

Investigation of Unemployment Registration System in Addis Ababa: The Case of Bole, Arada and Yeka Sub-Cities

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Abstract

The unemployment data record by concerned different sectors is not found to be complementing each other, and has not a uniform data base that enabling to fill the gap how many of them got job opportunities and to evaluate or to know by how much unemployment was decreased. This paper aims to investigate the current unemployment registration system in Addis Ababa especially in Bole, Yeka and Arada sub-city, and assess the unemployment data and examine the registration procedure in light of the international best practices and then after establish an integrated system of registration. The study uses mixed (qualitative and quantitative) research approach. Data collecting tool for the study are interview with officials & experts, questionnaires for secondary data and focus group discussion with job seekers. The study has identified that there is no system to register unemployment from lower level of government to upper. Employers prefer newspapers and other advertising mechanisms and also private brooking agencies rather than using central unemployment registry i.e. registry used by labor and social affairs. Challenges encountered in documentation of uniform and harmonized unemployment data were due to lack of coordination among stakeholders facilitating job creation objectives, after registration tasks are not going according to planned, there is no networking system which integrates data on unemployment from woreda to bureau levels. Thus, online networking system should be established vertically and horizontally with concerned sectors. The job seekers should have a requirement of carrying identification card while the employment process is going on shall be established.

Keywords: Labour and Social Affairs (LSA), Micro and Small Enterprises (MSE), Sub-city, Unemployment Registration System, and Woreda.

1. Introduction

Currently, there is no uniformly established job seekers registration system at the national level and the number of job seekers in Addis Ababa in each sub-city. The unemployment data record by in different sectors is not found to be complementing each other. It has not a uniform data base that enabling to fill the gap how many of them got job opportunities. And also enables to evaluate or to know by how much unemployment was decreased.

In Ethiopia, Micro and Small Enterprise is one of the institutions given recognition in the country's industry development policy. It also serves as vehicles for employment opportunities at urban centers fostering the economic development. MSE serves as sources for sustainable job opportunities not only for developing countries like ours, but also for developed countries like USA. Thus, they should be given prior attention as they are important and serve for sustainable source of job opportunities and economic development in the country.

According to Federal Micro and Small Enterprises Development Agency in Ethiopia job seekers are defined as those citizens who have not permanent source of income from age 18 and above up to age 60. Illiterate and those who exist in different educational level have the capacity and need to work but neither they creates their own job nor employed on permanent job can be registered as job seekers. But those sectors, Micro and Small Enterprises Development Offices, Office of Labour and Social Affairs, Woreda Administrations, Women and Children Affairs Offices, Youth and Sports Offices, which have intent to have data on unemployment define in different way and registered in different form. Thus, this results duplication of the number what makes it fallacy of job created and registered as unemployed? Generally, the roles and mandate of different stakeholder is not clearly defined and known.

Regarding the registration system undertaken by the Labour and Social Affairs offices, the Employers prefer to advertise vacancies on print and electronic media or via posting on their own websites rather than requesting the offices to provide those lists of registered job seekers. Due to this reason failure to register the unemployed in a uniformly manner or within a preset time line as well as the inability to gather, organize, analyze, distribute and disseminate to users is also being experienced.

2. Review of literature

2.1 International Experience on Unemployment Definition and Data Collections

In principle, unemployment is easy to define. A person is unemployed if he or she desires employment but cannot find a job. The unemployment rate is then obtained by expressing the number of unemployed persons as a percentage of the total number of people willing and able to work (the so-called labour force). In practice, the definition and measurement of unemployment is quite complicated. As far as the definition is concerned, there is

a difference of opinion as to whether or not a person who desires work but who makes no effort to find work should be classified as unemployed. According to the strict definition, only those people who take active steps to find employment, but fail to do so, are regarded as unemployed. The expanded definition, on the other hand, includes everyone who desires employment, irrespective of whether or not they actively tried to obtain a job.

In South Africa, the official definition of the unemployed is that they are those people within the economically active population who (a) did not work during the 7 days prior to the interview, (b) want to work and are available to work within a week of the interview, and (c) have taken active steps to look for work or to start some form of self-employment in the 4 weeks prior to the interview. The expanded definition excludes criterion (c). It therefore includes discouraged work seekers who have failed to take active steps to obtain employment in the 4 weeks prior to the interview. Statistics South Africa, the agency responsible for estimating unemployment in South Africa, uses both definitions, but currently the strict definition is regarded as the official one. In 1999, for example, the South African unemployment rate was 23.3% according to the strict (official) definition and 36.2% according to the expanded definition. Irrespective of the definition used, there can be no doubt that unemployment is the most important socio-economic problem in South Africa.

Based on ILO definition, unemployment is grouped into three categories, i.e. unemployed, ready to employ and seeking jobs. In the study, the reference period for seeking work includes four weeks before the data collection process started. The reference period of availability for work begins with one week after data collection started. The scope of data collection includes urban and rural population and the data is collected every quarter (four times within one year).

Information is gathered from families in the household who live in the house at least 4 days within seven days and for those who leave their families for different reasons. None settled populations such as militaries and a student who attained regular class at all levels of education institution are excluded from the study. The age group in for the study includes 15+ years. The urban unemployment rate was 24.9% in 2013.

In Nigeria, definition of unemployment is based on ILO definition. The reference period for availability for work is defined in the national context and is defined as those who are not working for 39 hours prior to one week before the study started and seeking for jobs. The scope of data collection includes urban and rural population and the data is collected four times in a year (March, June, September and November). Age group in for the study includes from 15 to 65 years. Urban unemployment rate was 23.9% in 2013

In Egypt, the definition of unemployment is based on ILO definition. The reference period for seeking work is defined in the national context and comprises nation who search jobs within the last three months before data collection is started in the study. On the other hand, reference period of availability for work is those who are searching for a job within the time period in which two weeks before data collection is started.

The scope of data collection includes urban and rural population; it has been collected four times in a year (January, April, July and October). Information is gathered from those who are living in the household for the last 6 months and are permanent members of the household and in some case families who leave the families during the study period. None settled populations such as militaries, foreigners, and a student who attained regular class at all levels of education institutions are excluded from the study. The age group in for the study includes 6years and above. Urban unemployment rate was 13.9% in 2013.

In Germany, support of unemployed persons is regulated by the Third Volume of the Social Code (SGB III). It contains, among other things, legislation on the eligibility of unemployment benefits as part of the social security system. It distinguishes between persons in or not in employment, job seekers, unemployed persons, disabled persons and re-entrants. Persons are counted as not in employment, if they are not employed or are employed for less than 15 hours per week, and are searching for employment of at least 15 hours with compulsory social insurance contributions. This means that the person has to and is willing to Endeavour all possibilities to end the period of having no job, including being at the disposal for a placement through the Federal Employment Service. This availability to work is more precisely defined as being capable of work and willing to take up a reasonable employment under usual or standard conditions. Jobseekers are defined as persons looking for dependent employment with duration of more than seven calendar days at home and abroad. They have to register at the Federal Employment Service for placement, must be capable and allowed to pursue the achieved occupation and to reside in Germany. Unemployed persons are jobseekers, who are temporarily not in employment but searching for employment with compulsory social insurance contributions and have registered at the Federal Employment Service personally. This definition also includes persons who are not receiving benefits. On the other hand, the criteria of receiving unemployment benefits is not sufficient to be counted as unemployed, which is the case for persons who cannot take up work because of illness up to six weeks.

The population of the United States of America can be divided in to broad groups. One group consists of America can be divided into broad groups. One group consists of persons who are under 16 years of age, in the armed forces, or institutionalized, the second group, which consists of all others in the total population. The civilian non-institutionalized, in turn, can be divided in to, person not in is unemployed, if any one of the

following conditions is relevant:

1. Did not work during the survey week, has actively for work with the past four weeks, and is currently available for work.
2. Is waiting to be called back to a job from which he or she has been laid off.
3. Is waiting to report to a job within 30 days. (Roger A. Arnold, 2004. P. 139).

In our context (**Ethiopia**), unemployment includes discouraged job seekers in addition to persons satisfying the standard definition. In completely relaxed definition, unemployment includes persons without work and who are available for work, including those who were not seeking work (CSA, 2005). Having the above definition as a base, the researcher focus on the economically active labor force, civilian non-institutionalized labor force available for and seeking work. According to (ILO, 1990) unemployment is measured on the following three criteria:

- a) without work
- b) available for work
- c) seeking for work

However, this definition varies in the context of developing and developed countries. In the developed countries where the labour market is largely organized and the labour absorption is adequate, therefore, the standard definition of unemployment relies on the seeking work criteria. The standard definition of unemployment that is based on the “seeking work” criterion can be interpreted as activity or efforts searching for job by non-working persons during a specified reference period (CSA, 2013).

3. Need/importance of the study

The study has used to explore whether there is a uniform registration system or not. It has also investigated the efficiency of the system, the dissemination of the gathered data in reliable manner. Moreover, the study has provided possible initial policy recommendation options for policy makers and feedback to the concerned sectors. Furthermore, the study gives a clue for the researchers for further deep study.

4. Statement of the problem

Despite the preparation of a guideline, there is an absence of uniformly established job seekers registration system at the national level. In Addis Ababa, there is not any kind of reliable database with regard to the number of prospective job seekers, the employment opportunities that are being created.

There are no any systematically organized job seekers registration system put in place for the micro and small enterprises. The reasons: Centralized authority for similar registration format or data center haven't been established; Unless the job seekers appear in person and register, there is no any alternative system that allows a door to door registration mechanism or issuance of ID cards for the identification of the registered from those who haven't done so. Furthermore, even those who are currently registering are already engaged in some other petty vocations selecting to either change their occupations or look for better alternatives employment opportunities. Hence, it has become quite difficult to differentiate the unemployed from the ones who are employed. Subsequently, Micro and Small Enterprises Development Offices, Office of Labour and Social Affairs, Woreda Administrations, Woreda Women and Children Affairs Offices, Youth and Sports Offices drawn from three sub-city of Addis Ababa in collaboration with the Central Statistical Agency have come together to assess the unemployment data and examine the registration procedure in light of the international best practices and there after establish an integrated system of registration.

5. Objectives

The main objective of this study is to investigate the existing unemployment registration system of the three sub-cities (Bole, Yeka, and Arada) in Addis Ababa and to propose best unemployment registration system for the sub-cities.

6. Research Methodology

The study uses both quantitative and qualitative research approaches to get a secure and authentic data. Because is used to collect data in different way and to crosscheck one method by others. Target groups are three bureaus at city level, four offices from each sample three sub-cities and six woredas, individuals from two bureau, three sub-city and six woredas officials and senior experts. Data gathering tools for the study were interview, questionnaires and focus group discussion with job seekers. The researcher has used both probability and non-probability sampling techniques. Simple random sampling was used to select job seekers from six Woredas. Purposive Sampling was used to select the head officials and senior experts Interview purposively made to get qualitative data from relevant sector officials and experts who work directly affiliated with the study subject matter. In addition, key informants for focus group discussion (FGD) were conducted possible to take a simple random sampling method of choice to select job seekers. The purpose of FGD to crosscheck the data collected

from officials, experts and secondary data how the registration actually performed.

7. Results & Discussion

Data gathered from an interview with managers and experts were separately presented and discussed. Secondary data collected from relevant offices were discussed and analyzed to make triangulation. More over it makes some review if there was some difference in the two sources i.e. primary vs. secondary data sources.

7.1 Situational Analysis of an Authorized Body to Register Unemployment

According to proclamation 377/96 article 172 and 173 and proclamation 34/2004, Addis Ababa city administration labour and social affairs bureau has the duties and responsibilities to stimulating the labor market service in the city administration, i.e. create enabling environment for job seekers, facilitate appropriate labor supply for employers, conduct research on the labor market, registered and supply appropriate candidate (job applicant) to employers based on vacancy requirement to be recruited and registering an individual job who are in the required age limit and supply necessary documents for registration.

Labor market information serves as a tool for human development and effective utilization and a strategy to guide for labor market by government and stakeholders. Generally, labor market information plays a critical role in forecasting labor demand and supply in a given economy and enables to bring healthy and sustainable growth and reduction of poverty in a country.

7.2 Regarding Unemployment Definition

Under this topic unemployment is defined based on international and national context. The three institutions defined unemployment based on their mandate. Definition from the federal democratic republic of Ethiopia's Central Statistics Agency, Federal Micro and Small Enterprises and Ministry of Labour's and Social Affairs Sector definitions are adopted and presented as follow.

a) Definition by Central Statistics Agency

The International Labor Organization (ILO) measure of unemployment assesses the number of jobless people who want to work, are available to work and are actively seeking employment. However, applications of the definition vary based on level of development i.e. developed versus developing nations. In the developed nations, data on labor market is well established and easily accessible and getting employment is not a problem, unemployment is measured based on Standard Definition of Unemployment.

In developing nations data on labor market is not well-established and getting employment in the labor market is a difficult task, so that seeking employment as indicator for unemployment is not appropriate measurement. So that definition for unemployment is relaxed and it includes discouraged job seekers are persons who want a job but did not take any active step to search for work because they believe that they cannot find one. Relaxed Definition of Unemployment adopted by central statistics agency definition as the concept of relaxed definition is appropriate for national context of unemployment. Thus any one is considered as unemployed either not participated or not ready to participate any income generating activities.

To collect data on child labor abuse, in the national Labor Force Survey and Urban Employment and Unemployment Survey, information is gathered five years age and above. However, the national labor force participation report incorporates definition on unemployment those persons aged ten years and above who had no work or did not work, available or willing to work if jobs were available.

b) Ministry of Labour's and Social Affairs Definition

Among duties of ministry of Labour's and Social Affairs are registering job seeker and gather, processed and disseminate data to beneficiaries in the labor market.

In developing national indicator of labor market, the ministry use Census and labor force survey as source data, and the data are collected by central statistics agency. Unemployment Rate is one indicator in the labor market. In developing indicator for the labor market the ministry takes CSA's definition as working definition but on working age group the ministry adopted international standards i.e. age 14 years and above, who are not in retirement age, is considered to make international comparison on unemployment rate.

c) Federal Micro and Small Development Enterprises Definition

Under Federal Micro and Small Development Enterprises sector, definition: unemployment is age 18-60 years, has no permanent income source, seeking work and has capacity to work, but not able to create job for self or able to employed, no formal education and those in different education level are considered as job seeker. Graduates from university, technical and vocational training center from level I-V whom seeks employment are considered as unemployed.

7.3 How they define & understand Temporary Job?

Interviews were conducted with head officials in order to know how they understand temporary job and senior experts from four institutions, where this study focuses on viz. Labour's and Social Affairs, Micro and Small

Enterprises Development Office, Women and Children Affairs, and Youth and Sports Affairs offices. The result shows that their understanding, especially about temporary employment varies among officials and experts of the four institutions. Accordingly, some consider time span as parameter, while others relate it with sustainability of the work.

The interviewee responses that consider time span of the work as parameter, still they mention different time span. An employment that ends between one month and three months is said to be temporary; while some others even, extends the time span ending from six months to one year. In addition, employment that is considered as unsustainable also used to differentiate temporary employment from permanent ones. However, the parameters are different among different offices, sub-cities and even among woredas within the same sub-city. Therefore, because of lack of or absence of standard definition for and uniform understanding of the term, it is common to find employees classified as temporary in one office while other offices consider an employee of the same position, experience, and recruitment as permanent.

Thus, it is important to have standard definition on the definition of temporary employment. What is more, temporary employment needs to be registered and put into database. To this effect, there is a need to establish an institution assigned with such a mandate.

7.4 Archive Administration of Labour's and Social Affairs Office of Sub-city

The research also reveals that information has kept in sub-city and woredas are not similar. Thus, there is no proper data administration. This is partly due to absence of appropriate system for registration and data administration.

Table 1: Unemployment Data Management Situation of Labour & Social Affairs office

| Woreda | Data at Woreda Level | | | Data at Sub city Level | | |
|------------------------|----------------------|------|------|------------------------|-----|------|
| | M | F | T | M | F | T |
| Bole Woreda 07 | 373 | 205 | 578 | 354 | 217 | 571 |
| Bole Woreda 10 | 568 | 455 | 1023 | 312 | 280 | 592 |
| Yeka Woreda 11 | 662 | 361 | 1023 | 591 | 437 | 1028 |
| Yeka Woreda 12 | 906 | 452 | 1358 | 1541 | 438 | 1979 |
| Arada Woreda 05 | 1668 | 1076 | 1519 | 823 | 625 | 1448 |
| Arada Woreda 07 | 1554 | 1917 | 3471 | 709 | 936 | 1645 |

Source: Data compiled from Sub-cities (2016)

As table 1 above shows some irregularity on the data in the sample sub-cities has observed that, the number of unemployment at woreda level is greater than that of the sub-city or vice versa. This may indicate that the registration system is not gone as per the manual registration is taken at woreda level and go up to central and come back after scrutinize it as the interviewee respond from higher officials. Thus one can conclude with this evidence what are more the figure on paper and the figure said in interviews with officials contradict. Moreover, the registration system is not proper and needs some revision.

According to Bole sub-city Labour's and Social Affairs office, the plan shows that about 21,000 job opportunities were planned in 2016 (2008 E.C.) but the actual figure indicates that 8,575 job seekers were registered. Of the actually registered job seekers only 3,220(15%) jobs are created. On the other hand the data reveals that in the current budget year among the registered 8,575 job seekers only 3,220(38%) jobs are created. When we see some of the woredas in the sub-city 1,600 and 1,800 job seekers were registered in woreda 07 and 10 respectively. As to the actual job opportunity created in the woredas the data reveals that it is 571(36%) and 592(33%) in woreda 07 and 10 respectively.

Arada sub-city planned to create 20,200 job opportunities in the year 2016 (2008 E.C.). However, actual performance is that only 15,294 job seekers are registered. The jobs created are 6,286 only 31% are achieved out of the plan job opportunities to be created. Comparing this with the registered on the same year 15,294 job seekers only 6,268 (31%) was achieved. In woreda 05 and 07 only 675(47%) and 182(11%) job opportunities are created out of the planned 1,448 and 1,645 respectively.

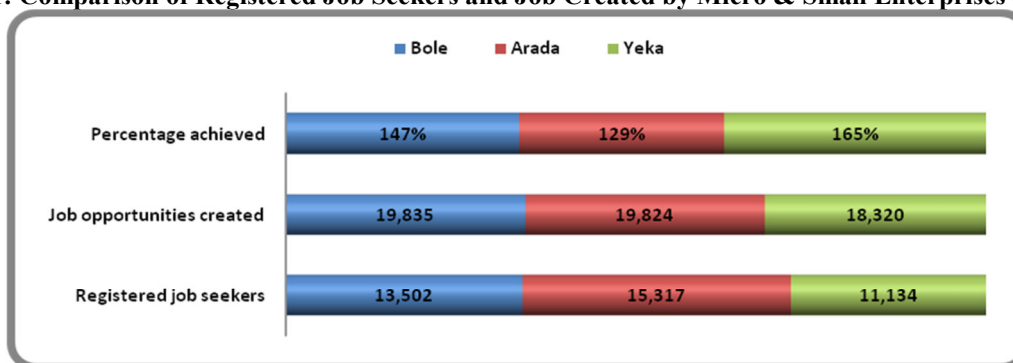
Yeka sub-city planned to create 1,500 job opportunities in the year 2016 (2008 E.C.). However, 15,116 job seekers were registered. The performance is, in fact beyond the plan. The created jobs compared to the plan were 99%, which is about 1,483 jobs, were created.

On the contrary, in the current budget year only 1,483 jobs are created which is 10% of the registered, 15,116. In two sample woredas in the sub-city, woreda 11 and woreda 12 1,028 and 1,979 job seekers were registered and only 82 (7.9%) and 44 (2.2%) respectively jobs can created. This is very far from their plan.

7.5 Archive Administration of Micro and Small Enterprises Offices of the Sub-Cities

In 2016 (2008 E.C.) at Woreda level of the three sub-cities targeted number of unemployment registered and job created were stated as below for comparison.

Figure1: Comparison of Registered Job Seekers and Job Created by Micro & Small Enterprises office



Source: Data compiled from Sub-cities (2016)

In the budget year (2016) the above figure illustrates that, the implementation performance in terms of job creation is greater than the registered. Accordingly, in the three sub-cities, viz. Bole, Arada, and Yeka 147%, 129% and 165% are achieved respectively. This indicates that there are jobs created without being registered in the concerned offices. On the other hand, there are unemployed job seekers who are registered but do not get any job and still waiting for employment. What is more, it is superfluous to report amount of job created while many registered job seekers are not properly considered. This in turn undermines the significance for registering unemployment in one center. This is off course a problem related with information and data administration.

Table 2: Unemployment Registration Data Status of MSE office

| Woreda | Data at Woreda Level | | | Data at Sub city Level | | |
|-----------------|----------------------|------|------|------------------------|------|------|
| | M | F | T | F | M | T |
| Bole Woreda 07 | 1928 | 975 | 2903 | 1928 | 975 | 2903 |
| Bole Woreda 10 | 1394 | 913 | 2307 | 1394 | 913 | 2307 |
| Yeka Woreda 11 | 662 | 361 | 1023 | 521 | 257 | 778 |
| Yeka Woreda 12 | 906 | 452 | 1358 | 607 | 317 | 924 |
| Arada Woreda 05 | 1668 | 1076 | 1519 | 1609 | 1067 | 2676 |
| Arada Woreda 07 | 1554 | 1917 | 3471 | 607 | 758 | 1568 |

Source: Compiled from the Three Sub-Cities and Six Woredas (2016)

Table two, above demonstrates that there is irregularities of data between woredas and respective sub-cities, Bole is an exception. Witnessed from an interview held with an officer from Labour's and Social Affairs office of Arada sub-city the officer explains the reason why the numbers are dissimilar as: office of Micro and Small Enterprises contends those data, which are transferred through local zonal committee. Such a data includes self-employed and employment created at neighborhood levels which are not passed through the registration process on unemployment registry and those who have no Addis Ababa city's resident's identity card. Hence, the number will increase.

Below is the table that clearly illustrates how offices of Labour's and Social Affairs and Micro and Small Enterprises in Bole sub-city organize and administer data in the 2015 (2007 E.C) budget year.

Table 3: Unemployed Registered Data Handling Status of Bole Sub-city

| Woreda | Data of MSE | | | Data of LSA office | | |
|--------------|--------------------------------|--------------|--------------|--------------------------------|--------------|--------------|
| | Registered Job seekers in 2015 | | | Registered Job seekers in 2015 | | |
| | M | F | T | M | F | T |
| 01 | 398 | 1102 | 1500 | 327 | 910 | 1237 |
| 02 | 512 | 156 | 668 | 113 | 194 | 307 |
| 03 | 362 | 540 | 902 | 325 | 514 | 839 |
| 04 | 729 | 1416 | 2145 | 749 | 1442 | 2191 |
| 05 | 279 | 650 | 929 | 206 | 570 | 776 |
| 06 | 965 | 1171 | 2136 | 396 | 917 | 1313 |
| 07 | 4747 | 2463 | 7210 | 1139 | 2099 | 3238 |
| 08 | 541 | 974 | 1515 | 586 | 896 | 1482 |
| 09 | 716 | 1410 | 2126 | 546 | 1543 | 2089 |
| 10 | 221 | 643 | 864 | 1038 | 2996 | 4034 |
| 11 | 1046 | 933 | 1979 | 543 | 829 | 1372 |
| 12 | 2720 | 824 | 3544 | 630 | 1574 | 2204 |
| 13 | 873 | 1749 | 2622 | 506 | 1570 | 2076 |
| 14 | 706 | 756 | 1462 | 250 | 715 | 965 |
| Total | 14815 | 14787 | 29602 | 7354 | 16054 | 24123 |

Source: Compiled from Bole Sub-city MSE & LSA (2016)

According to Addis Ababa city administration the unemployment data registration and managing processes, there is a one-window service. Two officers do registration and administration jointly from Micro and Small Enterprises and Labour's and Social Affairs offices. As a result, data and its administration is uniformly the same both at the center and at sub-cities. However, in 2015 (2007 E.C) as we can observe visible inconsistency in table 4 above the number of job seekers registered for job searches by Micro and Small Enterprises Development office exceeds by 5,479 job seekers that of Labour's and Social Affairs office. In this regard, interviews were held with the heads of MSE offices of the three sub-cities under discussion. accordingly they state that the reason for such variation is due to late beginning in October (second quarter) of the registration process by the Labour's and Social Affairs office while the Micro and Small Enterprises Development office started in early July (first quarter of the budget year). What is more, Micro and Small Enterprises office have a responsibility to register any person who shows interest to organize him/her self any time. Thus, the result confirmed that as if the two institutions work at one window service registration for unemployed persons would not jointly perform their duties within the framework of a common plan goal which required coordinated effort among stakeholders and begin at the time.

Contrary to the logical expectation, while it is the Labour's and Social Affairs office that should have been registering more unemployed persons following the reason that by definition the office registers any unemployed person above 14 years, it is a vice versa. From these facts, one can see that while the offices working in the one stop center they report different figures. Hence, it can be concluded that the two institutions have no common understanding of the importance of jointly registering unemployment at one center.

7.6 Challenges Encountered in Documentation of Uniform and Harmonized Unemployment Data

Results from sampled interviewed obtained from sample studies confirm as though unemployment registration is conducted as intended, so many challenges were observed. lack coordination among stakeholders facilitating job creation objectives, after registration tasks are not going according to planned, there was no networking system which integrates data on unemployment from woreda to bureau levels, and there were not regular follow-up systems established to monitor and evaluate how stakeholder are performing their individual and multiple responsibilities.

7.7 Reasons for Not Registered Pass through with One Stop Registration Center

Reasons mentioned for not registered in one stop center unemployment registration interviewed from six sample woredas were: - the central registry system i.e. labour and social affairs office is not accessible to all job seekers, current recruiting system does not force employers to recruit from registered job seekers, awareness problem, not requiring unemployment identification card as precondition for selection in recruiting employment for vacant post are listed.

On the other hand, participants in focus group discussions who are unemployed job seekers particularly graduates from higher institutions state the following reasons for not to go to concerned offices for registration are: they do not see persons employed through the system of the institutions, mismatch between training and interest of the job seeker, unavailability of jobs based on their trainings, and most of them prefer to join government employment.

7.8 Importance of Documenting Unemployment Registered Data

Respondents (experts and department heads) at all levels (woreda to bureau level) of jurisdictions were asked to give their view on the importance of documentation of registered unemployment. Their response on this issue has discussed as below.

- They believed that documentation can facilitate the labor market in supplying labor for manufacturing and service industries and job opportunities for job seekers.
- It plays a significant role in supplying appropriate data on labor market for beneficiaries.
- It has its own significances for policy makers to make informed decisions in policy formulation regarding unemployment reduction.
- Facilitating proper deployment for job seekers; consultation; and trainings on skills that enhance their employability;
- Can minimize cost for processing post for vacancy announcement on different Medias, selection and recruiting for employment.
- Can minimize challenges faced in facilitating labor market for employees and employers.
- It enables to know how much the number of employees and how much unemployed person existed in the labor market.

However, this research does not find any enabling situations and factors to support all the above benefits, at least in its present institutions and practices. Among other things, documentation of registering

unemployment is not appropriately organized and not easily accessible for beneficiary cannot allow realizing the above listed benefits. Now a day's both jobs seekers and potential employers are not utilizing the service to best of their benefit.

7.9 Problems Encountered During Registration Process

To identify problems encountered during registration process, senior experts and department head from Micro and Small Enterprise development office, Labor and Social Affairs, Women and Children's Affairs office, Youth and Sports office were interviewed and their response was as follow:-

- Employers prefer newspapers and other advertising mechanisms and also private brooking agency's rather than using central unemployment registry i.e. registry used by labor and social affairs.
- Unable to coordinate plan and reaching consensus among stakeholders i.e. labor and social affairs and micro and small enterprises development office in registering unemployment and creating job opportunities for graduates.
- Lack of coordination in awareness creation among stakeholders. When Public Service & Human Resource development office publicized vacancy for employment and registering applicants does not request unemployment identification card, this undermines the significance for registering in unemployment by Labour's and Social Affairs office. The same is true for Micro and Small Enterprise Development office as it doesn't request unemployment identification card when it mobilized for employment opportunities for graduates. Thus it is imperative to stress and recommend civil service and micro and small enterprises offices to develop a means of effective communication that helps timely information on unemployment related issues.
- Labour's & Social Affairs Office and Micro & Small Enterprise Development office do not start one stop registering service jointly. The MSE office alone registers and organizes unemployed job seekers starting early July without passing the formal registration process jointly. Due to this variation of data occurs.
- Unable to registered job seekers who have no residential identity card as one of the requirement to be registered is woreda residential identification card for individual who lived in a rental house getting residential identification is not an easy task. In addition, limitation to identify between employed and unemployed;
- Lack of pre-identification on the kind of job they want to deploy in, on the side of job seekers;
- Lack of proper attendance of the trainings given to unemployed job seekers or disruption & focusing on daily income only.
- Participation of unauthorized institutions on registration activities in the form of campaign;
- Limitation of capacity, improper or weak structure and lack of necessary materials; and
- Cost implication to conduct door-to-door registration.

8. Findings

A) In Relation to Micro and Small Enterprises Development Office:

- 1) There is a complaint that the format for registration is not in alignment with the actual work of micro and small enterprises. It includes professions, which cannot be threatening within the responsibility and framework of micro and small enterprises. For example, the form in Labour's and social affairs applied ILO standard and includes some professions like medicine, which cannot be entertained, or no possibility to give job opportunities at woreda level. Therefore, it is meaningless to register and report such professions.
- 2) Once graduates forming a group and get employed if one group member leaves the group and employed in public sector, there was no follow-up mechanism to solve the problem proactively. Rather the solution has dissolved the business (group) and reorganized as a new one.
- 3) Data on temporary job were not collected and compiled according to the national or urban definition. The definition on temporary job vary based on local context (Sub-city and woreda), data on employment were collected and compiled based on local context and the result on temporary job where in some areas exaggerated and in some areas understated as result of errors in measurement for temporary job varies from contextual meanings.

b) In Relation to Office of Labour and Social Affairs:

- 1) It is observed that the office lacks due updating. For example, in Yeka sub-city woreda 12 and Bole sub-city woreda 07 one can see list of names who have already get employment but not canceled from the registration list. In the above mentioned woredas it is found that some of the names in the list are employed ones. This is, partly the result of absence of proper follow-up on the side of the office, in the sense that it should have obliged the employed to return the identity card and revoked from unemployment registry list.

- 2) Inconsistency of data among woreda and sub-city. What is more, because documents are kept in the hands of individuals' in charge of the work or left the institution it is common to leave even without delivering them to the substitute officers. As a result the new officers claim excuse by arguing they do not have the document.
- 3) Considering registration as an end result and lack of integration & link them with the potential employers and institutions among the Public Service & Human Resource Development office and registry organ to facilitate competition on employment. This makes the reason for individual's not to go and get registered in the concerned office.
- 4) Lack of coordination among registry organ on collecting, processing and disseminating data on unemployment.
- 5) There were problems in documentation of data and reporting registered unemployment from woreda to sub-city was inconsistency with the registered data at one stop center in woreda.
- 6) It is observed that once registered as unemployed those who have got jobs latter are not canceled from the list timely.

9. Conclusions

In Addis Ababa Administration, the agencies in charge of job seekers registration and documentation are not discharging their institutional responsibilities of organizing and maintaining complete data. That being the case, however, the one window service delivery system put in place is providing better and closer services to customers. Hence, it is much more necessary for concerned government agencies, which in one way or another are directly or indirectly involved in the registration of job seekers registration to cooperate, coordinate their activities, and discharge their respective responsibilities. In this regard, it is commendable for these institutions closely work with the Bureau of Labour and Social Affairs.

Due to lack of systematic data recording which is commonly an experience in woreda, sub-city as well as the city administration, the data is maintained under the custodianship individuals. For these reason individuals do not handover the data as other assets to their offices whenever they leave. Thus, the findings of the study indicate that new employees often face serious problem. In general, the double size of the employment opportunity created by MSEs when compared with the figures of the registered unemployed of the Bureau of Labour and Social Affairs is one of the indicators of the inconsistently of the recording of the registration process.

10. Recommendations/Suggestions

Based on the analysis and discussions done so far, the proposed solutions for the problems and challenges have been summarized as follows: 1) It is necessary to establish a system to carry out an identification card for the job seekers while the employment process is going on, 2) The one stop registration system that is launched in the Addis Ababa city administration shall be replicated or applied in the regional states in a similar fashion, 3) To integrate and harmonize the coordination of the registration system, the concerned relevant agencies shall designate their respective representative in the one-stop registration center, 4) The woreda labour and social affairs offices shall carry out employment opportunities audit on quarterly and uniformly basis, 5) There shall be clear and uniform definition on temporary job and a proper institution or agency needs to follow up activities accordingly, 6) An information exchange network that can be backed or endorsed by an online service and a sound data basis should be started on unemployment registration at woreda level, 7) Both the Micro and Small Enterprise Development Agency and Bureau of Labour and Social Affairs shall jointly plan to meet the needs of job seekers in registering & creating job, 8) The city administration shall build the capacity of the relevant agencies, which are directly and indirectly involved in the task of registration. 9) There should be clear definition on temporary job and a proper institution or agency needs to follow up activities accordingly. 10) There shall be a clear and scientific study at national level to address or explore a concrete solution for the problems related to meet the unemployed to employ of job assignment.

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