOs in Ethiopia (ACSO, 2019; Human Rights Watch, 2013).

3.3 The NPO from Macro-Structural and Strategic Perspectives

Ethiopia has shown a strong macroeconomic performance, with an average of over 10 per cent real Gross Domestic Product (GDP) per annum between 2004 and 2017. It is one of the first growing economies on the African continent. Despite slow growth in the early 2000s and a COVID-19-induced slowdown since 2020, real annual growth averaged 8.5 per cent between 2000 and 2022 (ILO, 2023). Despite such impressive growth performance, the fruit of this growth has failed to produce sufficient employment opportunities for the youth. Unemployment, in general, and youth unemployment, in particular, are still a major socio-economic challenge for the country (Berhe, 2021). According to the national survey, the youth unemployment rate in 2018 was 25.3 per cent, which was higher than the national average of 2.83 per cent. This means that only one out of four economically active youth is employed (CSA, 2018). One of the key barriers to employment is the low capacity of the labour market to absorb entrants (First Consult, 2023a).

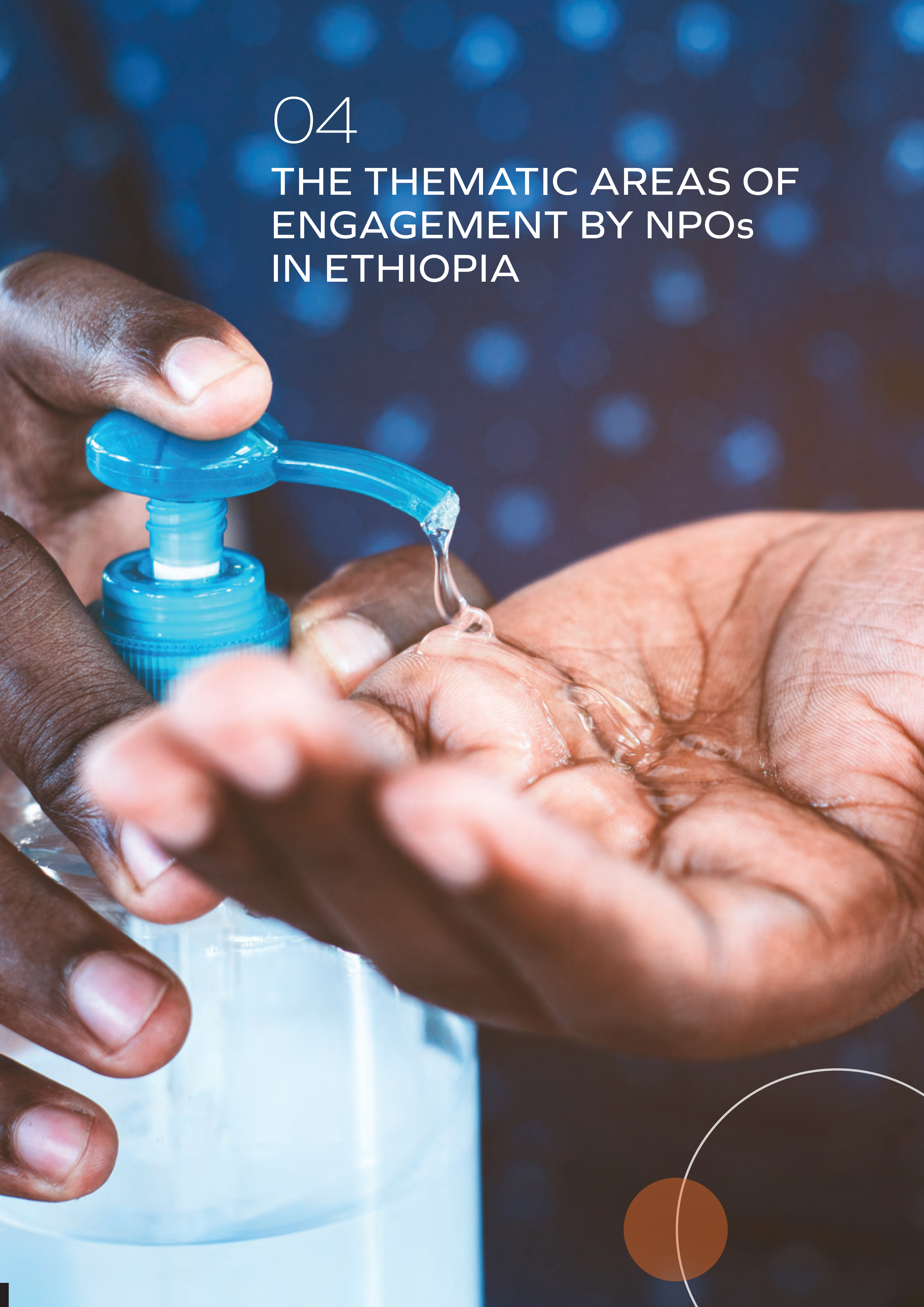
With 71 per cent of the population under 30 years of age and two million new workers entering the labour market each year, guaranteeing productive employment possibilities in Ethiopia's rural and urban regions remained a major challenge (ILO, 2022). The demographic trends in Ethiopia suggest that the working-age population is expected to grow to 94.2 million by 2025, which can drive economic growth if deliberate and strategic measures are created to build human capital (First Consult, 2023a). A study by First Consult (2023a) underlined challenges such as the increasing number of unemployable graduates, poor school-to-work transition, inadequate resources for human capital development, lack of work-based training opportunities, and growing skills gaps that prevent the youth from meeting labour market demands. This also highlights the disjuncture between African higher education and the labour market.

The Sustainable Development Goals (SDGs) have placed importance and urgency on achieving productive employment and decent work for all, and the youth is explicitly identified as a key target group (Kluve et al., 2017). In a similar vein, the African Agenda 2063 also observed the presence of a youth bulge across the continent. As captured by the African Agenda 2063, this has led to challenges such as inadequate access to education, youth unemployment, health problems, insecurity, and poverty on the African continent (African Union Commission, 2015). Under aspiration number six of Agenda 2063, it conceived of an Africa where development is people-driven, relying particularly on the potential of youths and other segments of society. The youths are assumed progenitors of new knowledge-driven business start-ups, which will contribute significantly to the African economy.

Regardless of the challenges prevailing at national levels and the ambitious aspirations set by the macrostructural and continental-level organisations, NPOs have made positive contributions to the social, economic, and political development of Ethiopia in general and youth engagement and empowerment in particular.

Their contributions have been most notable in relief and rehabilitation, capacity building, advocacy, and development, particularly in drought-related famine since the 1970s. Specifically, the sector has targeted the poor, youths, and disadvantaged segments of society and promoted health care, education, livelihoods, water and sanitation, malaria prevention, and HIV control (Yentisho & Ali, 2014, cited in UN Women, 2020). In these areas, the contributions of NPOs have been significant.

04
THE THEMATIC AREAS OF ENGAGEMENT BY NPOs IN ETHIOPIA



The NPOs have made significant contributions to the country's public health. Specifically, their contributions to improving maternal and child health support, HIV/AIDS prevention and treatment, malaria control, nutrition programs, and community health education cannot be underestimated (Gebre, 2016). NPOs are involved in humanitarian and development projects, human rights and advocacy for social justice and political rights, and promotion of good governance. Natural resources management, livelihoods and poverty reduction programmes, and projects that enhance food security are also some of the components into which NPOs in Ethiopia have made significant contributions (Wang, Gui & Peng, 2021). They also contributed to improving access to quality education, skill development, construction of school infrastructure, teachers' training, curriculum development, vocational training, and adult literacy services (Gebre, 2016).

Furthermore, the NPOs have contributed to environmental conservation works, climate change mitigation, sustainable natural resource management, sustainable agriculture, reforestation, watershed management, renewable energy promotion, and environmental education. A case in point would be the experiences from the Tigray region of Ethiopia as espoused by Shishay (2022), who argued that NPOs spearheaded the rehabilitation of degraded landscapes in the country's northern region with the active participation of the local community.

There is a consensus that NPOs play critical roles in realising and speeding up the implementation of sustainable development programmes in the country.

There is a consensus that NPOs play critical roles in realising and speeding up the implementation of sustainable development programmes in the country. They advocate for the poorest and most marginalised citizens, whose rights and environments are often trampled upon by corporations and governments in the pursuit of development and economic growth (Broeckhoven, et al., 2020).

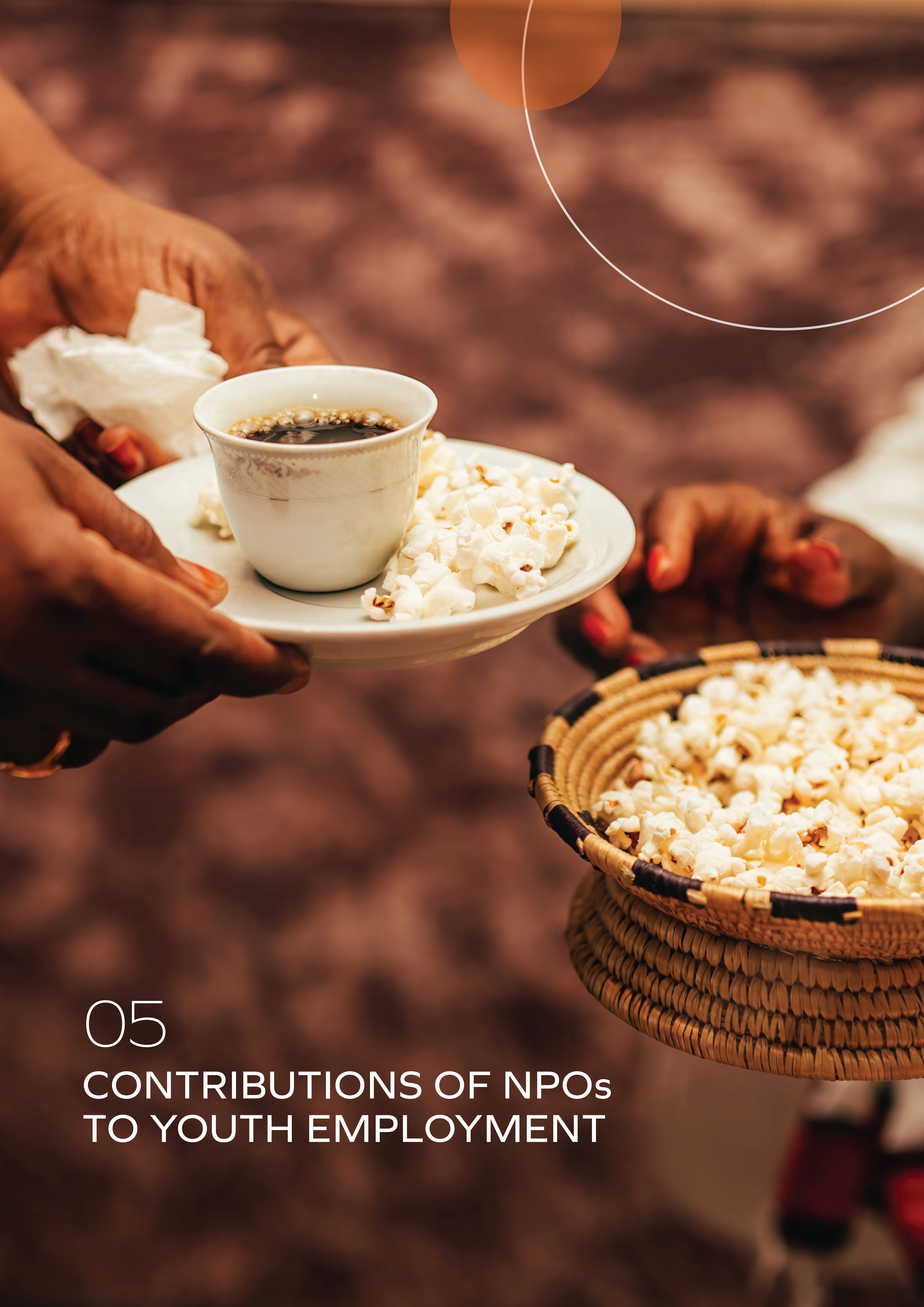
The UN Women Report (UN Women, 2020) provided a more specific framework for identifying the major areas of engagement of NPOs in Ethiopia. Table 1 provides an extract from the report and roughly presents the picture at the national level.

TABLE 1: Thematic programme and project engagements of NPOs in Ethiopia

Thematic Areas	Number of NPOs	Proportion (percentage)
Social Services	1,130	49.67
Economic Empowerment	338	14.07
Child Affairs	160	7.03
Professional	154	6.77
Agriculture, Pastoral Development and Environmental Protection	135	5.93
Infrastructure	135	5.93
Art and Culture	128	5.63
Others	100	4.4
Violence Against Women and Girls	82	3.6
Youth Focused	74	3.25
Women Focused	65	2.86
Emergency Relief and Refugee Services	62	2.73
Alumni and Friendship	43	1.89
Women Leadership and Participation	31	1.36
Democracy and Good Governance	31	1.36

Source: UN Women (2020)

As shown in Table 1, the percentage of NPOs working on youth-focused and targeted programmes and projects appears to occupy the lower bottom of the reported values. This inevitably calls for interventions that would fully address the needs and demands of the youths in the country. Similarly, at research and policy levels, only a few rigorous and cross-country studies examined the impact of NPOs' youth employment programmes and the determination of their success in different contexts. As a result, fundamental questions remain unaddressed regarding those key issues, such as which programs are successful for a given target group; under what circumstances; and what crucial design features are necessary for youth employment programmes to be effective? According to Kluve et al. (2017), these are areas for future research.



05

CONTRIBUTIONS OF NPOs TO YOUTH EMPLOYMENT

NPOs' contributions remain immense in the area of youth employment in Ethiopia. Below is a stylised summary of their contributions.

5.1 Training and Skills Development

Education and skills are considered core factors in determining young people's opportunities in the labour market (Biavaschi et al., 2013). Skills training programmes are, therefore, the most widely used labour market interventions for young people worldwide. These complement other labour market measures (Fares & Puerto, 2009). The objective of skills training programmes is to develop employment-relevant skills for job seekers (Kluve et al., 2017). These skills refer to a set of job-specific technical skills, including non-technical soft skills, such as self-management, teamwork, and communication, and are considered factors in determining young people's opportunities in the labour market (Kluve et al., 2016).

Training and skills development comprises interventions outside the formal education system that offer skills training to young people to improve their employability and facilitate their transition into the labour market. The range of skills required may vary depending on the context. For example, in Ethiopia, these include trade or job-specific technical skills, business skills, literacy and numeracy programmes, and programs that improve soft skills, behavioural skills, and life skills. Skills training programmes are the most widely used labour market interventions for young people worldwide and are increasingly delivered as a complement to other labour market measures (Fares & Puerto, 2009).

About 40 per cent of youth are non-literate, and many youths lack the necessary job skills. Young Ethiopians, in general, and graduates of universities/colleges and those in Technical and Vocational Education and Training (TVET), in particular, are experiencing a high unemployment rate. This has negative multiplier effects, leading to social and economic inequalities and increasing the potential for conflict/insecurity. Unemployed youth are a ready army for merchants of conflicts. It should be noted that the country's higher education system has yet to meet the needs of the labour market. Furthermore, the private market is not growing fast enough to absorb young people who enter the labour market yearly; about two million Ethiopian youth enter the labour market annually. In addition, the education system does not equip graduates with entrepreneurial skills to start their own businesses.

The sectoral composition of total employment in 2019 shows that agriculture, forestry, and fishing constitute 66.1 per cent of those employed; this is followed by wholesale and retail trade along with repair of motor vehicles and motorcycles at 6.6 per cent; and manufacturing at 5.4 per cent. Manufacturing employs seven per cent of employed females compared with 4.1 per cent of employed males (ACET, 2022). The low rate of manufacturing contribution to employment is one of the banes of Ethiopia's development.

To address the unemployment problem, *Deutsche Gesellschaft für Internationale Zusammenarbeit*, which translates to "German Corporation for International Cooperation" (GIZ), for example, has implemented the Ethio-German Sustainable Training and Education Programme in cooperation with the Ministry of Labour and Skills (MoLS). The programme aims to increase the employability of TVET, university students and graduates, and other job seekers and self-employed people in the informal sector, especially women. It expanded employment-oriented qualification and skills development programmes in six sectors (automotive, building construction, electronic technology, hotel & tourism, health, and agro-processing). By 2022, about 4 700 Ethiopian youth completed long- and short-term technical training programs and training on soft skills, digital skills, and entrepreneurial skills. About 42 per cent of the programme beneficiaries have been gainfully employed (GIZ, 2022).

In the same vein, to address the problem of youth unemployment, United States Agency for International Development (USAID) supported the Kefeta Integrated Youth Programme, which targets youth between the ages of 15 and 29 years. This is a five-year (2021 to 2026) programme designed to bridge the gap between the youth unemployment rate and the needs of the labour market. The programme included investment in skill building and provision of access to services and employment supports. It aims to reach two million youth in 18 cities in the country. Specifically, the project aims to train 236 000 youth in foundational skills and to create 8 000 full-time jobs (AMREF, 2023).

The project activity has focused more on youth aged between 15 and 29 years, with the target beneficiaries being out-of-school youth and university and TVET students. Thus far, the project has provided life skills training for 17 295 youths; 5 873 and 2 207 out-of-school youth who did not read and write received level 1 and 2 functional adult literacy training, respectively, and 15 431 youth received training on work readiness or employability skills (AMREF, 2023).

Furthermore, the Kefeta project has provided entrepreneurship and business skills training for 10 442 youth and trained 85 additional youth on innovative business ideas. The project has provided business incubation and training support services to these targets for six months. Moreover, 13 youth-based Saving and Credit Cooperative Organisations (SACCO) were established in 13 cities with over 3 000 members, using over ETB 6 million as their capital.

Leather Initiative for Sustainable Employment Creation (LISEC) is a three-year (2021 to 2024) European Union (EU) funded project implemented by People in Need (PIN) in Modjo town and the nearby communities in the Oromia region of Ethiopia. The project's overall objective is to provide decent employment opportunities, especially for young men and women, through the development of the Ethiopian leather industry in Modjo. The LISEC project intends to benefit more than 50 000 inhabitants of the town, targeting 4 000 unemployed youth. Of these, 1 500 are women and girls. So far, about 636 youth attended improved TVET short courses and apprenticeships in the leather and leather products (LLP) sector. 2 531 youth have enhanced capacities to develop their business (PIN, 2024).

In December 2014, the office of the United States Department of Labour's (USDOL's) Office of Child Labour, Forced Labour, and Human Trafficking (OCFT) awarded World Vision a four-year, $10 million cooperative agreement to implement the Engaged, Educated, Empowered, Ethiopian Youth (E4Y) Project. The targeted beneficiaries

were youth aged between 14 and 17 years in the Amhara Region and the Southern Nations, Nationalities, and Peoples' Regions (SNNPR). This project was implemented between September 2015 and December 2018. It resulted in increased retention and completion rates of formal school by youth, especially females aged 14 to 17 years, and many youth secured decent work, among other benefits. The project targeted 12 000 male and female Ethiopian youth in and out of school. The E4Y project reached 12 670 youth with educational and employment support. About 2 871 youth (1 637 male and 1 234 female) graduated from short-term vocational training, and 2 490 youth (1 478 male and 1 012 female) secured decent work (Rodrigues, 2019).

Although there is little empirical evidence, vocational education has been identified as an important policy domain in addressing youth unemployment in Ethiopia. Fukunishi and Machikita (2017), argued that the limited evidence shows that vocational education in Ethiopia enhanced the skills of beneficiaries, which led to employment. This shows that vocational training is tailoring skills to vacancies in the labour market. Their study showed that vocational education and employment outcomes in Ethiopia indicated that the majority of TVET graduates, 76.9 per cent female and 81.9 per cent male, were employed. TVET graduates had better jobs on average, and were more likely to have jobs in the formal sector with permanent contracts than those with lower-secondary and higher-secondary education. The latter were concentrated in the formal service sector.

5.2 Entrepreneurship Development Opportunities

Entrepreneurship promotion interventions aim to provide youth with entrepreneurial skills and access to capital. Such interventions may provide or facilitate access to credit (including microfinance programmes), provide start-up grants and technical support, and nurture micro-franchising mechanisms. The entrepreneurship promotion programme in this review aimed to lower the barriers and costs associated with young, unemployed, and underemployed people planning to establish or maintain a business. Since the scope of formal wage employment is often limited in developing countries, especially in Africa, increasing (formal) self-employment among the labour force is considered one of the important anti-poverty strategies of the project (Gindling & Newhouse, 2012, cited in Kluve et al., 2017). Useful as this is, in 2019, the extreme working poverty rate (EWPR) of Ethiopia was 20.19 per cent, that is, those employed but were not earning sufficient income – a per capita income of under US$1.90 purchasing power parity (PPP) (2011 prices) per day, which marginally declined to 18.3 per cent in 2022 (ILO, 2023).

The entrepreneurship promotion programme in this review aimed to lower the barriers and costs associated with young, unemployed, and underemployed people planning to establish or maintain a business.

Access to capital is a primary constraint for young entrepreneurs due to inadequate personal savings and resources, lack of collateral and credibility, and insufficient business experiences and skills. Accordingly, these entrepreneurship programmes by NPOs in Ethiopia addressed young entrepreneurs' lack of access to (affordable) finance.

Livelihood Improvement for Women and Youth (LIWAY) is a nine-year programme (July 2017 to 2026) funded by Sweden and the Embassy of the Kingdom of the Netherlands (EKN) and implemented by what is called locally as Stichting Nederlandse Vrijwilligers (SNV), that is, equivalently named as Netherlands Development Organisation. LIWAY is run by a consortium of international NPO partners, namely Save the Children, Mercy Corps, and TECHNOSERVE (SNV, 2023a). The overall objective of the programme is to contribute to sustainable poverty reduction and social stability in Addis Ababa by increasing income of poor women and youth through improved wage and self-employment opportunities. The programme works in four interrelated market systems, selected based on their relevance to poor women and youth. The project aimed to inculcate innovative systems that ameliorate employment-related challenges to address labour market problems, such as the following (SNV, 2023a):

- *Labour System*: improving access to better-paying wage employment;
- *Micro and Small Enterprise (MSE) System*: reducing barriers to business entry and growth and stimulating innovation;
- *Medium and Large Enterprise (MLE) System*: creating more and higher paying jobs through growth of medium and large manufacturers; and
- *Skills System*: improving skills development to unlock wage and self-employment opportunities.

LIWAY's interventions included digital job matching for domestic and overseas employment, job fairs, a gig works connection platform, improved job matching for small and medium enterprises (SMEs), and scale-up of the digital job-matching programme. Table 2 shows the achievements of the LIWAY project (SNV, 2023a).

TABLE 2: LIWAY's employment contributions

Increased income through employment	Young women	Young men	Total
Wage employment	28 007	23 573	51 580
Self-employment (new)	13 429	14 991	28 420
Maintained existing employment	8 895	6 351	15 246

Source: Extracted from SNV (2023a)

The LIWAY project provides job counselling, job-search assistance, and/or mentoring services. Job placements and technical or financial assistance complement these. Employment services programmes have generally been based on the (matching and) intermediation approaches to active labour market policy practices. These programmes aim to improve the job-matching process by providing information and support to both sides of the labour market. On the one hand, they inform young job seekers about suitable job opportunities (a service relevant to youth who have only recently entered the labour market and are experiencing difficulties in marketing themselves or need more knowledge, information, and networks to find job openings). On the other hand, they provide information about unemployed youth to potential employers. The underlying idea is to facilitate matching employment opportunities with job seekers while reducing the costs and risks to employers connected with recruiting young people (Kluve et al., 2017).

The second type of intervention, job-search assistance services, included job-search training, educational or career guidance, counselling, and monitoring programmes. Such programmes primarily target disadvantaged or demotivated youth who have been disconnected from the labour market.

Another project is Realizing Aspiration of Youth in Ethiopia through Employment (RAYEE). This is a five-year project funded by the Mastercard Foundation and implemented in Ethiopia by SNV. The project aims to support 240 000 youth (70 per cent of whom were women) in successfully transitioning to dignified and fulfilling work. It targeted unemployed and underemployed youth living in selected urban and peri-urban towns of Amhara, Oromia, SNNPR, Sidama, and Tigray regions, including Dire Dawa City Administration (SNV, 2022).

TABLE 3: RAYEE's contribution to youth employment

Project Target	Target Specification	Progress	Achievement
Secure dignified and fulfilling employment and income	240,000 youth	229 941	96%
Establish new youth-led micro and small enterprises to create employment opportunities	45,000 MSEs and 180,000 youth	154 068	86%
Secure dignified and fulfilling wage employment	60,000	75 873	126%

Source: Extracted from SNV (2023b)

USAID funded Kefeta project created 2 199 full-time jobs (wage or self-employment) and 1 133 internship opportunities (AMREF, 2023).

One other project carried out in Ethiopia with potential impacts similar to the ones described above was Promoting Youth Employment in Urban Districts in Ethiopia (PASEWAY). It was implemented between August 2019 and April 2023 and was funded by the *Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung* translated as German Federal Ministry for Economic Cooperation and Development (BMZ). The project was part of Plan International's regional youth and women empowerment programme (Plan International, 2023). The project targeted unemployed youth who resided in Addis Ababa. The project aimed to reach 2 100 youth as its direct beneficiaries between the ages of 15 and 29 years. Of the planned beneficiaries, 60 per cent were females, while 40 per cent were males. It has also set to address about 10 500 persons as its indirect beneficiaries (Plan International, 2023).

The project's indicator tracking report showed that out of the 1 470 wage employment targets, about 1 048 (71 per cent) young people were newly employed as wage labourers in the intervention areas. The internal report also showed a significant impact, with 385 youths out of the 630 targets (61 per cent) successfully transitioning to self-employment. This transition underscores the project's impact. Moreover, 2 271 young people, particularly women, acquired the skills and knowledge to become self-employed or take on paid employment following the demand in the private sector. Furthermore, 701 young people participated in garment training, followed by kitchen operations (585) and hotel operations (561). A total of 584 young people, 352 females, and 232 males, were also organised into cooperatives as savings credit groups to get access to internal loans and connections to micro-finance institutions, with a total savings of ETB 517 368 (Plan International, 2023).

Recognising the catalytic role of youth employment in advancing sustainable enterprise growth to benefit the Ethiopian population, USAID, Catalyze, and Market Systems for Growth (MS4G), are implemented by Palladium. It uses a market-based approach to improve the skills of youth and women and provide better employment within the private enterprises engaged in food security and water, sanitation, and hygiene (WASH) sectors. MS4G designed and implemented interventions with a new approach called 'Pay for Results' (P4R) partnerships to equip youth and women with the skills required to work in the private sector, improve job matching services, and forge partnerships with incubators and accelerators to create jobs for youth and women (Palladium, n.d.).

MS4G technologically enhanced e-job placement platforms to improve general service delivery, structural quality, usability, and job matching services. Accordingly, MS4G facilitated skills training for 28 769 youth (65 per cent female): 47 per cent in food security, 24 per cent in WASH, and 30 per cent in other sectors. About 12 023 youth (51 per cent) female) were placed in improved employment opportunities in food security (29 per cent), WASH (28 per cent), and other sectors (43 per cent). MS4G's partnership with accelerators to support early-stage enterprises in the food security and WASH sectors also contributed to better employment of 100 youth (28 per cent female) (Palladium, n.d.).

The Bridges programme has four focus areas or bridges, the enterprise development bridge, the employment linkage bridge, the access to finance bridge, and the enterprise competitiveness bridge) each one connecting target participants to further opportunities. It is a five-year program (2019-2024) aiming to create and support 530 000 youth jobs, mostly for women. it is implemented by First Consult in partnership with the MasterCard Foundation. The program focuses on the manufacturing sector, covering all regions and city administrations to address unemployment in Ethiopia. The Bridges programme supports both self- and wage employment, targeting unemployed youth and enterprises, to provide them with demand-based skills, information, mind-set training, linkage, capacity building, and access to finance. By October 2022, the Bridges program had reached 485 083 youth (51% women), with 241 ,530 youth employed (61% women). It successfully unlocked ETB 1.8 billion in finance, supported over 35 000 small, medium and micro enterprises, and established workforce recruitment and development systems in 10 industrial parks (First Consult, 2023b).

Through the support of Global Affairs Canada, the Partnership for Success (PFS) project has improved the quality of life of street-involved and marginalized Ethiopian youth by strengthening their entrepreneurial skills, assets, and business connections. From 2012 to 2017, the project reached 4 073 youth (2 084 young women and 1 989 young men) in urban and peri-urban contexts in Addis Ababa City Administration and Amhara Regional State (Save the Children & Emmanuel Development Association, 2017). The project improved the status of the beneficiaries in terms of three variables as described below:

- *Income earned*: After the training, new business owners earned between 200 and 700 Birr per week, as compared to before the training, when they were not earning any income. Using the current minimum wage of 420 Birr as a benchmark, the income earned by the beneficiaries of the project, their income could be said to be sufficient, hence one can argue that the project resulted in dignified and fulfilling jobs.
- *Savings:* After the training, nearly two-thirds of the youth who had launched a new business reported saving money compared to before the training.
- *Ability to meet living costs*: Close to half of the youths with newly-launched businesses reported that they can cover food costs for at least some time in the year using the income generated by their new business. More than a quarter of youth reported that they could cover shelter and clothing costs for at least some time in the year (Save the Children & Emmanuel Development Association, 2017).

5.3 Agriculture and Pastoralism

This sub-section presents a concise literature review that sheds light the non-profit sector's contribution to economic development in general, and employment creation for the Ethiopian youth, particularly in agriculture and pastoralism.

Agricultural Technical and Vocational Education and Training (ATVET) institutions have been training students in the country for many years, providing a pathway for youth to secure decent work. However, Ethiopian youth graduating from ATVETs with agricultural skills have struggled to find employment in the sector. This challenge arises from a mismatch between the demand for workers and the supply of labour in the market; specifically, the number of graduates exceeds the available job positions. According to an international development NPO, Mennonite Economic Development Associates (MEDA) (MEDA, 2022b), one out of four youths is unemployed. This situation has prompted the sector to collaborate with partners to address the unemployment issue ATVET graduates face.

MEDA and its associates have made economic investments to strengthen livelihoods and create employment opportunities for the youth. Because of this, the Agricultural Transformation through Sustainable Vocational Education (ATTSVE) Project has published the Project Learning Series. It shared lessons learned by partners and implementers of ATTSVE project interventions. The project targets youth students attending ATVET in four centres, namely, the Woreta ATVET centre in the Amhara region; Nejo ATVET centre in the Oromia region; Michew ATVET center in the Tigrai region, and Wolaita Soddo ATVET centre in Southern Nations, along with Nationalities Peoples Regions (MEDA, 2022a).

According to MEDA (2022a), the interventions improved the skills and knowledge of students in Agricultural Technical and Vocational Education and Training (ATVET) centres, helping them meet the demands of the labour market in the agricultural sector. The report indicates that ATVET students had access to business start-up grants and management support services, enabling them to start and operate their own businesses. The programme has been instrumental in helping ATVET students launch and manage their own SMEs. The students benefited from various training packages that included business management, financial planning, problem solving, and communication skills. As a result, most were able to diversify their income and effectively manage their businesses. Overall, the interventions bolstered the entrepreneurial skills, business management capabilities, and income sources of ATVET students at the vocational training centres. This, in turn, has contributed to transforming the agricultural sector (MEDA 2022a).

The interventions also benefited some industries in the agricultural value chain. As a result of the project's financial support, students were placed in some of the industries, such as horticulture, dairy farms, and biotechnologies, for the aim of cooperative learning. The acquired skills of the ATVET students and their labour contributions increased the productivity of the industries. MEDA (2022b) stated that the ATTSVE project's achievements/impacts on youth can be summarised as follows:

- 2 580 ATVET students received cooperative placements for practical learning within industries with operations for students to apply their training. Of these co-op students, about 39 per cent were women;
- eight students started on-campus businesses within the four ATVET institutions;
- 272 ATVET students established 62 startup businesses in either individual or group formats;
- 12 business planning and management training sessions were conducted and
- 193 technical and vocational staff and students trained in planning and management (MEDA, 2022a; 2022b).

The literature on USAID, Save the Children International, and other local co-partner interventions points to their achievements in contributing to creating dignified and fulfilling jobs for the country's youth.

'Building the Potential of Youth Activity' was a five-year project, from January 1, 2015 to July 31, 2020, valued at $17.3 million, funded by USAID and implemented by the Professional Alliance for Development (PADet) in collaboration with Save the Children. It targeted youth aged 15 to 29 years, especially girls and young women, in rural areas and towns to build the workforce, provide livelihood support services tailored to their specific needs, and meet the market's demand. Among the achievements of this project were increased income and enhanced skills; these provided the knowledge and social capital required to achieve long-term economic self-sufficiency (Save the Children, 2018). This project enhanced the capacities and skills of 34 537 unemployed or underemployed rural youth in 30 districts of Afar, Amhara, Oromia, SNNPR, Somali, and Tigray regions of Ethiopia (Save the Children, 2018).

Similarly, its Positive Youth Development (PYD) activity achieved significant success. It trained 23 859 youth, with a significant 46 per cent female, highlighting a commitment to gender equality. In addition, USAID's Building the Potential of Youth Activity project trained 35 984 youth (47 per cent female) through Work Ready Now! (WRN!) and Work Ready Plus (WR+) training, demonstrating our inclusive approach. Following WRN!, about 13 424 youth (45 per cent female) who preferred to be self-employed received Be Your Own Boss (BYOB) training. Furthermore, 2 668 additional youth (44 per cent female) were supported to enrol in Technical Training Institutes (TTIs) or TVETs to acquire technical hard skills training in their preferred location (Save the Children, 2020).

This training was delivered to beneficiaries in several spheres. The most popular training areas were agriculture and sheep fattening in Afar, Amhara, and Oromia regions, followed by poultry farming and trading in Amhara and Oromia. In Tigray, however, fewer participants benefitted from this programme. Beneficiaries acquired skills in the hotel and tourism sector; fashion (hairdressing); baking and running a bakery; carpentry, carving or woodwork; mechanics and metal work construction work (brick/stone laying, building, roads, etc.); running coffee and tea shops, and vegetable farming (Save the Children, 2018).

The most popular training areas were agriculture and sheep fattening in Afar, Amhara, and Oromia regions, followed by poultry farming and trading in Amhara and Oromia.

The project benefited 35 984 (47 per cent) youth through its transferable life skills training over the project's life cycle. Many youths were linked with microfinance institutions (MFIs) to obtain loans for starting businesses. At the end of the project, that is, on July 30, 2020, youth beneficiaries had invested nearly ETB 108 million as start-up capital. In the five years of the project, after participating in the transferable life skills and technical training, 24 360 youth (42 per cent female) were engaged in new or improved income-earning opportunities. Of the youth employed, 66 per cent were involved in self-employment and 20 per cent secured paid employment in their areas. In comparison, 14 per cent were formerly under-employed but have now found better employment opportunities regarding work safety and income (Save the Children, 2020).

In summary, at the completion of the USAID's Building the Potential of the Youth Project, its achievements were:

- 35 984 (47 per cent female) youth received transferable life skill training;
- 24 360 (42 per cent female) youth employed (Self/Wage/Better);
- 3 286 (44 per cent female) youth attended hard skill trainings;
- 39 325 (44 per cent female) youth received coaching;
- 11 846 (41 per cent female) youth received mentoring;
- ETB 107 845 318 (USD 3 666 740) invested for businesses startup; and
- 3 457 055-person hours of training completed (Save the Children, 2020, p. 8).

Another youth-focused programme in Ethiopia is Empower Youth for Work (EYW), funded by the IKEA Foundation and implemented by Oxford Committee for Famine Relief (OXFAM) between 2016 and 2022. It focused on enabling young people (especially young women aged 15 to 29 years) to address climate change in rural Somali and Oromia regions. One aim was to ensure that youth in the regions became economically independent (OXFAM, 2021).

At completion, the project evaluation report highlighted some of the following as its achievements. It indicated that the EYW increased the technical skills of young people through technical training. Remarkably, the percentage of youth with technical skills increased from 15 per cent at the start (2016) to 93 per cent at completion (2022) in the project areas. The evaluation found that EYW entrepreneurship training positively affected young people's entrepreneurship skills (OXFAM, 2021).

Furthermore, the report shows that the EYW positively influenced the employment status of project participants. The employment rate of EYW participants increased from 43 per cent at the start to 83 per cent at completion. The income of beneficiaries also increased. The report concluded that business ownership of EYW increased from five per cent of participants to 45 per cent. It noted that the success rate of beneficiaries in accessing finance for start-ups increased. Loan applicants, who were participants in the project, increased from 33 per cent to 70 per cent after the project had access to finance (OXFAM, 2021).

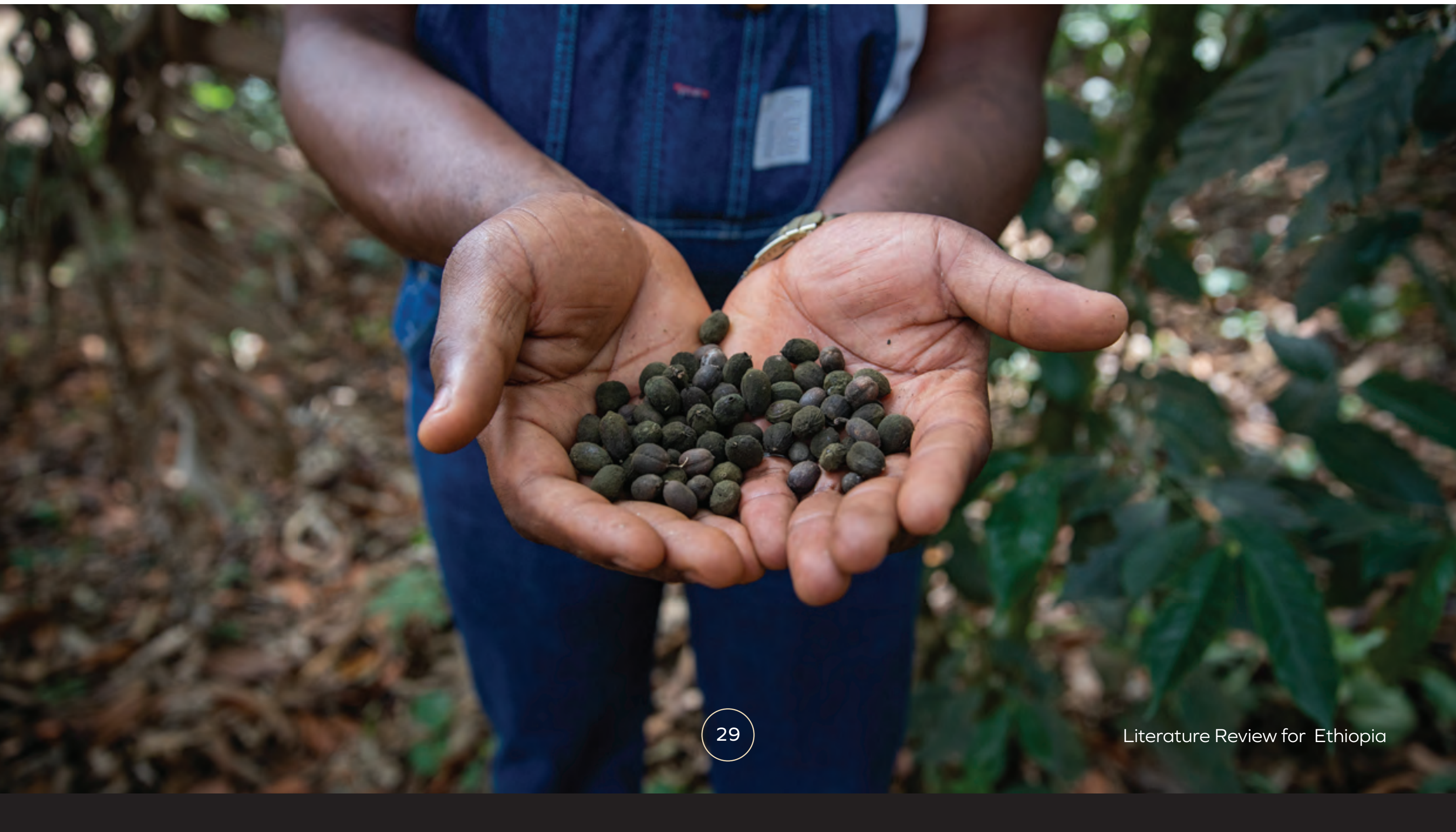
Another project, Feed the Future Ethiopia – Livelihoods for Resilience (L4R) project was implemented from 2016 to 2021. Funded by USAID, it was implemented by an international NPO, Cooperative for Assistance and Relief Everywhere (CARE). The project aimed to improve the food security status of 97 900 chronically food-insecure households in several Ethiopian regions. It was targeted at the youth (CARE, 2023).

The project provided life-skill training to young people. It connected them to TVETs to acquire vocational skills that could lead to self-employment or paid employment. The end-line evaluation report indicated that 70 per cent of sampled youth reported that they have received BYOB training, and 34 per cent of youth had received technical and vocational training. There were significant increases in youth employment and income over the project's life cycle. According to the final report, about 85 per cent of sampled youth reported being self-employed, up from just 11 per cent at the start. Youth incomes at the end of the project averaged ETB 2 906 annually in nominal terms, representing an increase of 264 per cent from the start, in real inflation-adjusted terms. This, however, was below the annual minimum wage, ETB 5 040. According to the ILO, one purpose of the minimum wage is to 'overcome poverty and reduce inequalities'. Therefore, it can be argued that, on average, the beneficiaries of L4R earn less than the minimum wage, which means that the beneficiaries were employed but not in dignified and fulfilling jobs.

There has been a notable shift in income trends from on-farm and off-farm employment to self-employment. In years four and five, crop and livestock self-employment had the highest reported average annual income. However, the landscape evolved, and self-employment (non-farm activity trade, barbershops, etc.) emerged as the source of the highest average annual income (CARE, 2023).

The report indicates that in the areas where the programme was implemented, 90.4 per cent of participants joined a Village Economic Social Association (VESA) over the past five years. This informal association offers low-interest loans to individuals classified under the Productive Safety Net Programme. Additionally, 92.5 per cent of these participants continued to be active members of VESA (CARE, 2023).

At the end of the project, 84.5 per cent of interviewed youth reported being engaged in either self-employment or wage employment at the time of the interview, up from 77 per cent in year four. Beneficiaries also began to save part of their income. Accordingly, about 76.1 per cent of the youth reported their savings experience, with an average of ETB 4 062 in savings annually. Access to savings institutions was another variable that indicated the project's impact on progress. Accordingly, the youth primarily utilised VESAs (81.9 per cent), followed by banks (34.4 per cent), Microfinance Institutions (MFIs) (12.2 per cent), Iqub (11.9 per cent), and Rural Saving and Credit Cooperatives (RuSACCOs) (5.9 per cent). Access to loans followed the same trend as general access to savings institutions. In addition, the most significant portion of youth who obtained loans got the service from VESAs (63.1 per cent), followed by MFIs (39.6 per cent), RuSACCOs (9.4 per cent), and banks (2.7 per cent) (CARE, 2023).



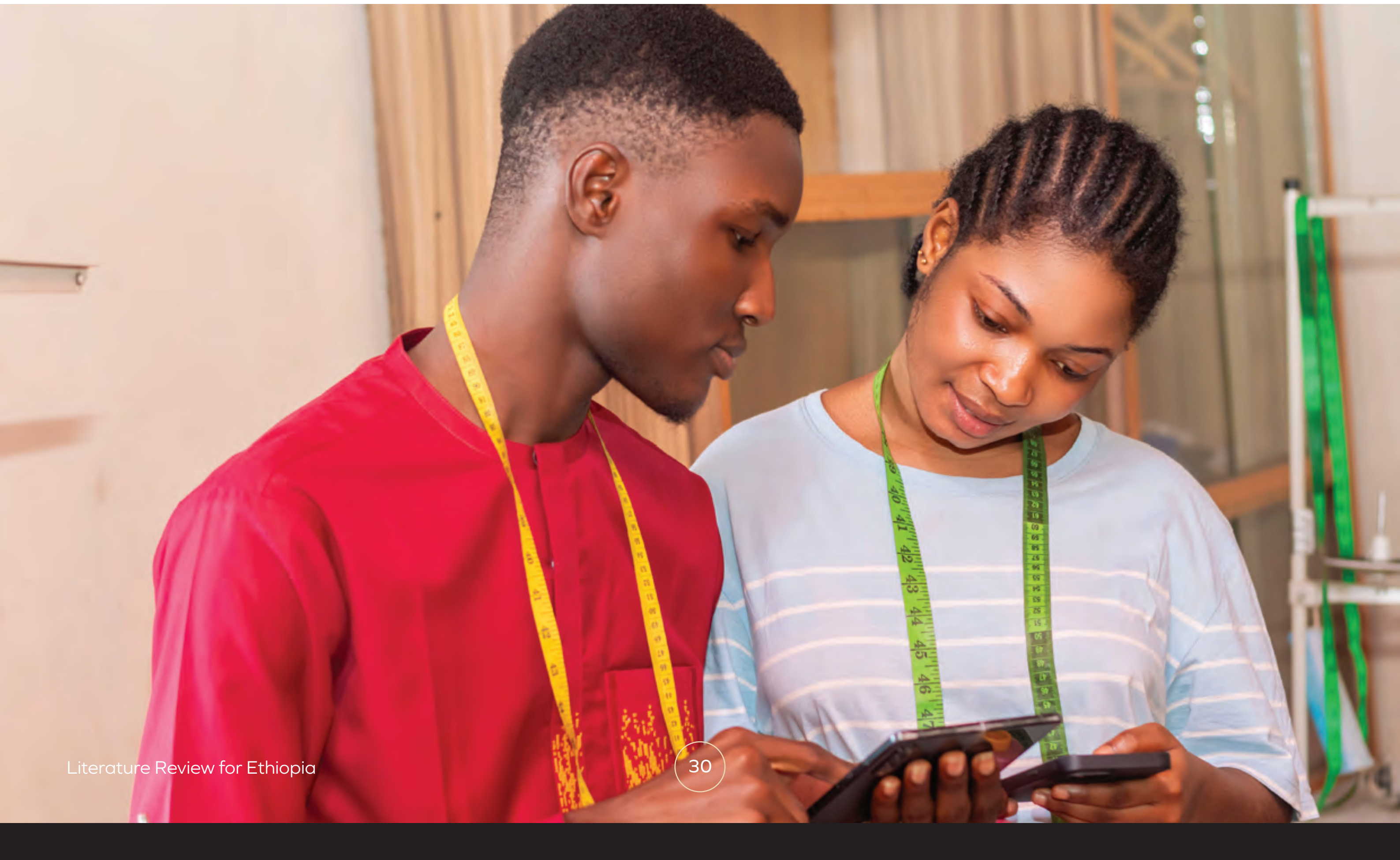
While pastoralists have lived sustainably in Ethiopia's lowlands for thousands of years, drought, scarcity of resources, and weak markets have recently threatened the viability and sustainability of their livelihoods. Consequently, pastoralist communities cannot rely on traditional livestock and/or agriculture for food production and income generation. In response, pastoralist youth engage in alternative, less climate-vulnerable livelihood options. They are, however, struggling to overcome barriers such as a lack of business knowledge, limited market access and infrastructure, and shortage of capital.

To address the problem above, an international NPO, Power Entrepreneurs to End Poverty (iDE, 2021), initiated the Resilience in Pastoral Areas Project (RIPA-South) in Southern Ethiopia. Power Entrepreneurs to End Poverty aims to improve the lives of pastoral youth and women by empowering them to diversify their livelihoods and investment opportunities. As part of the RIPA-South project, Power Entrepreneurs to End Poverty engages pastoral youth in self-employment/small business development and wage employment. The project aimed to support TVET students in finishing levels and passing certification examinations, target job opportunities with high market demand and youth interest, and promote job opportunities in existing value chains and associated enterprises (iDE, 2021).

In conclusion, the role and contribution of NPOs in the creation of dignified and fulfilling jobs in Ethiopia is effective, but limited in scale primarily in urban based projects/programs where most NPOs are operating. Overall, however, NPOs' interventions remain insufficiently documented and understood. This gap underscores the need for more systematic evaluation and documentation of NPO-led employment initiatives to better capture their impact and guide future efforts.

5.4 Migration Governance

An international NPO, DORCAS, worked with several local NPOs in Ethiopia to implement the Employable Youth in An international NPO, Dorcas, worked with several local NPOs in Ethiopia to implement the Employable Youth in Ethiopia (EYE) programme (Dorcas, 2023). It addressed the root causes of youth migration in the Southern route of migration in Ethiopia. The programme explicitly targets migration-prone women and men aged between 15 and 34 years and focuses on life skills training, job mediation, and enhancing cooperation between relevant actors. The programme created more than 20 000 jobs between 2016 and 2021 through intensive collaboration with vocational schools, entrepreneurial training providers, and private parties (Research and Evidence Facility, 2019).



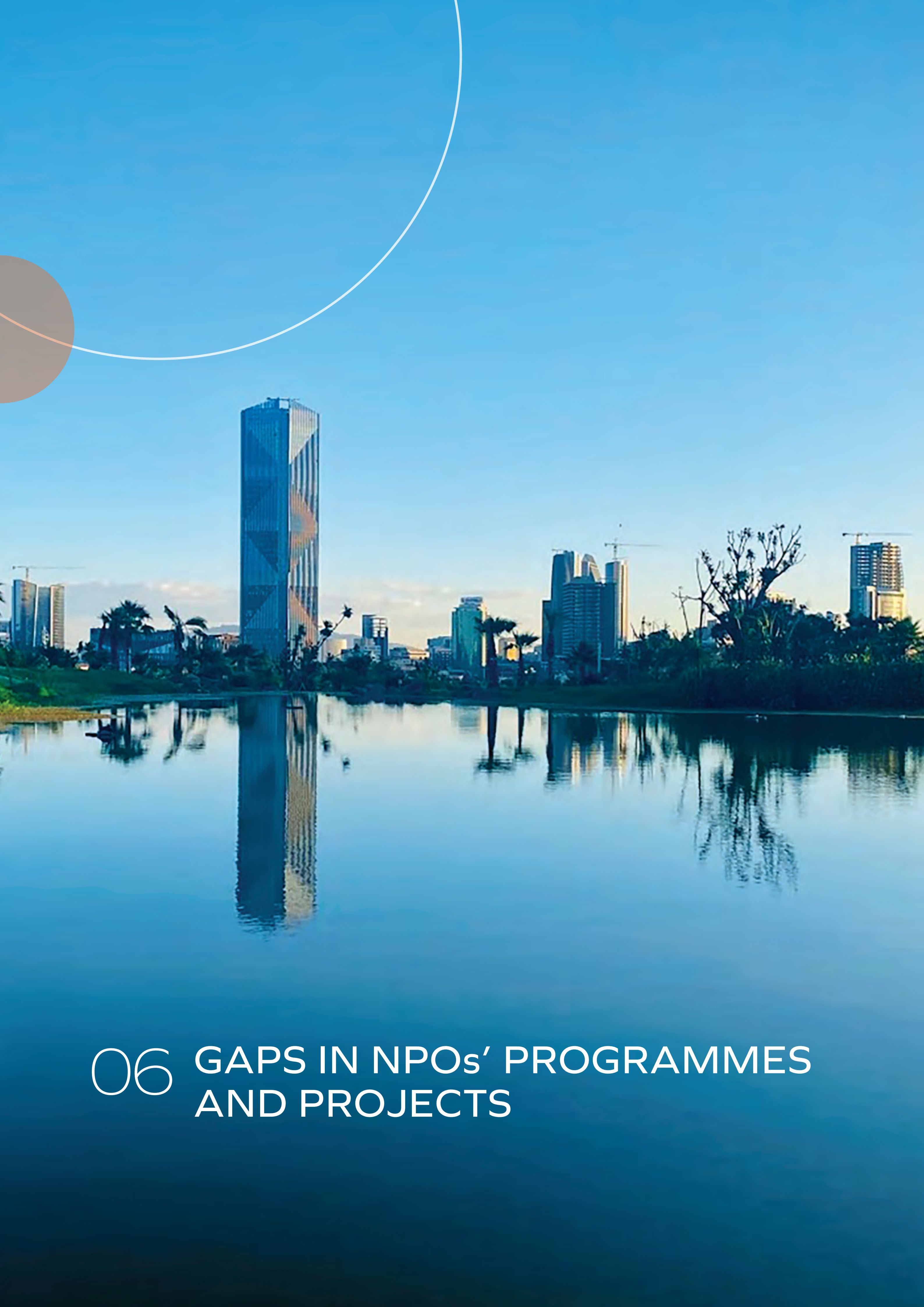
The Centre for Evaluation and Development (n.d.) started the implementation of a five-year (2024 to 2028) project to create employment opportunities for youth susceptible to reduce migration and human trafficking in Addis Ababa and the SNNPR of Ethiopia. The project is designed to reduce irregular (illegal) migration by creating employment opportunities for the youth. The project will be implemented in two sub-cities in Addis Ababa (Yeka and Kolfe Keraneo sub-cities) and two towns in the SNNPR (Arba Minch and Wolaita Sodo towns) where irregular (illegal) migration and youth unemployment is a pervasive problem (Semela & Cochrane, 2019).

The project is targeting 20 000 migration susceptible unemployed youths, 80 000 community members, four TVETs, and four Multi Stakeholders Partnership Forums (MSPFs) (Dorcas, 2023).

The project's overarching objective is to mitigate migration causes and create local employment opportunities for young job seekers in two cities. Its specific objectives are:

- "Enhance the knowledge of 80 000 community members (48 000 females) and 16 800 migration-prone youth on irregular migration, trafficking, and youth unemployment; and strengthen their capacity to positively change their attitude and practices.
- Enhance the quality and market relevance of technical and vocational education and training (TVET) to increase employability for 3 200 youth (1 920 females).
- Strengthen the capacity of Multi-Stakeholders Partnership Forums/MSPFs to enable them to support, facilitate, and sustain efforts of reversing irregular migration and increasing employment opportunities for the youth" (Center for Evaluation and Development. n.d., p. 2).

One conclusion that can be drawn from this is that through employment creation for youth, illegal immigration and trafficking of youth will be reduced in the country. This might address one of the push factors of youth migration on the continent, which is inadequate economic opportunities, including the high levels of youth unemployment and underemployment. This has hampered the abilities of countries such as Ethiopia to take advantage of the youth bulge for its development. Also, the high rate of youth unemployment is one major driver of insecurity in Ethiopia, like in other African countries.



06 GAPS IN NPOs’ PROGRAMMES AND PROJECTS

The brief appraisal of the literature on NPOs and their operations is useful for this review to explore and explain the different perspectives, through which some gaps are identified. The review identified three categories. The first is legal and regulatory measures that weaken NPOs. The second category deals with cooperation and networking platforms among NPOs for better results and impacts. The third and final issue focuses on internal management factors (capacities of NPOs while in operation). While these constitute structural factors, there are also small-scale constraints that are more observable at the implementation level. Below is a brief review of the literature on the gaps observed concerning the existence of NPOs and their operations in Ethiopia.

6.1 Regulatory Frameworks

The review shows that the non-profit sector and governments have experienced strained relations over time. NPOs have remained dedicated to their mission despite the constraints posed by the political environment in the country. The promulgation of the restrictive enactment of proclamation number 621/2009 and related action taken by the Ethiopian government against NPOs adversely affected the operation of NPOs in the country. According to UN Women (2020), this was vindictiveness in 2005 against the declined performance of the ruling party in the national election that year. Government officials also had a negative perception of NPOs, which it equated to a single screw out of the complex technical setup of a vehicle that had limited impact on national development. This resulted in a trust deficit. At another level, lower-level government made unreasonable demands on NPOs. In their view, NPOs have resources the government can call upon for purposes other than that which they were supposed to be utilised. When NPOs refused to honour such demands, the government responded with hostility. The government also tends to suspect NPOs of financial mismanagement. This made the government push the non-profit sector to structure their budgets using a 70:30 ratio – 70 per cent for programmes and 30 per cent overheads, leading to further conflict between the parties (Gebre, 2016). Under such circumstances, it is unlikely that both parties pursue common goals that will benefit the country and its citizens.

Government officials also had a negative perception of NPOs, which it equated to a single screw out of the complex technical setup of a vehicle that had limited impact on national development.

Kover (2021) stated that as coordinated joint action and understanding remained elusive, the government projected itself as the 'single-actor play on stage', capable of solving the country's developmental challenges. The point is that in the absence of solidarity, governments at all levels seize every opportunity to play the role of the heroic saviour and exclusive problem solver. This has unintended consequences of concentrating power in the government, especially the central government. Bridging the divide and minimising conflicts between the government and the non-profit sector will be mutually beneficial to them and will play a significant role in addressing the country's developmental challenges, including the youth unemployment crisis. According to Berhanu (2015), forging workable and enduring partnerships and/or relationships between governments and NPOs in Ethiopia is fundamental to leveraging the latter's contribution to the economy and creating employment for the youth. Such partnerships are essential to creating dignified and fulfilling jobs for the youth. Future research should eagerly address this area.

6.2 Cooperation and Networking

The experiences pioneered by the Consortium of Christian Relief and Development Association (CCRDA) serve as an exceptional platform for NPOs to expand their influence and record significant achievements, better than had they worked as an individual organisation. Berhanu (2015) emphasised how such cooperation and networking platforms enhanced the capacity of NPOs to implement projects and programmes that contributed to economic development and the creation of dignified and fulfilling jobs. This speaks to the importance of NPOs co-creating and co-producing projects and services. One of the noticeable trends in the country is that some international NGOs are not only cooperating and networking among themselves but are also forming consortiums with local NPOs. However, it is important to note that this approach is limited in scale and only functional to specific project life cycles. In addition, the practice does not seem institutionalised because it is intermittent and is not widespread in the NPO sector. In other words, the literature review shows that international NPOs working alone or in consortiums are tied to the life cycles of specific projects. In the process, they fail to forge long-term and sustainable cooperative relationships that could have scaled their impacts. One outcome is that it limits their ability to contribute to economic development and create dignified and fulfilled jobs (Roberts, 2019). The point, therefore, is that many NPOs operate in a fragmented and uncoordinated fashion, which limits their effectiveness in providing services to their target groups and communities.

Another major challenge gleaned from the review is the problem of poor governance, including a lack of management capacities. Project-based employment always leaves staff sensitive and unable to stay longer than the duration of the project. This is because they are always looking for jobs with better employment security. Strong management models, better remuneration, and relatively stable tenure security could have made them more influential in contributing to economic development and creating dignified and fulfilling jobs (Birru & Wolff (2019).

6.3 Internal Management Capacities

NPOs are not only expected to execute their plan for particular projects but also be resilient in tackling the legal and operational challenges they face (Gebre, 2016). They should engage the government and advocate for constructive dialogue. Furthermore, addressing operational challenges, standing with, and being the voice for vulnerable sections of societies will enhance the credibility of the non-profit sector in Ethiopia; leaving the country will betray ordinary people's trust in NPOs. Numerous NPOs have failed to be voices for and stand with their target groups (such as unemployed youth) and communities.

According to Gebre (2016), addressing operational challenges and broadening their geographical spread will enhance NPOs' capacity and effectiveness. Furthermore, developing sustainable and diversified funding strategies will improve the non-profit sector's capacity to contribute to Ethiopia's economic development, which includes creating dignified and fulfilling jobs.

07
CONCLUSIONS

The literature reviewed shows that the number of NPOs operating in the country is quite small relative to its population. This can be attributed to the review focusing primarily on international NPOs' activities and neglecting the country's rich associational life. Consequently, the review did not focus on traditional associations in their thousands throughout Ethiopia. These associations predate modern NPOs, which are the review's focus, although they continue to exist and play an important role in economic development and youth employment. Focusing on traditional associations is an area for future research.

The review highlights that numerous organisations and consortia of NPOs are working to contribute to Ethiopia's economic development and create employment opportunities for youth. However, their efforts have not been coordinated. At best, their approach has been fragmented, which limits their overall impact.

As discussed, NPOs do promote entrepreneurship and youth employment in Ethiopia; however, their activities are focused primarily in urban areas, particularly major cities, which leaves aspiring entrepreneurs in rural regions underserved. The scope of NPO operations is limited in regions affected by conflict and large-scale displacements and in conflict-prone areas. As a result, young people in these locations are often excluded from benefiting from the programs and projects offered by NPOs.

> The scope of NPO operations is limited in regions affected by conflict and large-scale displacements and in conflict-prone areas.

The programmatic and project-driven interventions by the non-profit sector in Ethiopia are not standalone programmes but rather combine training and skills development, entrepreneurship promotion, and employment services. Most NPOs' programmes, explicitly or implicitly, attempt to integrate youth-related program components on various scales. The available data shows that the non-profit sector has played an important role in creating jobs. However, it is difficult to explain the quality and sustainability of the jobs in terms of the global measurements of what constitutes a dignified and fulfilling job in the labour market. As shown in this review, most of the jobs created by NPOs in Ethiopia cannot be classified as dignified and fulfilling. As indicated earlier, some beneficiaries earn less than the minimum wage.

The literature review highlighted some gaps. At the implementation level, the review also sheds light on the absence of collaboration within the non-profit sector and between NPOs, the government, and the private sector, which results in duplication of efforts and resource wastage. These ultimately compromise the sustainability of youth-focused programmes.

Overall, a significant drawback in implementing various NPO programmes is the challenge of creating dignified and fulfilling jobs or equipping beneficiaries to secure jobs that are classified as such. In 2020, a survey conducted by UN Women (2020) revealed that the role and contributions of NPOs on youth employment have been minimal and inconsistent for several reasons. While NPOs in the country have made efforts to engage the youth, the initiatives aimed at assessing and ensuring quality jobs, sustainability, and satisfaction with the services offered have sparked debate, and limited literature addresses these topics. Therefore, there is a need to establish a framework for measuring the quality of jobs created, training conducted, and services provided by NPOs in Ethiopia.

NPOs play a significant role in creating employment opportunities for youth in Ethiopia; however, the scale and scope of their contribution remain limited due to several factors. Some of these include dependence on external finances, limited availability of infrastructure to implement significant employment programmes at a wider rural-urban geographic scale, and restrictive regulatory and legal frameworks, all of which affect their ability to operate freely and innovate in job creation initiatives (Fisher, 2020). Furthermore, there has been a historical trend of NPOs resorting to seasonal and short-term relief and humanitarian operations, resulting in avoiding interventions in key development programmes, which are critical to creating dignified and fulfilling jobs, as well as addressing the problem of youth unemployment in Ethiopia. NPOs' engagement in relief and humanitarian interventions created a sense of dependency among beneficiaries as they expect to receive aid rather than taking steps to enhance their resilience and become self-reliant. These challenges, among others, are major constraints that limit the ability of NPOs to make significant contributions to economic development and the creation of dignified and fulfilling jobs. Consistent with what Jeffery Clark (2000) argued, this review concluded that the challenges, as mentioned earlier, prohibit the NPOs from making differences in crucial development areas (Federal Negarit Gaseta of the Federal Democratic Republic of Ethiopia, 2009).

The literature review shows that there is not enough collaboration among NPOs in the country, which, in turn, limits their impact. Similarly, there are often conflicting relationships between NPOs and the government, limited partnerships between the former and the private sector, and inadequate funding. The inauspicious political environment and the lack of partnership with the private sector hamper their ability to be a major player in the economy, including meeting the needs of the labour market. All these issues require future studies.

More qualitative evidence and quantitative studies are needed to evaluate the contributions of NPOs in their various interventions. Additionally, it is important to understand how the non-profit sector contributes to creating dignified and fulfilling job opportunities for young people. This includes examining the transition of youth from informal to formal employment.

References

Abbink, J. (2005). Civil Society and the Consolidation of Democracy in Contemporary Ethiopia. *Journal of Modern African Studies*, *43*(2), 241-266.

ACET (African Centre for Economic Transformation). (2022). *Strengthening Education and Learning Systems to Deliver a 4IR-Ready Workforce: Ethiopia Country Report*. Accra: ACET.

African Union Commission (2015). *Agenda 2063. The Africa we want. A shared Strategic Framework for Inclusive Growth and Sustainable Development and a Global Strategy to optimize the use of Africa's Resources for the Benefit of all Africans*. Addis Ababa, Ethiopia: African Union Commission.

ACSO (Agency for Civil Society Organisations). (2025). *About Us*. Retrieved 2 October, 2024, from: https://acso.gov.et/en/about-us

AMREF (Health Africa in Ethiopia). (2023). *Kefeta: Elevating Ethiopian Youth, Factsheet, Fiscal Year (FY) 2023* (Unpublished project document). Addis Ababa, Ethiopia: AMREF.

Aredo, D. (1993). *The Informal and Semi-Formal Financial Sectors in Ethiopia: A Study of the Iqqub, Iddir, and Saving and Credit Cooperatives*. Retrieved 17 October 2024, from: https://publication.aercafricalibrary.org/123456789/223

Bekalu, M. (2017). Civil society in Ethiopia: A review of literature. *Journal of Civil Society*, *13*(3), 314-331.

Bekele, E. (2017). The role and contributions of CSOs in achieving the GTP/SDGs in Ethiopia. In D. Rahmato & M. Ayenew (Eds.), *Challenges and opportunities for inclusive development in Ethiopia: Proceedings of Conferences held in 2017* (pp. 157-176). Addis Ababa, Ethiopia: Forum for Social Studies.

Berhanu, K. (2015). GO-NGO Principled Partnership for Enhancing Development Efforts in Ethiopia. *.Journal of Ethiopian Civil Society Organisations, 15*(3), 27-50.

Berhe, M. W. (2021). Empirical analysis of urban youth unemployment in Ethiopia. *African Development Review*, *33*(1), 104-116.

Biavaschi, C., Eichhorst, W., Giulietti, C., Kendzia, M. J., Muravyev, A., Pieters, J., Rodriguez Planas, N., Schmidl, R., & Zimmermann, K. F. (2013). *Youth Unemployment and Vocational Training.* Background Paper for the World Development Report. Washington D.C. The World Bank.

Birru, J. G., & Wolff, J. (2019). *Negotiating international civil society support: the case of Ethiopia's 2009 Charities and Societies Proclamation. Democratization*, 26(5), 832-850

Broeckhoven, N., Gidey, D. G., Reda, K. T., Townsend, D., & Verschuuren, J. (2021). CSOs in sustainable development in Ethiopia: Past practices and new trajectories. *African Journal of Legal Studies*, *13*(1), 43-72.

CARE (Cooperative for Assistance and Relief Everywhere). (2023, November 18). *Livelihoods for Resilience Activity*. Retrieved 24 October 2024, from: https://www.care.org/wp-content/uploads/2023/04/One-pager-Livelihoods-for-Resilience-updated.pdf

CSA (Central Statistical Agency). (2018). *Key Findings on the 2018 Urban Employment-Unemployment Survey.* Addis Ababa, Ethiopia: CSA.

Clark, J. (2000). *Civil Society, NGOs, and Development in Ethiopia. A Snapshot View*. Washington, D.C: The World Bank.

Center for Evaluation and Development. (n.d.). *Creating Employment Opportunities for Migration and Trafficking Prone Youth in Addis Ababa and Southern Nations Nationalities and People's Region*. Retrieved 24 October 2024, from: https://c4ed.org/project/employmentopportunities-ethiopia/?portfolioCats=99

Dorcas (2023). *Employable Youth in Ethiopia – An Engine for Growth*. Retrieved 24 October 2024, from: https://dorcas.org/ethiopia/employable-youth-in-ethiopia-eye-an-engine-for-growth/

European Commission. (2012). *The Roots of Democracy and Sustainable Development: Europe's Engagement with Civil Society in External Relations*. Retrieved 28 October 2024, from: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52012DC0492

Fares, J., & Puerto, O. S. (2009). *Towards Comprehensive Training*. Social Protection Discussion Paper No. 0924. Washington, DC, World Bank.

First Consult. (2023a). *The Three Moving Parts in Youth Jobs: Employability, Employers, and Educational Institutions*. Retrieved 24 October, 2024, from: https://firstconsultet.com/api/containers/file/download/a6d23edb-d4f1-45d0-8c3d-4ac8c76b41fb.pdf

First Consult. (2023b). *Working with those closest to the challenges: Case study of the impact of the MasterCard Foundation's partnership with local organisations in Ethiopia*. Retrieved 24 October, 2024, from: https://firstconsultet.com/api/containers/file/download/1792c880-4f4e-4531-b1ed-896c0dd4d25d.pdf

Fisher, J. (2020). The Regulatory Environment for NGOs in Ethiopia: Challenges and Opportunities. *Journal of Nonprofit Management*, *12*(3), 45-60.

Gebre, Y. (2016). Reality Checks: The State of Civil Society organisations in Ethiopia. *African Sociological Review. 20*(2), 2-25.

GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit [German Corporation for International Cooperation]). (2022). *Strengthening Skills Development in Ethiopia with the Sustainable Training and Education Programme.* Retrieved 24 October 2024, from: https://www.giz.de/de/downloads/giz2024-en-factsheet-strengthening-skills-development-in-ethiopia.pdf

Human Rights Watch (2013). *World Report 2013: Ethiopia*. Retrieved 2 October 2024, from: https://www.hrw.org/world-report/2013/country-chapters/ethiopia

Fukunishi, T. & Machikita, T. (2017). *Vocational Education and Employment Outcomes in Ethiopia: Displacement Effects in Local Labour Markets*. IDE Discussion Paper No. 678. Tokyo, Japan: Institute of Developing Economies.

Habtu, K. (2012). *Classifying Informal Institutions in Ethiopia*. Retrieved 25 June 2024, from: http://nilebdc.ilriwikis.org/images/6/6e/Intern_paper-29-10-2012_updated.pdf

ICNL (International Centre for Not-for-Profit Law). (2024). *Non-Profit Law in Ethiopia*. Retrieved 27 November 2024 from: https://cof.org/sites/default/files/documents/files/Country-Notes/Nonprofit-Law-in-Ethiopia.pdf

iDE (International Development Enterprises). (2021). *Resilience in pastoral areas (RIPA-South): Youth wage employment design learning brief*. https://s3.amazonaws.com/www.ideglobal.org/files/public/iDE-FTF_ETH_-RIPA_Youth-Wage-Employment_Design-Learning-Brief.pdf.

ILO (International Labour Office). (2022). *Approach to Inclusive Market Systems Assessment in Ethiopia, Oromia, Southern Nations, Nationalities and Peoples, and Addis Ababa*. Retrieved February 10, 2025, at 6:00 p.m., from: https://www.ilo.org/publications/approach-inclusive-market-systems-assessment-ethiopia

ILO (International Labour Office). (2023). *ILO Youth Country Briefs, Ethiopia*. Retrieved 25 June 2024, from: https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40ed_emp/documents/publication/wcms_886385.pdf

Kluve, J. Puerto, S. Robalino, D. Romero, J. M. Rother, F. Stöterau, J. Weidenkaff, F. & Witte, M. (2017). *Interventions to Improve the Labour Market Outcomes of Youth: A Systematic Review*. Retrieved 25 October, 2024, from: https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_emp/documents/publication/wcms_508938.pdf.

Kluve, J., Puerto, S., Robalino, D., Rother, F., Weidenkaff, F., Stoeterau, J., Romero, J. M., & Witte, M. (2016). Do youth employment programs improve labour market outcomes? A systematic review. *World Development, 114*(1), 237-253.

Kover, A. (2021). The Relationship between Government and Civil Society in the Era of COVID-19. *Nonprofit Policy Forum.* 12(1), 1-24.

MEDA (Mennonite Economic Development Associates). (2022a). *Establishing Successful Student Start-Up Businesses*. Retrieved 12 November 2024, from: https://www.meda.org/document/establishing-successful-student-start-up-businesses/

MEDA (Mennonite Economic Development Associates). (2022b). *Your Impact in Ethiopia through the Agricultural Transformation Through Stronger Vocational Education (ATTSVE) Project*. Retrieved 2 November 2024, from: https://www.meda.org/impact-reports/spring-2022-impact-report-attsve/

OXFAM (Oxford Committee for Famine Relief). (2021). *Endline Report Ethiopia: Impact on Socio-Economic Situation of Youth Participating in the Empower Youth For Work Programme in Ethiopia*. The Hague, Netherlands: OXFAM.

Palladium. (n.d.). *USAID CATALYZE MS4G-Empowering Youth Intervention* [Unpublished project document]. London, UK: Palladium.

PIN (People in Need). (2024). *LISEC: Green Jobs in the Leather Sector*. Retrieved 15 November 2024, from: https://resources.peopleinneed.net/documents/1397-lisec-eth-a4.pdf

Plan International. (2023). *Endline of Promoting Youth Employment in Urban Districts in Ethiopia (PASEWAY)* (Unpublished project document). Addis Ababa, Ethiopia: Plan International..

Federal Negarit Gaseta of the Federal Democratic Republic of Ethiopia. (2009). *Proclamation Number 621/2009: Proclamation to Provide for the Registration and Regulation of Charities and Societies.* Retrieved 5 May 2025 from: https://chilot.wordpress.com/wp-content/uploads/2011/02/charities20and20societies20proclamation.pdf

Ressler, R. W., Paxton, P., Velasco, K., Pivnick, L., Weiss, I., & Eichstaedt, J. C. (2021). Nonprofits: A Public Policy Tool for the Promotion of Community Subjective Well-being. *Journal of Public Administration Research and Theory*, 31(4), 822-838.

Research and Evidence Facility (2019). *The Impact of Youth Training and Employment on Migration Dynamics in the Horn of Africa*. Retrieved 28 October, 2024 from: https://blogs.soas.ac.uk/ref-hornresearch/files/2020/02/TVET.pdf

Roberts, T. (2019). *Closing Civic Space and Inclusive Development in Ethiopia*. Retrieved 24 October, 2024 from: https://opendocs.ids.ac.uk/articles/report/Closing_Civic_Space_and_Inclusive_Development_in_Ethiopia/26433880?file=48083563

Rodrigues, C. (2019). *Final Evaluation: Engaged, Educated, Empowered, Ethiopian Youth Project*. Retrieved 25 October 2024, from: https://www.dol.gov/sites/dolgov/files/ILAB/legacy/files/Ethiopia_E4Y_feval.pdf.

Save the Children. (2018). *Building the Potential of Youth Activity (Potential)*. Addis Ababa, Ethiopia: Save the Children

Save the Children. (2020). *USAID's Building the Potential of Youth Activities: Final Report*. Retrieved 23 October 2024, from: https://resourcecentre.savethechildren.net/pdf/building_the_potential_of_youth_activity.pdf

Save the Children & Emmanuel Development Association. (2017). *Empowering Urban Youth Entrepreneurs in Ethiopia*. Retrieved 4 November 2024, from https://edaethiopia.org/images/Downloads/Yoth%20Livelihood%20suceess%20stories%20PFS%20-%20Learning%20Booklet_FINAL.pdf

Semela, T. & Cochrane, L. (2019). Migration nexus: Understanding youth migration in Southern Ethiopia. *Education Sciences*, *9*(2). https://doi.org/10.3390/educsci9020077

Shishay, K. (2022). Non-governmental organisations participation in environmental rehabilitation: Lessons learnt and identified implementation gaps for natural resource conservation in Tigray. *International Journal of Academic Multidisciplinary Research, 6*(11), 219-232.

SNV Netherlands Development Organisation. (2022). *SNV in 2021.* SNV Netherlands Development Organization. Retrieved October 24, 2024, from https://a.storyblok.com/f/191310/dcf6f0264a/snv-20annual-20report-202021_without-annual-accounts.pdf

SNV Netherlands Development Organisation. (2023a). *LIWAY Bi-annual Report for January to June 2023, 15 September 2023* [Unpublished internal project report]. The Hague, Netherlands: SNV Netherlands Development Organisation.

SNV Netherlands Development Organisation. (2023b). *Realising aspiration of youth in Ethiopia through employment (RAYEE): Four-year progress as of December 2023* [Unpublished internal project report]. The Hague, Netherlands: SNV Netherlands Development Organisation.

Tigist, G. B. (2008). *Impact of the Ethiopian NGOs Code of Conduct on Accountability and Transparency of NGOs*. Retrieved 30 October 2024, from: https://africanphilanthropy.issuelab.org/resources/19998/19998.pdf

UN Women Ethiopia (2020). *Civil Societies Mapping Report Ethiopia.* Retrieved 12 October 2024, from: https://africa.unwomen.org/sites/default/files/Field%20Office%20Africa/Attachments/Publications/2021/06/Civil%20societies%20Mapping%20Report%20Ethiopia.pdf

United Nations. (2003). *Handbook on non-profit institutions in the system of national accounts* (ST/ESA/STAT/SER.F/91). United Nations, Department of Economic and Social Affairs, Statistics Division. Retrieved 28 October 2024, from: https://unstats.un.org/unsd/publication/seriesf/seriesf_91e.pdf

United States Department of State. (2019). *Ethiopia 2019 Human Rights Report*. Retrieved 25 October 2024, from: https://www.state.gov/wp-content/uploads/2020/02/ETHIOPIA-2019-HUMAN-RIGHTS-REPORT.pdf.

Wang, X., Gui, X., & Peng, Y. (2021). *Contribution of Development to the Enjoyment of all Human Rights*. Retrieved 25 October 2024, from: https://www.ohchr.org/sites/default/files/Documents/Issues/Development/seminar-contribution-development/1st-study/WangXigen.pdf

World Bank. (2003). Working Together: World Bank Civil Society Relations. Retrieved 5 April 2025 from: https://documents.worldbank.org/en/publication/documents-reports/documentdetail/339011468779979043/working-together-world-bank-civil-society-relations

Contact:

Centre on African Philanthropy & Social Investment **(CAPSI)**

2 St David's Place, Parktown,
Johannesburg, South Africa, 2193

P.O. Box 98, Wits, Johannesburg,
South Africa

admin@capsi.co.za

www.capsi.co.za

In partnership with