

ACTION DOCUMENT

THE EUROPEAN UNION EMERGENCY TRUST FUND FOR STABILITY AND ADDRESSING THE ROOT CAUSES OF IRREGULAR MIGRATION AND DISPLACED PERSONS IN AFRICA

Action Document for the implementation of the Horn of Africa Window
T05-EUTF-HOA-ET-52

1. IDENTIFICATION

Title	Sustainable Reintegration support to Ethiopian returnees from Europe.
Total costs	Total estimated cost: EUR 15,150,000 Total amount to be drawn from the EU Trust Fund: EUR 15,150,000
Method of implementation	Implementation modalities: <ul style="list-style-type: none">▪ Direct award of a grant implemented by the Administration for Refugees and Returnees Affairs (ARRA)▪ Service contract for evaluation and audit
DAC Code	150

2. RATIONALE AND CONTEXT

2.1. Summary of the action and its objectives

The issue of migration and reintegration is becoming a priority for the Government of Ethiopia (GoE). With the increase in migration flows from Ethiopia over the past decade, return and reintegration is becoming an increasing salient issue with many Ethiopian nationals coming back to Ethiopia. Research shows that returnees to Ethiopia are often in situations of vulnerability and need assistance to fully reintegrate back into society; however and despite the fact that the Government acknowledges the need of using an integrated approach that takes into account the various factors impacting on an individual's reintegration including economic, socio-cultural and psychosocial factors across individual, community and structural dimension, Ethiopia is currently grappling to provide comprehensive reintegration services to refugees due to: (1) the lack of a national reintegration framework/structure that drives and guides national reintegration efforts; (2) the high cost of comprehensive and holistic reintegration support which includes not only economic reintegration but also its psychosocial dimensions; and (3) limited human, financial and material resources of organisations in charge of the provision of reintegration support at national, regional and local levels.

This action aims to support the Government of Ethiopia and particularly the Administration for Refugees and Returnees Affairs (ARRA), established under the National Intelligence and Security Services (NISS), to provide comprehensive reintegration support to Ethiopians returning from Europe, as well as to assist ARRA and relevant stakeholders to build their capacities to implement their mandate on reintegration as well as to initiate the development of a national Reintegration operational management system.

The **overall objective** of the action is **to support the sustainable reintegration of Ethiopian citizens returning from Europe** and ultimately contribute to the development of a National Reintegration Operational Management System for Ethiopia.

The **specific objectives** of the action are:

- 1) Facilitated sustainable economic, social and psychosocial individual and community-based reintegration of Ethiopian returnees in communities of return; and
- 2) Enhanced organisational and technical capacity of ARRA and relevant stakeholders to implement their mandate on reintegration, and to initiate the establishment of sustainable reintegration mechanisms/frameworks in the country.

The **intervention logic** is that enhancing the capacities of ARRA and relevant stakeholders to provide sustainable reintegration support to returnees from Europe will not only empower and protect individuals by providing them with the necessary tools and assistance for their reinsertion into the society, but will also support in the long term the creation of reintegration national mechanisms and the coordination among key stakeholders with the aim at improving and standardizing reintegration support for all Ethiopian returnees.

The **geographical scope** of the actions is all regions of Ethiopia with a focus on those regions that are likely to receive more returnees such as Oromia, Amhara, SNNPR, Somali, Tigray and the city administration of Addis Ababa.

This action responds to **EU Trust Fund objectives one** (greater economic and employment opportunities) and **three** (improved migration management in countries of origin and transit). It is also aligned with the Valletta Action Plan. The action also contributes to the implementation of the Commission's Communication from June 2016 on establishing a new Partnership Framework with third countries under the European Agenda on Migration. It further aligns with the 2030 Agenda for Sustainable Development which refers to "the right of migrants to return to their country of citizenship" and the obligations of states "to ensure that their returning nationals are duly received" and their commitment to ensure, including through international cooperation, "safe, orderly and regular migration involving full respect for human rights and the humane treatment of migrants regardless of migration status, of refugees and of displaced persons" (goal 10.7 of the Sustainable Development Goal 10 on migration policies).

2.2. Context

2.2.1. Country/regional context, if applicable

The Horn of Africa is one of the major refugee producing and hosting regions in the world. Protracted conflict and violence and persecution, combined with increasingly harsh climatic conditions, lack of income opportunities and a rapidly growing and increasingly young population, cause people to flee or migrate. Although some migrants and refugees from the Horn of Africa head for Europe, by far the majority of migrants and refugees stay within the region, with Ethiopia, Uganda, Sudan and Kenya hosting the bulk of refugees from inter alia Somalia, Eritrea and South Sudan.

Ethiopia is both a country of destination, transit and origin of migration and is therefore a key partner for the EU in the efforts to secure well-managed migration and refugee flows. With its location in the Horn of Africa, Ethiopia is surrounded by countries characterised by conflict and drought related out-flows of refugees. Large numbers of displaced persons are flowing out of countries such as South Sudan, Somalia, and Eritrea and seek protection and refuge in neighbouring countries, including Ethiopia. Ethiopia currently hosts 883,546 refugees (UNHCR, 30 September 2017) - the second largest refugee population in Africa surpassed only by Uganda. Ethiopia also faces challenges of return, as around 163,000 Ethiopian labour migrants were forcibly returned from the Kingdom of Saudi-Arabia (KSA) in 2013. A new wave of returns of irregular Ethiopian migrants is currently ongoing from KSA with so far more than 100,000 people having returned to Ethiopia since March 2017 (of whom 91,310 have been registered and profiled by IOM), as well as thousands of Ethiopians who have been detained in e.g. Malawi and Tanzania on their way to South Africa.

Ethiopia is the second most populous country in Africa with a population of around 100 million people, yearly population growth of 2,5 per cent (World Bank) and a projected population of around 138 million people in 2030 and growing to 188 million people in 2050 (UN, World Population Prospects, 2015).

Despite economic growth rates of approximately 10 per cent during the last decade, as well as good progress on several of the Millennium Development Goals, unemployment is high (20 per cent) and in particular youth unemployment (40 per cent for the 15-24 age bracket) is a challenge aggravated by demographics with a very young population. An estimated 2.5 million young people enter into the job market every year - a number that the labour market is currently unable to absorb. The economic sector is dominated by agriculture and services, with each accounting for 42.9 per cent and 45.2 per cent of the gross domestic product (GDP) respectively, while industry accounts for 12.4 per cent (MoFED 2013).

In response to the above challenges, Ethiopia has embarked on an ambitious development strategy aimed at achieving lower middle-income status by 2025 as set out in its Growth and Transformation Plan II (GTP II) 2015/16-2019/20. An important part of this plan is to ensure economic development and job creation through an industrialisation strategy, which seeks to diversify the country away from its traditional agricultural base. This involves a focus on developing the manufacturing sector, which today accounts for just over 5 per cent of GDP, and a big push for industrialisation and increased export earnings and import substitution and value addition by establishing a series of industrial and agro-industrial parks.

2.2.2. Sector context: policies and challenges

Ethiopian being at the early stages of economic transformation and with more than two million young Ethiopians entering the labour force every year, ensuring productive employment opportunities for them poses a challenge in both rural and urban areas. As a result, growing numbers of Ethiopians have been looking for job opportunities either in other regions within the country or abroad, through regular and irregular channels. Since 2009, 459,810 regular migrants have left Ethiopia, of whom 94.3% were women domestic workers according to the Ministry of Labour and Social Affairs (MoLSA). The preferred destination of regular migrants is Saudi Arabia (79%), followed by Kuwait (20%) and Dubai (1%).

There is no reliable number of irregular migrants, but the number is estimated to be significantly higher than that of regular migration. With the help of traffickers and smugglers, hundreds of thousands of irregular migrants from Ethiopia follow three main migratory routes: the Northern, Southern and Eastern routes. The Northern route extends through Sudan, Egypt and Libya and other countries in that region. Although Egypt and Libya are final destinations for some migrants, for most they serve as transit countries to reach Europe. Using smugglers to cross borders, most of the migrants who use this route come from Oromia, Amhara and Tigray regional states. Of the three, this route is the most deadly, especially for those who go far north and get trafficked or smuggled by boat from Libya to Lampedusa, Italy and other places in southern Europe. Migrants from Southern Nations, Nationalities and People's region (SNNPR) dominate the Southern route. The migrants cross through Kenya, Tanzania, Zambia and Malawi to South Africa, while some try migrating to North America and Europe from there. Ethiopian migrants also use the Eastern route through Somalia and Djibouti, the Gulf of Aden and Yemen to reach the Middle East, mostly the Kingdom of Saudi Arabia, while some continue their journey to Turkey and Europe.

In Ethiopia, the push factors for migration differ from region to region but the main factors are lack of economic opportunity; peer pressure; social and cultural factors such as early and arranged marriage; natural disasters such as flooding, drought due to climate change; and lack of basic social services.

Due to mass deportation from KSA in 2013/2014 and in 2017, totalling around 270,000 returnees and other returns from different parts of the world, reintegration of returnees in the Ethiopian labour market as well as their reinsertion into their communities and reunification with their families has become a major challenge for the Government of Ethiopia. Although the Government of Ethiopia recognises that reintegration is a key aspect of return migration and that reintegration of returnees should be considered through individual, community and structural dimensions in order to achieve sustainable return and avoid re-migration, to date there is no national comprehensive migratory policy, nor a reintegration policy or national strategy in the country. However, some proclamations recently adopted, and some policy tools are relevant to the reintegration of returnees such as those related to the management of labour migration and protection of migrant workers' rights abroad (Overseas Employment Proclamation No. 923/2016 and Employment Exchanges Services Proclamation No. 629/2009), which include trafficking and smuggling issues, as well as non-migration national policies relevant to return and

reintegration tackling issues such as economic development and youth employment (i.e. Second Growth and Transformation Plan, the Youth Revolving Fund, the National Employment Policy and Strategy (NEPS) (2016) and the MSE Development Policy and Strategy).

Despite having a policy framework relevant to return and reintegration, lack of adequate and comprehensive support and coordination by government and development actors is creating frustration among the returnees and also encouraging re-migration by some of the returnees. Urgent cooperation with the Government of Ethiopia appears particularly relevant in a context where irregular migration is increasing and some returnees are reportedly re-migrating. A national needs assessment of Saudi Arabia returnees conducted by the ILO in 2014 concluded that 57.6% out of the 2039 respondents are considering re-migrating.

With regards to current reintegration actions, most of which are funded by the EU,¹ it is noted that the committees that are established at sub-city and woreda levels to facilitate reintegration lack coordination and fail to meet the expectations of returnees. Further, the reintegration committees appear to struggle with budget shortages, poor capacity and an inability to control illegal brokers. There is thus a need to strengthen these committees at all levels and to make all stakeholders part of the reintegration effort. There is the need for a plan of action that clearly sets out the specific roles and responsibilities of each stakeholder and put in place a system for sustainable reintegration. It is against the abovementioned backdrop and rational that ARRA is determined in the implementation of this action. ARRA strongly believes that this action will contribute to the ultimate goal of bringing reintegration into the national migration agenda in Ethiopia in the long term.

2.3. Lessons learnt

With a mandate to receive and assist refugees, the Administration for Refugees and Returnees Affairs (ARRA) assumes higher responsibilities in managing and coordinating the refugee programme in Ethiopia as a directorate of the formerly Security, Immigration and Refugee Affairs Authority and currently the National Intelligence and Security Service, the latter enshrined as the "Authority" by the Refugee Proclamation No. 409/2004 which Ethiopia enacted in 2004. As the government counterpart of UNHCR, ARRA continues to play a leading role in the overall refugee management operations in the country and has already established a strong partnership and very successful relations with over 60 partners in the country including governmental, non-governmental and UN agencies and the international community at large. It is now closely working with these partners aiming to ensure better delivery of protection and assistance for refugees. ARRA has also a long-established experience of voluntarily repatriation of refugees from Ethiopian to various countries of origin.

On reintegration, ARRA has been implementing a five year (from 2012 to 2017) programme for community assistance for Ethiopians voluntarily returning from Norway to Ethiopia which was funded by the Government of the Kingdom of Norway. From this project, which facilitated the voluntary return of Ethiopian citizens from Norway to Ethiopia by providing a grant and

¹ The Support to the Reintegration of Returnees and to the Management of Labour Migration in Ethiopia (EUR 10 Mio) and Facility on Sustainable and Dignified Return and Reintegration in support of the Khartoum process (EUR 25 Mio)

reintegration support in-kind, the following lessons were learnt: first of all, synergies between short-term return assistance and longer-term interventions is crucial for the sustainability of the action; secondly, beneficiaries need to be well integrated through a phased and well-monitored approach that yields better results; and thirdly, coordination among different stakeholders needs to be enhanced as it is essential to the project from reinforcing existing stakeholders and key structures supporting reintegration processes in Ethiopia.

A number of ongoing projects funded by the EU address the needs of several thousands of Ethiopian returnees mainly from the KSA² and Southern African countries, in terms of economic reintegration, psychosocial support, and community-based support. While no lessons can be drawn from the IOM Reintegration Facility as it just started, the project *Support to the Reintegration of Returnees and to the Management of Labour Migration in Ethiopia* managed by ILO has repeatedly reported the need to build the capacities of and coordinating with those key stakeholders supporting reintegration efforts in the regions through national development policies. In addition to that, the importance of following up, mentor and provide tailor made support to returnees is key to ensure the provision of necessary tools and assistance by the programme and by service providers. Lack of financial resources limits ILO engagement and coordination at federal level, but it should be included in other projects in order to ensure standardization and sustainability of reintegration support in the country.

In order to respond to the aforementioned limitations, this planned action proposes a multi-dimensional and phase-based approach that takes into consideration the various factors impacting on returnees' reintegration, such as economic, social, and psychosocial factors across individual, community, and structural levels. Furthermore, a strong component of monitoring and evaluation for evidence-based action through collaboration among different government bodies, international organisations, and private sector actors at national, regional and district level will allow assessing the success of the activities implemented under this action. All aforementioned actors are essential for facilitating the returnee's sustainable reintegration.

2.4. Complementary actions

This action is complementary to the priorities of the Government of Ethiopia's Growth and Transformation Plan (GTP II) and builds on and complements several ongoing EU funded programmes supporting the reintegration of returnees in Ethiopia such as:

- *The Support to the Reintegration of Returnees and to the Management of Labour Migration in Ethiopia* (EUR 10 Mio –EU contribution)³. Project implemented by the International Labour Organization (ILO) and the Ministry of Labour and Social Affairs (MoLSA). Key actions of this project are: (i) provision of economic and psychosocial reintegration support to more than 7,000 Ethiopians expelled from the Kingdom of Saudi Arabia in 2013; (ii) development of a National Reintegration Package for Ethiopia; and (iii) support regional reintegration government structures in targeted project areas. The proposed action will build on existing activities and will seek synergies between both projects.

² Reintegration of returnees from KSA in 2013 are only funded under the 10th EDF with the ongoing project "*The Support to the Reintegration of Returnees and to the Management of Labour Migration in Ethiopia*".

³ See footnote 2.

- *Facility on Sustainable and Dignified Return and Reintegration in support of the Khartoum process* (EUR 25 Mio –EU contribution). Regional EU Trust Fund funded project implemented by IOM. In Ethiopia, the aim of this action is to facilitate orderly, safe, regular and responsible migration management through the development and implementation of: (i) sustainable return and reintegration policies and processes; (ii) build capacities of main stakeholders; (iii) develop reintegration standard operating procedures; and, (iv) provide sustainable reintegration support to 2,000 returnees and their communities. Currently, the Reintegration Facility is the main tool to support Ethiopian voluntary returns from transit countries and reintegration, including those from Europe. Once both actions are in place, a strong coordination mechanism will be put in place to ensure complementarity between actions and to avoid duplication.
- *Better Migration Management –BMM* (EUR 46 Mio–EU contribution). Regional programme funded by the EUTF and implemented by GIZ and other partners. The aim of this action is to improve migration management in the region, and in particular to curb the trafficking of human beings and the smuggling of migrants within and from the Horn.
- *Stemming Irregular Migration in Northern and Central Ethiopia (SINCE)* (EUR 20 Mio- EU contribution). This EUTF funded project is implemented by the Italian Cooperation with the support from ILO and UNIDO. The main objective of this project is to enhance economic opportunities of potential migrants, returnees and Eritrean refugees.
- The planned *Jobs Compact* (EUR 50 Mio- EU contribution) supported by the EU, EIB, World Bank and DFID - and embedded in one of the nine refugee pledges - brings support to Ethiopia's industrial transformation through the development of three industrial parks that are expected to create 100,000 jobs of which 30,000 will be reserved for refugees.
- Due to the nature of the project and its aim, this action will also seek synergies with the *European Reintegration Network (ERIN) Specific Action Program*. The objectives of both projects are the same and therefore they should support each other. The ERIN is a joint return and reintegration Program that aims to implement sustainable return and reintegration of third country nationals in their country of origin, with further cooperation between ERIN partner institutions. It is funded by the European Asylum, Migration and Integration Fund (AMIF), as well as the eighteen ERIN Partner Countries (i.e. Austria, Australia, Belgium, Denmark, Finland, France, Germany, Greece, Italy, Luxembourg, Malta, the Netherlands, Norway, Romania, Spain, Sweden, Switzerland and the United Kingdom).

2.5. Donor co-ordination

The Anti-trafficking National Committee is chaired by the Prime Minister's Office (PMO) and is composed by 38 organisations, including 17 government institutions, UN agencies, some civil society organisations, religious organisations and media organs. The ATNC has one task force sub-committee dedicated to the issue of reintegration, and it is chaired by the Federal Micro and Small Enterprise Development Agency (FMSEDA). This sub-committee's main role is to facilitate the coordination among stakeholders and sharing good practices. Although ARRA is

not yet part of the reintegration task force⁴, it will submit a request to the PMO to become part of it as per its mandate and in order to inform about the action and get the country's latest reintegration updates. At regional level, the regional Task Forces are chaired by the Presidents of the Regional State.

The EU+ migration coordination meeting, co-chaired by the EUD, is the main migration forum among EU MSs, Switzerland and Norway. Follow ups and updates of the action will also be presented with regards to returns from Europe and the support provided through this action to returnees.

Additionally, the EUD has already set up regular coordination meetings on reintegration, and it is expected that ARRA will take over and will call for six-monthly reintegration information meetings in which main EU implementing partners (i.e. ILO, IOM, ARRA, MoLSA) working on reintegration will have to provide and update of their projects. These meetings will aim at enhancing coordination, building synergies and avoid duplications among existing reintegration programmes.

3. DETAILED DESCRIPTION

3.1. Objectives

The **overall objective** of the action is **to support the sustainable reintegration of Ethiopian returnees from Europe** and ultimately contribute to the development of a National Reintegration Operational Management System for Ethiopia.

The **specific objectives** of the action are:

- 1) Facilitated sustainable economic, social and psychosocial individual and community-based reintegration of Ethiopian returnees in communities of return; and
- 2) Enhanced organisational and technical capacity of ARRA and relevant stakeholders to implement their mandate on reintegration, and to initiate the establishment of sustainable reintegration mechanisms/frameworks in the country.

3.2. Expected results and main activities

The expected results are:

Specific objective 1: Facilitated sustainable economic, social and psychosocial individual and community-based reintegration of Ethiopian returnees in communities of return

Result 1.1: Returnees' received post arrival support

⁴ The members of the reintegration task force are: MSED, Ministry of Health, MoLSA, MoFA, Ministry of Children and Women, CETU, Chamber of Commerce, Ethiopia Orthodox Church, Ethiopia Islamic Affairs, Ethiopia Interreligious Council, Ethiopia Wongelawit Church's. Ethiopia Wongelawit Church's Mekan Jesus, Ethiopia Kalhiwot Church, Ethiopian Catholic Church, IOM, CCRDA, UNICEF and ILO.

Indicative activities:

- Develop and disseminate information booklets regarding post arrival and reintegration support available in Ethiopia.
- Establish a returnees' service desk at the airport.
- Establish/ strengthen and roll out referral mechanisms/systems based on returnees' immediate individual needs assessment at the airport upon arrival, including Unaccompanied Migrant children (UAMs) and victims of trafficking or returnees facing particular vulnerabilities and with specific needs.
- Collaborate with IOM to use the already established Transit Centre to provide post-arrival services, including temporary accommodation, medical services, psycho-social counselling.
- Transportation and provisional accommodation support (for a maximum of five days) is provided to all returnees to go to communities of return.

Result 1.2: Returnees referred to appropriate services as part of the reintegration process and supported through social reintegration activities in their communities of return

Indicative activities:

- Develop returnees profile database and undertake skills mapping to support the design of tailor-made economic reintegration assistance for returnees.
- Develop psychosocial referral mechanisms in the communities of return and provide regular counselling and psychosocial support.
- Support access to basic healthcare, including mental health care.
- Establish a mediating mechanism to manage conflicts that may arise within the returnee family, conflicts over land, or other issues within the community through community based approach.
- Provide back to school support at secondary and university level.
- Set up follow up mechanisms to accompany returnees in their reintegration process.
- Establish fora to promote community dialogue on issues related to existing socio-economic opportunities, safe channels of labour migration, dangers of irregular migration, etc.
- Arrange returnee's storytelling and experience sharing awareness raising activities to the public through TV, radio programmes, print media, and other mechanisms.

Result 1.3: Returnees' self-reliance is enhanced through the creation of economic and employment opportunities in the areas of return

Indicative activities:

- Undertake labour market and value chain assessment, and develop market-driven strategies to ensure that Technical and Vocational Education Trainings (TVETs) are targeted towards labour needs in the labour market.
- Support TVETs to strengthen and expand existing vocational and entrepreneurship programmes to address specific needs of sustainable return and reintegration, including:
(i) revise financial literacy, life skills development and entrepreneurship training

manuals; and (ii) develop standardised short term vocational training manuals based on the local market demand and rapid market assessment.

- Provide Training of Trainers (ToT) among selected TVETs, Micro and Small Enterprise Development Agencies (MSEDA), Bureaus of Labour and Social Affairs (BoLSA), Bureaus of Youth and Sports (BOYS), and Micro Finance Institutions staff on training manuals and business manuals, and support the experts to cascade those training down to returnees.
- In collaboration with the Regional/City Administrations offices: (i) facilitate the referral and enrolment of returnees in their regional TVET bureau; (ii) provide support to returnees for developing their business plans and business (Business Development services- BDS and MSEDA); (iii) facilitate apprenticeships with business owners (private sector); (iv) identify and work with microfinance institutions and community based financial initiatives to establish a saving and credit mechanism for the returnees who start a business; (v) facilitate the linkage with potential employers for returnees who seek wage employment (BoLSAs, BOYS); and establish strong monitoring and follow up/mentorship arrangement to assist with economic reintegration of returnees .
- Reintegration funding support to local development initiatives through community demand driven small-scale infrastructure projects

Specific objective 2: Enhanced organisational and technical capacity of ARRA and relevant stakeholders to implement their mandate on reintegration, and to initiate the establishment of sustainable reintegration mechanisms/frameworks in the country

Result 2.1: Development of reintegration Standard Operating Procedures (SoP) specific to this project and necessary databases to have the same standards/information around the country

Indicative activities:

- Conduct an assessment to collect inputs for drafting the project SoP
- Organize a consultative and validation meeting with relevant stakeholders at different levels to finalise and approve the project's SoP
- Provide technical level training on the SoP for those who will directly be involved in the implementation of reintegration support.
- Bring together the existing returnee registration and assessment, baseline assessment and skill mapping tools from existing and previous service providers (IOM, ILO, WISE and government offices) and work together to harmonise one tool to be used at Addis Ababa, and Regional reintegration centres.
- Collaborate and work jointly with IOM and ILO to use the already established databases for returnee's registration and information management.

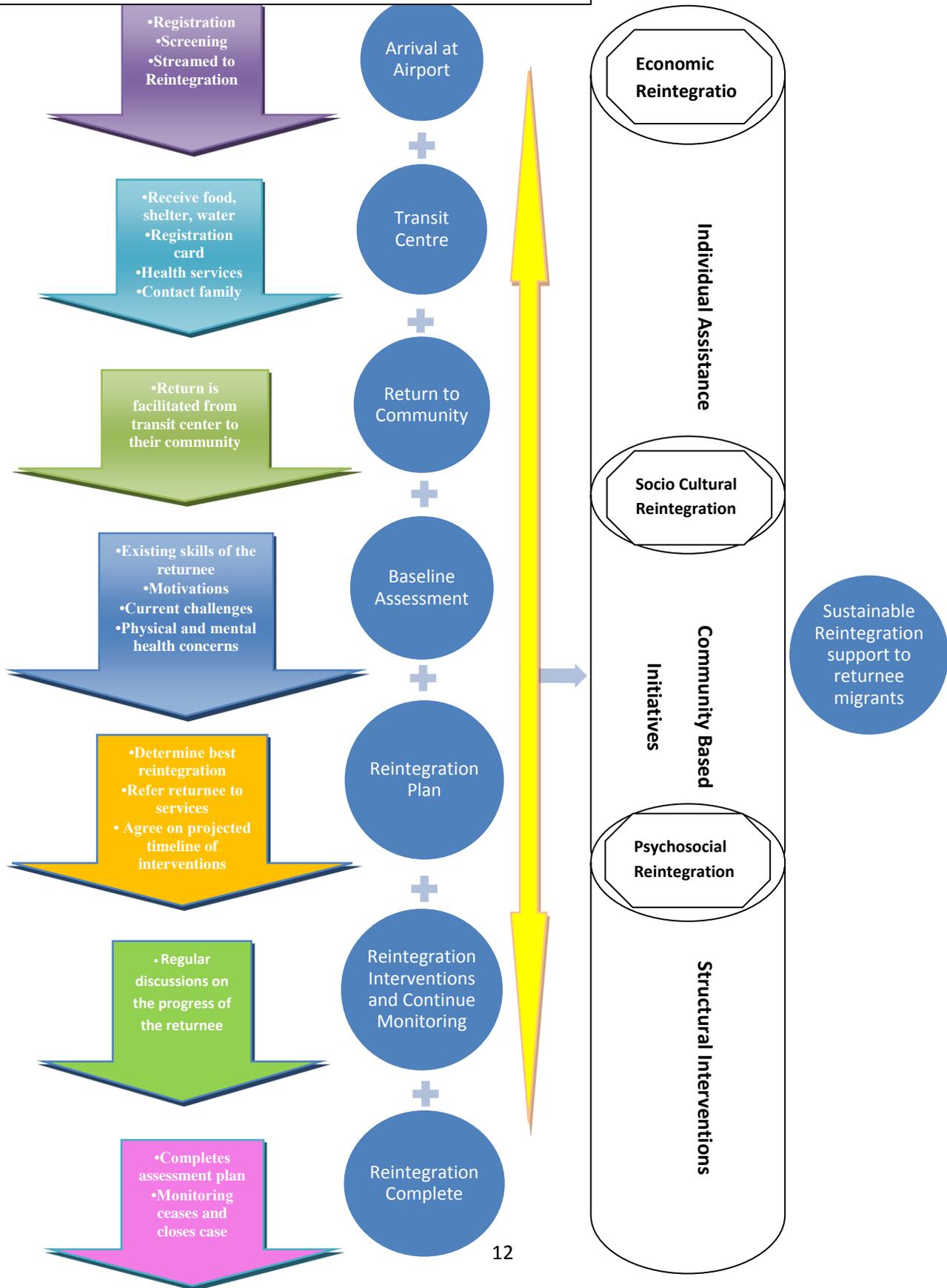
Result 2.2: Increase the capacities of ARRA and relevant stakeholders to implement their mandate on reintegration

Indicative activities:

- Enhance the capacities (technical, material, human) of relevant regional and local government organisations involved in the reintegration process (BoLSA, TVET offices, MSEDAs, etc) to provide guidance and support on reintegration to returnees.
- Build the capacity of relevant regional officers to conduct labour market and value chain assessment, and develop market-driven strategies.
- Establish national, regional and local level coordination mechanisms for managing the reintegration process.

In summary, the action will rely on the following integrated strategic approaches and methodologies for the sustainable reintegration of returnees. A human rights-based approach will be mainstreamed throughout the activities to guarantee an effective and targeted protection of the rights and needs of the beneficiaries.

Figure 1: Strategic Approach and Methodology of the Action, adopted from different sources.



Targeted groups and final beneficiaries

In general, this project intends to directly benefit Ethiopian citizens returning from Europe to Ethiopia, their communities of return and also key government authorities and stakeholders with a clear mandate on reintegration at national, regional and local levels.

3.3. Risks and assumptions

Risk	Level (H/M/L)	Mitigation
Possible tensions between returnees and local communities impeding an integrated approach	M	Need to ensure that community sensitisation and community based interventions benefit the communities of return at large. Reintegration support is offered at community level through job, infrastructure and services' creation. A strict do no harm approach will be ensured through careful analysis of the drivers of tension and their mitigating measures.
Low capacity of regional and local authorities in charge of implementing the action, to understand and engage in the proposed activities	L	Support regional and local authorities with capacity building, technical assistance and joint monitoring exercises.
Misuse of funds by the beneficiaries (spending the money on other purposes which are not in accordance with this project)	L	Avoid direct cash handouts to beneficiaries and put in place strong monitoring mechanisms. Grouping approaches will be advised in addition to installing systematic mechanisms to individual based benefits.
Overlap of activities with other actors/partners already operating on the ground	L	Increase the collaboration of different actors in different donor coordination mechanisms
Forced returnees refusing reintegration support	M	Prior information campaigns shall be done before the returnees' departure. Mechanism will be put in place in order to provide returnees with return and reintegration information booklets prior to their departure from any EU MS.
Overlapping and duplication of efforts	M	Need for a high degree of coordination with other EU and EU Member States activities on reintegration and capacity building in the field of reintegration. ARRR's role in this action and the inclusion of several actors in the Steering Committee can provide a degree of coherence.
State of Emergency declared in February 2018 causes changes in regulation that hinder project implementation and monitoring.	L	The Government of Ethiopia is actively working on the nomination of a new prime minister which should lead to the lifting of the state of emergency. The EU is in constant contact with the Ethiopian government, both in the EU and in Ethiopia to ensure that project implementation will move ahead and monitoring can be ensured in line with the provisions in this Action Document.

The main assumption is that the identification of Ethiopian returnees in Europe is ongoing and that the caseload of returnees is large enough to engage in meaningful community-based activities in the targeted regions.

3.4. Cross-cutting issue

Cross cutting issues, such as gender and human rights will be carefully considered and taken into account throughout the implementation process. Given the nature of the action, the protection of human rights and due process will be an integral part of the activities carried out. Protection of human rights of particularly vulnerable categories of migrants, such as children, unaccompanied minors, disabled persons, victims of trafficking or smuggling and rejected asylum seekers will also need to be particularly considered, along with the required procedural safeguards including the need to undertake best interest determination.

Capacity building. Enhancing the capacity of government authorities at all levels involved with returnees and communities of return is the second components of the action and a cross-cutting issue which goes across components. It is expected to improve the capacity and coordination mechanism of both central and regional/local authorities, e.g. of local and regional authorities needed for the provision of sustainable reintegration support and facilitate peaceful integration in communities of return.

Youth. The rapid population growth is producing significant shifts in the demographic profile of the country. In Ethiopia, 45% of the population is under 15 and 60% is under 25 years old. Vulnerable youth, including young women, face several challenges in accessing livelihood opportunities, thus the risk of being trapped in marginal employment or being pushed into irregular migration. Not only are opportunities for income and wage jobs limited, but many youth also have low levels of literacy and work-relevant skills and limited access to livelihood assets. Interventions in support of productive engagement of youth in market systems - both from returnees and communities of return - are key to the sustainable reintegration and sustainable development of the country.

Gender mainstreaming. Throughout the action, gender equality must be ensured. Gender mainstreaming and female returnees' empowerment should be at the core of the action, and therefore reintegration officers and focal persons working with returnees should be sensitised towards different needs of vulnerable groups and should be able to identify cultural push factors for migrating (such as early and arranged married or FGM) before proposing any type of reintegration activity in the community of origin. Gender indicators will be disaggregated whenever possible. One of the ways to ensure gender mainstreaming is the inclusion of organisations such as Women in Self-Employment (WISE) in the action to provide technical expertise.

In addition to the above mentioned, particular attention will also be paid to people with disabilities and for those returnees with mental health problems. Early identification of returnees' vulnerabilities is key to ensure the wellbeing of the returnee as well as to establish a sustainable and successful national reintegration system in the long term.

3.5. Stakeholders analysis

It is widely accepted that the rehabilitation and reintegration of migrant returnees incorporates psychological, physical, social, and economical aspects across individual, community, and structural dimensions. Sustainable reintegration needs collaboration and cooperation of government institutions, international organisations, non-governmental organisations, returnees and receiving communities. Hence, the action will ensure and follow participatory methods, which will accommodate different stakeholders and seek close partnership with different government institutions at local, woreda, regional and federal levels. Key stakeholders at

different levels include MoFA, Immigration, MSED, MoLSA, TVET, IOM, ILO, MFIs, Agar Ethiopia, Women in Self-Employment (WISE), Good Samaritan and other relevant organisations. The below table summarises the major stakeholders and their potential responsibilities for the success of the Action.

Table 1: Mapping of Key Stakeholders and Major Potential Responsibilities in Reintegration Action

Name of Stakeholder	Current Role of the Stakeholder related with the Action	Stakeholder's Contribution for the Action	Strategy for engaging the Stakeholder
Ministry of Foreign Affairs (MOFA)	Mandated to ensure the relations with institutions of other countries/EU MSs.	1. Facilitates the return of migrants, for example facilitating to obtain a <i>laissez-passer</i> in countries of destination, prior to their return.	1. To be part of the steering committee. 2. Regular meetings and discussions.
Department of Immigration and Nationality Affairs	Register returnees upon return at the airport.	1. Supporting returnees services desk at the airport 2. Facilitating the provision of temporary ID card for returnees upon return at Airport.	1. To be part of the steering committee. 2. Regular meetings and discussions.
Ministry of Labour and Social Affairs (MoLSA) and its regional/city administration counterparts	Oversees the support to reintegration in its different phases, and carries out follow up regarding the work being done at the regional level.	1. Participate in the registration of returnees at regional/local levels through BoLSAs 2. Labour supply and demand linkages, job placement.	1. To be part of the steering committee. 2. Regular meetings and discussions. 3. Experience sharing
Micro and Small Enterprise Development Agency (MSEDA)	Assist and coordinate institutions providing support for the creation of small enterprises.	1. Support the economic reintegration of returnees, through the support for creating micro and small enterprises, referral and enrolment to TVETs, facilitating links with saving and credit schemes with MFIs, etc. 2. Providing a working space or land, as well as facilitate acquisition of a license for the small business to the returnees. 3. Monitor the establishment, process and growth of the returnees business and provide mentorship support. 4. Coordinate and facilitate regional/city administration and woreda/sub city level reintegration committees.	1. To be part of the steering committee. 2. Signing of MOU. 3. Regular meetings and discussions. 4. Experience sharing exercises. 5. Inviting for the training and preparation of livelihood and related manual for the action. 6. Material and technical assistance.
Technical and Vocational Education and Training (TVET)	Overseeing the provision of vocational and technical training,	1. Provide Training for the returnees 2. Mentorship of returnees after completion	1. Signing of MOU. 2. Regular meetings and discussions.

Name of Stakeholder	Current Role of the Stakeholder related with the Action	Stakeholder's Contribution for the Action	Strategy for engaging the Stakeholder
Agency	through the Colleges.	of the training	3. Material and technical assistance.
The Ministry of Youth and Sport (MOYS) and Ministry of Women, Children and Youth Affairs (MWCYA)	Mandate to support job creation and employment for youths.	1. Providing information about existing services and support returnees' access to them (e.g. Youth revolving fund)	1. Regular meetings and discussions. 2. Experience Sharing.
Regional Presidents Office/ Mayors Office	Ensures the coordination among the different actors (GOs and NGOs) involved in the reintegration intervention in their region/City Administration.	1. Guiding the zonal and woreda administration offices, municipalities and sector offices in the implementation of the reintegration Action.	1. Regular meetings and discussions.
ILO	1. Working with the GoE to develop a reintegration strategy. 2. Assist returnees in accessing productive employment and decent work. 3. Reinforce the provision of social support to returnees.	1. Supporting, guiding, capacity building provision to the PMO staffs and other relevant stakeholders. 2. Sharing lessons and best practices including sharing manuals for the reintegration. 3. Sharing returnee registration and profiling database.	1. Regular meetings and discussions. 2. Experience sharing exercises. 3. Inviting for the training and preparation of livelihood and related manual for the Action. 4. Technical assistance. 5. Observer to the steering committee.
IOM	1. Experienced in providing return assistance. 2. One of the first responders to the 'crisis' situation of deportees. 3. Provide emergency assistance including shelter, food and clothing, travel assistance, and medical support.	1. Supporting, guiding, capacity building provision to the PMO staffs and other relevant stakeholders. 2. Sharing lessons and best practices including sharing different kinds of manuals for the reintegration. 3. Sharing returnee registration and profiling database.	1. Regular meetings and discussions. 2. Experience sharing exercises. 3. Inviting for the training and preparation of livelihood, psychosocial and medical related manual for the Action. 4. Requesting technical assistance 5. Observer to the steering committee.
Micro-Finance Institutions (MFIs)	Provide financial services and access to saving and need based loans at the Regional/City	1. Ensures information and provide awareness raising sessions on the opportunities and benefits of saving and credit schemes to	1. Signing of MOU. 2. Regular meetings and discussions. 3. Inviting for the training and preparation

Name of Stakeholder	Current Role of the Stakeholder related with the Action	Stakeholder's Contribution for the Action	Strategy for engaging the Stakeholder
	Administration and local level.	returnees. 2. Integrate returnees business on their saving and credit schemes.	of business management manual for the Action. 4. Requesting technical assistance.
Non-governmental organisations (such as AGAR, Good Samaritan, Women in Self-Employment - WISE)	1. Provide shelter and rehabilitation support to female vulnerable returnees, including victims of trafficking at rehabilitation centres (AGAR and GS) 2. Provides life skill trainings (WISE).	1. Provide technical assistance for the comprehensive support for rehabilitating female returnees (AGAR and GS). 2. Provide technical assistance and share their best experiences on organizing leadership and management skills, self-development, health education, business management trainings for the returnees (WISE).	1. Experience sharing. 2. Workshop preparation. 3. Requesting technical assistance on their expertise.
Returnees and communities of return	1. Beneficiaries of the action. 2. Participating in the awareness raising related with irregular migration and human trafficking, legal migration and prevention of returnees remigration.	1. Actively participate in the design, plan, implementation, monitoring, evaluation and sustainability of the Action. 2. Mobilise the community in the awareness raising activities. 3. Contribute their existing resource (e.g. land and labor) for the sustainable economic reintegration of returnees.	1. Awareness raising campaigns, 2. Community conversation with receiving communities. 3. Share the plan and progress of the different phases of the Action. 4. Joint monitoring visits.

4. IMPLEMENTATION ISSUES

4.1. Financing agreement, if relevant

The signature of a financial agreement is not envisaged.

4.2. Indicative operational implementation period

The period of implementation will be 36 months.

4.3. Implementation components and modules

The programme shall be implemented in accordance with Article 187 FR, 'Union trust funds shall be implemented in accordance with principles of sound financial management, transparency, proportionality, non-discrimination and equal treatment, and in accordance with the specific objectives defined in each constitutive act. The envisaged implementation mode is direct management through a grant contract to the National Intelligence and Security Services (NISS), to be implemented by its department the Administration for Refugees and Returnees Affairs (ARRA). For evaluation and audits directly managed by the EU, service contracts will be tendered. This means that funds will be made available on the basis of a detailed description of the actions to be funded and that an ex-post expenditure verification that will follow the principles detailed in the EU Financial Regulation will be undertaken at regular intervals.

The action is planned to coordinate reintegration of Ethiopian migrants returning from Europe at three levels: 1) within the federal government; 2) liaising and cooperating with IOs, and NGOs at the national level, and 3) within the regional, woreda and local government and linking the national and regional authorities.

At national level, a Steering Committee (SC) composed of MoFA (chair), the Department of Immigration and Nationality Affairs, ARRA, MoLSA, Federal Micro and Small Enterprise Development Agency (FMSEDA), the EU Delegation, and other possible pertinent government institutions and representatives of relevant institutions (such as ILO and IOM as observers) will ensure the joint oversight of the programme and provide strategic guidance. The SC is the decision making body of the action on high level strategic issues, including project objectives, project prioritisation and political support. The SC will also guide the Action taking into account relevant policies, programs and intervention directly or indirectly related with the reintegration of returnee in Ethiopia. The SC will meet six-monthly and amongst its responsibilities will be the endorsement of the action's annual report and annual work-plans.

Under the leadership of the SC, Project Management Office (PMO) specialised in reintegration of Ethiopians returning from Europe will be established within the current mandate of ARRA. It will focus on the activities needed to lead and coordinate the project assessment, planning, implementation, monitoring and reporting, finance and accounting, procurement, human resources administration and other project related tasks. The PMO will also execute its budgetary and performance obligations and at all

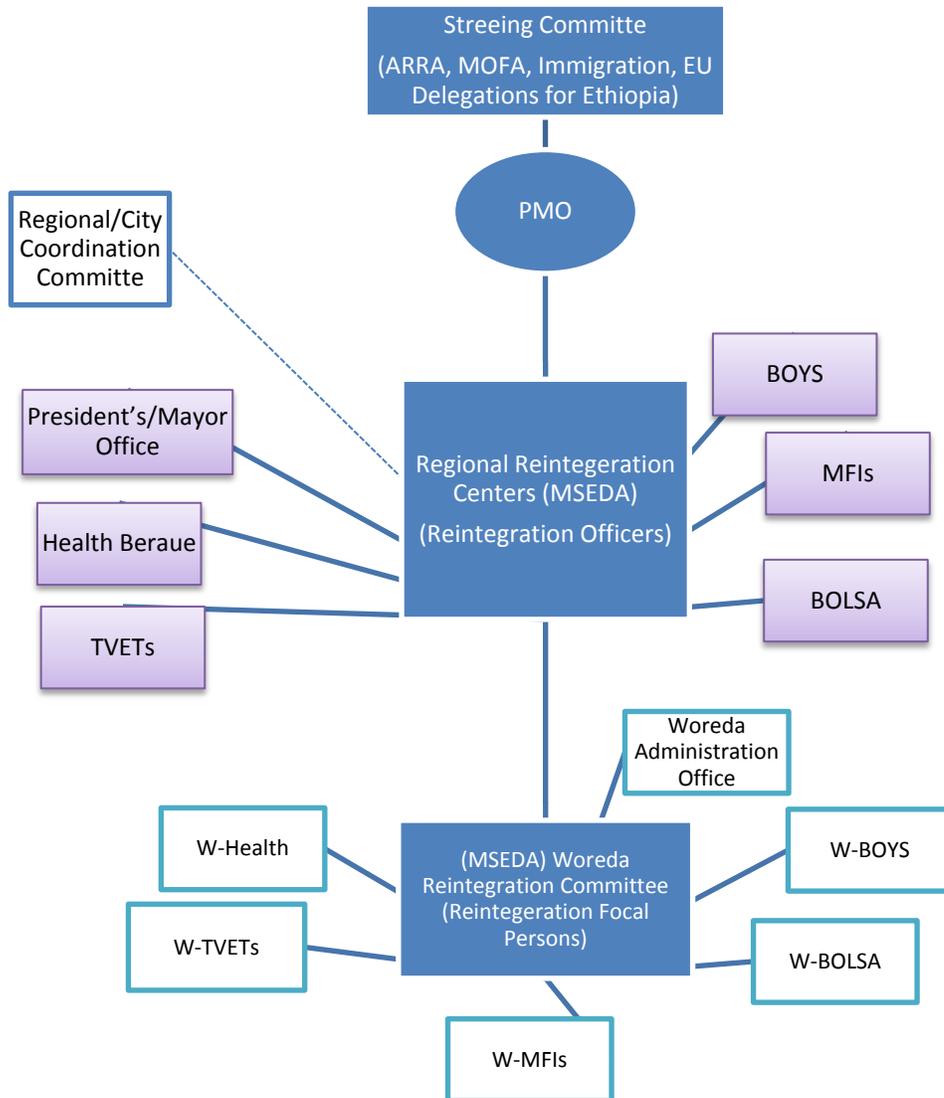
times maintaining the lines of communication and partnership among the EUTF, the implementing partner and EU Delegation to Ethiopia.

To facilitate service delivery, at the regional and City Administrations (the case of Addis Ababa) and Woreda/Sub City levels, the action will establish Reintegration Centres (RCs). The Action will employ 'mobile' regional reintegration officer and focal persons for the selected regions and woredas respectively, whom could be deployed to other regions based on demand. RCs will be integrated into the offices of Micro and Small Enterprise Development Agency (MSEDA) to liaise the PMO and will be charged with coordinating and delivering the reintegration support at their respective level.

Reintegration officers and focal persons will act as case managers for returnees. They will be responsible for developing individual reintegration plans with returnees. Using the data profile of each returnee ensuring full respect of international data protection requirements, regional reintegration officers will play a pivotal role in further assessing the needs of the returnees, orienting them, understanding their individual needs, referring them to appropriate services, and following them up. The greatest level of capacity development and material assistance will be required for reintegration officers and focal persons as they will be mobile and servicing the Kebeles and Woredas in the region so that returnees will receive assistance from properly trained individuals within their communities.

The MSEDA at each Region and Woreda will lead a reintegration committee which will have regular meeting schedule to discuss coordination, exchange information on the action's current activities, progress, challenges facing, and will put ways forward. Regular reporting and feedback will be done in order to ensure strong communication and coordination amongst actors. The actors involved in the regional and Addis Ababa and Woreda and Sub city level reintegration committees may include: BOLSA, BOYS, TVET, Regional Health and Education Services, MFIs, NGOs and IOs operating in the area. The figure below provides an overview of how such a structure would look in a flow chart. It is recognised that additional actors may be involved in reintegration (as deemed necessary) that are not included in this flow chart during the different phases of the action.

Figure 3: Framework of Collaboration among Stakeholders for the Action



4.4. Indicative budget

Component	Amount in EUR
Grant implemented by ARRA ⁵ :	
1. Facilitated sustainable economic, social and psychosocial individual and community-based reintegration of Ethiopian returnees in communities of return; and	9,000,000
2. Enhanced organisational and technical capacity of ARRA and relevant stakeholders to implement their mandate on reintegration, and to initiate the establishment of efficient and effective reintegration mechanisms in the country.	4,000,000
3. Monitoring, evaluation and audit	150,000
4. Communication and visibility	50,000
5. Administrative costs (7%)	1,050,000
6. Contingencies (5%)	750,000
Audit and Evaluation (EU)	150,000
Total	15,150,000

4.5. Monitoring, Evaluation and Audit

Internal monitoring and evaluation of action activities will be done by the Monitoring and Evaluation (M&E) Unit in the PMO. This Unit will ensure that project implementation is monitored regularly and evaluated using a variety of methods, including technical monitoring and capacity-building visits with feedback sessions, focus group discussions with beneficiaries, and general observation. Regular monitoring activities will also be carried out with more focus on the effective and efficient implementation of planned activities within the planned budget and timeframe; and on the ability to produce the output and intended impact necessary to achieve stated project objectives. Immediate measures will be taken where there are conditions to be corrected.

In addition, external monitoring can be conducted by the European Union on activities implemented in this Action, either in the framework of the external Results-oriented Monitoring (ROM) system or through EU-selected external monitors.

Six-monthly action reports will provide an accurate account of implementation, challenges and difficulties encountered, changes introduced, as well as the degree of achievement of results as measured by corresponding indicators, using as reference the log frame matrix. Qualitative data measuring returnees and communities of return satisfaction with the services provided will also be included. The report will be structured in such a way as to allow easy monitoring of the means envisaged and employed and of the budget details for the action. The final report, narrative and financial, will cover the entire implementation period of the action.

⁵ All amounts indicated under section 1, Grant implemented by ARRA are indicative. Final amounts will be indicated in the Annex B of the Grant Contract.

All projects implementing this action will have to integrate the EUTF Monitoring and Learning System - MLS (T05-EUTF-HOA-REG-28) for the reporting of selected output and outcome indicators, as well as to take part in case study exercises and the learning strategy developed by the MLS. The project implementing partners will be requested to provide regular (at least quarterly) data to the MLS in a specific format, which will be introduced during the contract negotiation stage.

The partner implementing this action will at least have to report against a selected number of the EUTF output indicators existing at the present date (see list in annex III). The monitoring of these indicators will therefore have to be included in the projects' M&E systems (in addition to all other indicators existing in the project's logical framework, see annex II). As more output and outcome indicators are being developed by the MLS, the projects might be requested to include additional indicators in the course of implementation of the action.

The EU shall undertake a mid-term and a final evaluation of this action, in which qualitative data on well-being and satisfaction of the target population will be collected as indicated in the action's logframe. Evaluations will be carried out via independent consultants. The mid-term evaluation will be carried out to evaluate progress made and corrective measures to be taken in the concerned components. Evaluation reports will be shared with the relevant authorities and key stakeholders. The implementing partner and the EU shall analyse the conclusions and recommendations of the evaluation and, where appropriate, in agreement with the SC, jointly decide on the follow-up actions to be taken and any adjustments necessary, including, if indicated, the reorientation of the project.

A project internal auditor will be deployed to control the project compliance with EU eligibility criteria, check and confirm that all activities financed through the project have been completed in accordance with the relevant work plans and are on track to achieve the planned results. In addition to the applicable audit requirement foreseen in the grant contract general conditions, the project shall be subject to a mid-term and/or a final external audit contracted and managed by the EU.

4.6. Communication and visibility

Communication and visibility of the EU is a legal obligation for all external actions funded by the EU. This project shall contain EU and EUTF specific communication and visibility measures which shall be based on a specific Communication and Visibility Plan of the Action.

The external/public-facing Akvo on-line reporting platform will be used to communicate and report on this action as well as on all projects implementing this action. It will link directly to the EUTF website.

The Communication and Visibility Manual for European External Actions shall be used to establish the Communication and Visibility Plan and the appropriate contractual obligations.

INDICATIVE LOGFRAME MATRIX OF THE ACTION

Please note that indicators and activities will be further defined during the inception phase. All indicators will be disaggregated by gender and age when possible.

	Intervention logic	Indicators	Sources and means of verification	Assumptions
Overall objective:	The overall objective of the action is to support the sustainable reintegration of Ethiopian returnees from Europe and ultimately contribute to the development of a National Reintegration Operational Management System for Ethiopia.	<input type="checkbox"/> # of National and Regional Reintegration Coordination meetings held per year <input type="checkbox"/> % of relevant stakeholders who perceive that there are enhanced national and regional policies, procedures and programmes regarding protection, return and reintegration of returnees <input type="checkbox"/> % increase of well-being of supported returnees	<input type="checkbox"/> Baseline survey <input type="checkbox"/> Mid-term evaluation and Final Evaluation <input type="checkbox"/> Narrative and financial reports of the Action	<input type="checkbox"/> No major factors of instability in the Country or targeted regions/areas hamper the fulfilment of the results and targets of the action.
Specific objective 1:	<input type="checkbox"/> Facilitated sustainable economic, social and psychosocial individual and community-based reintegration of Ethiopian returnees in communities of return	<input type="checkbox"/> # of returning migrants benefiting from reintegration packages (EUTF) <input type="checkbox"/> % of returnees feel to have achieved economic self-sufficiency, social stability and psychosocial wellbeing	<input type="checkbox"/> Baseline survey <input type="checkbox"/> Mid-term evaluation and Final Evaluation <input type="checkbox"/> Narrative and financial reports of the Action	<input type="checkbox"/> Data protection and human rights protocols are fully respected. <input type="checkbox"/> Active participation of all the stakeholders <input type="checkbox"/> Proclamations related reintegration of returnee migrants and

				irregular migration don't change
Expected result 1.1	<input type="checkbox"/> Returnees' received post arrival support	<input type="checkbox"/> # Returnees registered at the airport. <input type="checkbox"/> # Returnees referred for specialised care. <input type="checkbox"/> # Returnees supported at the Transit Centre (by type of support). <input type="checkbox"/> # Returnees get transportation assistance to local communities. <input type="checkbox"/> # Of Unaccompanied Migrant Children who get special post arrival assistance (by type of assistance). <input type="checkbox"/> # of returnees that get information before departure	<input type="checkbox"/> Mid-term and final Evaluation <input type="checkbox"/> Narrative and financial reports on the Action implementation <input type="checkbox"/> Monitoring Reports <input type="checkbox"/> Compiled returnees data available (database)	<input type="checkbox"/> No any major factor of instability hampers the returnees' arrival and post arrival assistance. <input type="checkbox"/> Active participation of all the stakeholders
Activities (may include)	<input type="checkbox"/> Develop and disseminate information booklets regarding post arrival and reintegration support available in Ethiopia. <input type="checkbox"/> Establish a returnees' service desk at the airport. <input type="checkbox"/> Establish/ strengthen and roll out referral mechanisms/systems based on returnees' immediate individual needs assessment at the airport upon arrival, including Unaccompanied Migrant children (UAMs) and victims of trafficking or returnees facing particular vulnerabilities and with specific needs. <input type="checkbox"/> Collaborate with IOM or other NGOs to use the already established Transit Centre to provide post-arrival services, including temporary accommodation, medical services, psycho-social counselling. <input type="checkbox"/> Transportation and provisional accommodation support (for a maximum of five days) is provided to all returnees to go to communities of return.			
Expected result 1.2	<input type="checkbox"/> Returnees referred to appropriate services as part of the reintegration process and supported through social reintegration activities in their communities of return	<input type="checkbox"/> % of key stakeholders and communities that believe the support provided to returnees contributed to the development of their respective communities <input type="checkbox"/> # of unaccompanied migrant	<input type="checkbox"/> Mid-term and final Evaluation <input type="checkbox"/> Narrative and financial reports of the Action <input type="checkbox"/> Monitoring Reports	<input type="checkbox"/> The governmental bodies confirm their commitments to facilitate the smooth implementation of the action.

		<p>children who get special reintegration assistance (by type of assistance community and individual)</p> <ul style="list-style-type: none"> <input type="checkbox"/> #of returnees who access to basic health care, including mental health care in communities of return <input type="checkbox"/> # of people participating in community awareness raising activities/community discussions <input type="checkbox"/> # of referral mechanisms in place 	<ul style="list-style-type: none"> <input type="checkbox"/> Data from regional and Woreda MSEDs, TVETs. <input type="checkbox"/> Basic services data <input type="checkbox"/> Signed Agreements and MoUs with service providers <input type="checkbox"/> Compiled returnees' data available (database) <input type="checkbox"/> Approved and signed list of materials distribution document. 	<ul style="list-style-type: none"> <input type="checkbox"/> Communities of return actively participate in the action <input type="checkbox"/> Sizable amount of returnees will be living in same communities/ Kebele
Activities(may include)	<ul style="list-style-type: none"> - Develop returnees profile database and undertake skills mapping to support the design of tailor-made economic reintegration assistance for returnees. - Develop psychosocial referral mechanisms in the communities of return and provide regular counselling and psychosocial support. - Support access to basic healthcare, including mental health care. - Establish a mediating mechanism to manage conflicts that may arise within the returnee family, conflicts over land, or other issues within the community through community based approach. - Provide back to school support at secondary and university level. - Set up follow up mechanisms to accompany returnees in their reintegration process. - Establish fora to promote community dialogue on issues related to existing socio-economic opportunities, safe channels of labour migration, dangers of irregular migration, etc. - Arrange returnee's storytelling and experience sharing awareness raising activities to the public through TV, radio programmes, print media, and other mechanisms. 			

<p style="text-align: center;">Expected result 1.3</p>	<p><input type="checkbox"/> Returnees' self-reliance is enhanced through the creation of economic and employment opportunities in the areas of return.</p>	<p><input type="checkbox"/> % of returnees provided with support (by type of support) that have started their own business and/or got employment.</p> <p><input type="checkbox"/> # of people assisted to develop economic income generating activities (EUTF)</p> <p><input type="checkbox"/> # of returnees benefiting from professional trainings (TVET) and/or skills development and/or business management training (by type of training) (EUTF)</p> <p><input type="checkbox"/> # of returnees who access to Financial Services.</p> <p><input type="checkbox"/> # projects developed by local populations (by region)</p>	<p><input type="checkbox"/> Mid-term and final Evaluation</p> <p><input type="checkbox"/> Narrative and financial reports of the Action</p> <p><input type="checkbox"/> Monitoring Reports</p> <p><input type="checkbox"/> Data from regional and Woreda MSEDOS, TVETs.</p> <p><input type="checkbox"/> Training attendance documents and reports</p> <p><input type="checkbox"/> Signed Agreements and MoUs with service providers</p> <p><input type="checkbox"/> Compiled returnees' data available (database)</p> <p><input type="checkbox"/> Approved and signed list of materials distribution document.</p>	<p><input type="checkbox"/> Stable financial environment at national level to set up business for returnee migrants.</p> <p><input type="checkbox"/> Beneficiaries actively participate on the self-reliance scheme.</p> <p><input type="checkbox"/> The governmental bodies confirm their commitments to facilitate the smooth implementation of the Action.</p> <p><input type="checkbox"/> Sizable amount of returnees will be living in same communities/ Kebele</p>
<p style="text-align: center;">Activities (may include)</p>	<ul style="list-style-type: none"> - Undertake labour market and value chain assessment, and develop market-driven strategies to ensure that Technical and Vocational Education Trainings (TVETs) are targeted towards labour needs in the labour market. - Support TVETs to strengthen and expand existing vocational and entrepreneurship programmes to address specific needs of sustainable return and reintegration, including: (i) revise financial literacy, life skills development and entrepreneurship training manuals; and (ii) develop standardized short term vocational training manuals based on the local market demand and rapid market assessment. - Provide Training of Trainers (ToT) among selected TVETs, Micro and Small Enterprise Development Agencies (MSEDA), Bureaus of Labour and Social Affairs (BoLSA), Bureaus of Youth and Sports (BOYS), and Micro Finance Institutions staff on training manuals and business manuals, and support the experts to cascade those training down to returnees. - In collaboration with the Regional/City Administrations offices: (i) facilitate the referral and enrolment of returnees in their regional TVET bureau; (ii) provide support to returnees for developing their business plans and business (Business Development services- BDS and MSEDA); (iii) facilitate apprenticeships with business owners (private sector); (iv) identify and work with microfinance institutions and community based financial initiatives to establish a saving and credit mechanism for the returnees who start a business; (v) facilitate the linkage with potential employers for returnees who seek wage employment (BoLSAs, BOYS); and establish strong monitoring and follow 			

	<p>up/mentorship arrangement to assist with economic reintegration of returnees .</p> <p>- Reintegration funding support to local development initiatives through community demand driven small-scale infrastructure projects (such as irrigation, road construction, school, health centre, etc.)</p>			
Specific objective 2:	<p>Enhanced organizational and technical capacity of ARRA and relevant stakeholders to implement their mandate on reintegration, and to initiate the establishment of sustainable reintegration mechanisms/frameworks in the country.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> # of regional Reintegration Coordination meetings held per year <input type="checkbox"/> % of relevant stakeholders who perceive that there are enhanced regional services, procedures and programmes regarding reintegration of returnees 	<ul style="list-style-type: none"> <input type="checkbox"/> Mid-term and Final Evaluation <input type="checkbox"/> Narrative and financial reports of the Action <input type="checkbox"/> Monitoring Reports <input type="checkbox"/> Data from national, regional and Woreda Offices <input type="checkbox"/> Coordination meetings attendance sheets and minutes <input type="checkbox"/> Signed Agreements and MoUs with service providers 	<ul style="list-style-type: none"> <input type="checkbox"/> Government of Ethiopia further strengthens its commitment for the establishment better migration and reintegration management in the country.
Expected result 2.1	<ul style="list-style-type: none"> <input type="checkbox"/> Development of reintegration Standard Operating Procedures (SoP) specific to this project and necessary databases to have the same standards/information around the country 	<ul style="list-style-type: none"> <input type="checkbox"/> # SOPs produced and fully implemented in all the regions with returns <input type="checkbox"/> # of people trained in the use of SoPs <input type="checkbox"/> # of relevant stakeholders using properly the SoPs <input type="checkbox"/> SoPs Compliance rate in targeted regions 	<ul style="list-style-type: none"> <input type="checkbox"/> Mid-term and Final Evaluation <input type="checkbox"/> Narrative and financial reports of the Action <input type="checkbox"/> Monitoring Reports <input type="checkbox"/> Reintegration Standard Operating Procedures (SoP) <input type="checkbox"/> SoPs' training reports and attendance lists <input type="checkbox"/> Returnees' registration databases 	<ul style="list-style-type: none"> <input type="checkbox"/> Relevant regional governmental bodies confirm their commitments to facilitate the smooth implementation of the action. <input type="checkbox"/> Provision of relevant support to regional to learn about SoPs and capacities to comply to them

Activities	<ul style="list-style-type: none"> - Conduct an assessment to collect inputs for drafting the project SoP - Organize a consultative and validation meeting with relevant stakeholders at different levels to finalize and approve the project's SoP - Provide technical level training on the SoP for those who will directly be involved in the implementation of reintegration support. - Bring together the existing returnee registration and assessment, baseline assessment and skill mapping tools from existing and previous service providers (IOM, ILO, WISE and government offices) and work together to harmonise one tool to be used at Addis Ababa, and Regional reintegration centres. - Collaborate and work jointly with IOM and ILO to use the already established databases for returnee's registration and information management. 			
Expected result 2.2	<p>Increase the capacities of ARRA and relevant stakeholders to implement their mandate on reintegration</p>	<ul style="list-style-type: none"> <input type="checkbox"/> # of trainings provided <input type="checkbox"/> # timely reports submitted to the donor <input type="checkbox"/> # working documents in place (MoUs, SoPs, etc.) 	<ul style="list-style-type: none"> <input type="checkbox"/> Mid-term and final Evaluation <input type="checkbox"/> Narrative and financial reports of the Action <input type="checkbox"/> Monitoring Reports <input type="checkbox"/> Training attendance documents and reports <input type="checkbox"/> Signed Agreements and MoUs with service providers <input type="checkbox"/> Approved and signed list of materials distribution document. 	<ul style="list-style-type: none"> <input type="checkbox"/> Relevant regional governmental bodies confirm their commitments to facilitate the smooth implementation of the action. <input type="checkbox"/> Provision of relevant support to regional and woreda relevant stakeholders to implement the action
Activities	<ul style="list-style-type: none"> - Activities that enhance the capacities (technical, material, human) of relevant regional and local government organizations involved in the reintegration process (BoLSA, TVET offices, MSEDAs, etc.) to provide guidance and support on reintegration to returnees, i.e. trainings, equipment, etc. - Build the capacity of relevant regional officers to conduct labour market and value chain assessment, and develop market-driven strategies. - Establish national, regional and local level coordination mechanisms for managing the reintegration process. 			