



COLLEGE OF SOCIAL SCIENCES

DEPARTMENT OF GEOGRAPHY AND ENVIRONMENTAL STUDIES

**RURAL –URBAN LINKAGE AND LABOR MARKET IN DEBREMARKOS
TOWN AND ITS HINTERLANDS**

BY:

BELACHEW DEJENIE

ADVISOR:

TEGEGNE G/EGIZABHER (PROFESSOR)

**A THESIS SUBMITTED TO COLLAGE OF SOCIAL SCIENCE PREPERED IN
PARTIAL FULLFILLMENT FOR THE DEGREE OF MASTER OF ART IN
GEOGRAPHY AND ENVIRONMENTAL STUDIES (URBAN AND REGIONAL
DEVELOPMENT PLANNING SPECIALIZATION)**

JUNE, 2021

ADDIS ABABA, ETHIOPIA

DECLARATION

I, the undersigned, declare that the thesis entitled, "*Rural-urban Linkage and Labor Market in Debremarkos Town and its Hinterlands*", is my own original work and has not been presented for any degree in any other university and that all source materials used for the thesis have duly been acknowledged.

Name: Belachew Dejenie

Signature: _____

Place: College of Social Sciences, Department of Geography and Environmental Studies, Addis Ababa University

Date of submission: _____

APPROVAL PAGE
ADDIS ABABA UNIVERSITY
COLLEGE OF SOCIAL SCIENCES

This is to certify that the thesis prepared by Belachew Dejenie entitled, “*Rural-urban Linkage and Labor Market in Debremarkos Town and its Hinterlands*” and submitted in partial fulfillment of the requirements for the Degree of Master of Arts in urban and regional development planning complies with the regulations of the university and meets the accepted standard with respect to the originality and quality.

Approved and Signed by the Board of Examining Committee:

1. Advisor	Signature	Date
_____	_____	_____

2. Internal examiner	Signature	Date
_____	_____	_____

3. External examiner	Signature	Date
_____	_____	_____

Acknowledgements

Above all, I would like to thank the Almighty God and St. Merry for the completion of my study. Next, I must express my endless thanks to my advisor Professor Tegegn G/Egizabher without whom this work would have been worth nothing and for the debt of his professional advices. He has taken the burden of correcting my paper and has lent his precious time to consult me on various problems of my thesis from the inception to its completion.

My heartfelt gratitude also goes to my classmate and friends who have provided me with substantial comments till the completion of my thesis. Equally important, I would like to thank the municipality of Debremarkos town and local officials, key informants and rural Kebele officials who gave me data and showed the right directions to all places found in the research areas. Besides, I must express my heartfelt indebtedness to my host institution Addis Ababa University for its financial supports and to the instructors of the department of Geography and environmental studies who have provided me with valuable advices and lifetime professional lessons and to the librarians for serving me diligently during my stay.

Moreover, I would like to express my heartfelt gratitude to my parents who have devoted greater parts of their lifetime in raising and educating me and for their continuous encouragements throughout all the processes of researching and writing my thesis. Finally, many thanks go to Zeray Halekiros who is a PhD candidate at Addis Ababa University and Dr. Sinkneh for correcting the grammar problems. Both Zeray and Dr. Sinkneh have taught English language and literature for several years at Woldiya and Fiche University respectively.

Table of Contents	page
Acknowledgements.....	I
List of Tables	VI
List of Figures	VII
Abstract.....	VIII
List of Acronyms and Abbreviations	IX
CHAPTER ONE.....	1
Introduction.....	1
1.1. Background of the Study	1
1.2. Statement of the problem	3
1.3. Objectives of the Study	4
1.3.1. General Objective of the Study	4
1.3.2. Specific Objectives	4
1.4 Research Questions.....	5
1.5 Significance of the Study	5
1.6 Scope of the Study	5
1.7 Limitation of the Study	5
1.8 Organization of the Thesis	6
CHAPTER TWO	7
2. Review of Related Literature	7
Introduction.....	7
2.1 Concepts of Rural-Urban Linkages	7
2.1.1 Definitions of Urban and Rural Areas	8
2.1.2 Concepts of Labor Market	8
2.1.3 Structure of Enterprise Sector in Towns	9
2.1.3 .1Types of Enterprise Sector	10

2.1.3 .2 Problems that Enterprises Face	11
2.1.4. Concepts and Importance of Non-Farm Employment in Rural Areas	12
2.1.4. 1Key Importance of Rural Non-Farm Employments	13
2.1.5 Rural- Urban Labor Mobility and Employment.....	14
2.1.6. Impacts of Policies and instution on Rural- Urban Labor Market Linkages.....	15
2.6.1 Impacts of Institutions on Labor Market Linkages	16
2.1.7. Theories Labor-Market	17
2.1.8. Impacting Factors for Rural-Urban Linkage and Labor Market	18
2.2 Empirical Evidences	21
2.2.1 Rural- Urban Linkage and Labor Market in the World	21
2.2.2 Rural-Urban Linkage and Labor Market in Africa	22
2.2.3 Rural-Urban Linkage and Labor Market in Ethiopia	23
2.3 Conceptual Framework.....	25
CHAPTER THREE	26
Research Methodology	26
3.1 Description of the Study Area.....	26
3.1.1 Location	26
3.1.2 Climate and Topography.....	27
3.1.3 Economic Activities.....	27
3.1.4Description of Rural Population, Town Enterprise.....	28
3.2 Research Approach and Research Design	29
3.3 Type and Source of Data.....	29
3.4 Sampling Techniques.....	30
3.6 Procedure of Data Collection.....	31
3.7. Methods of Data Collection.....	32
3.7.1 Data Collection Instrument	32

3.7.2 Survey Questionnaire.....	32
3.7.3 Key Informant Interview.....	32
3.7.4 Field Observations	32
3.7.5 Secondary Data Collection.....	33
3.8. Method of Data Analysis	33
3.9 Validity and Reliability of Data in Research Process.....	33
3.10. Ethical Consideration.....	34
CHAPTER FOUR.....	35
Data Presentation, Analysis and Interpretation.....	35
4.1 Demographic Characteristics of the Sampled Rural Household and Urban Enterprises.....	35
4.1.1 Demographic Characteristics of the Sampled Rural Respondents.....	35
4.1.2 Demographic Characteristics of the Sampled Urban Enterprise Owners	38
4.2 Nature of Agriculture in Selected Rural Households	40
4.3 Rural Wage Employment.....	44
4.4 The Structure of the Enterprise Sector in the Town and Its Employment Linkages with Rural Areas	51
4.4.1. Nature and Background of Business Enterprises	51
Under this section interpret and analyse about the the nature and background of the enterprise. Background is important for any business without background it might be hinder for development.	51
4.4.2 The Business Access to Infrastructure	53
4.4.3 Employment Linkages	53
4.4.4 Factors Enabling and Constraining Enterprise Development	55
4.5 Nature, Type and Importance of Non-farm Activities.....	57
4.6. Rural-urban labor mobility and employment.....	65
4.7 Impact of Policies and Institutions on Labor Market Linkage between Urban and Rural Areas	67
CHAPTER FIVE	69

Summary and Recommendations	69
5.1 Summary	69
5.2 Recommendations	72
References	73
Appendix I	78
Questionnaire for rural households	78
Appendix II	86
Questionnaire for urban enterprises	86
Appendix III	91
Semi structured interview	91
Annex	104

List of Tables

Table3. 1Type of enterprises and number of each enterprise	28
Table3. 2Sample size determination	31
Table 4. 1Sex Distribution of the Respondents by Kebele	35
Table 4. 2Frequency and Percentage of the Sampled Rural Respondents by Religion, Marital Status and Educational Levels	37
Table 4. 3Frequency and Percentage by Family size of the Rural Respondents and Occupation of Household of the Respondents.....	38
Table 4. 4Frequency and Percentage by Sex and Age.....	39
Table 4. 5Frequency and Percentage by Education, Type of Enterprise and Duration of Enterprise	39
Table 4. 6Frequency and Percentage by Size of Enterprise and Number of Worker in the Enterprises.....	40
Table 4. 7The Nature of Agriculture in Selected Rural Households	43
Table 4. 8Rural Wage Employment.....	50
Table 4. 9Natures and Background of the Business Enterprises	52
Table 4. 10the Business Access to Infrastructure	53
Table 4. 11Employment Linkages	55
Table 4. 12Factorsenabling Enterprise Development.....	56
Table 4. 13factors constraining enterprise development	57
Table 4. 14Natures, Type and Importance of Non-farm Activities	64
Table 4. 15Rural-Urban Labor Mobility and Employment	65
Table 4. 16 Impact of policies and institutions on labor market linkage between urban and rural areas	68

List of Figures

Figure 2. 1Conceptual frame work of labor market rural-urban linkage.....	25
Figure 3. 1 Location map of the study area.....	26
Figure 3. 2Lists of ketena one hinterland kebeles of Debremarkos town.....	28
Figure 4. 1Frequency and Percentage of the Sampled Rural Household Respondents by age.....	36
Figure 4. 2Source of Livelihoods of the Rural Households	41
Figure 4. 3The mode transportation used for agricultural products in the rural households	42
Figure 4. 4Main Types of Employer.....	44
Figure 4. 5Activities Involved in the Last Year as Wage WorkersActivities.....	45
Figure 4. 6Period of Payment for their Main Wage Employment.....	46
Figure 4. 7Reasons to Migrate for Seasonal Employment	47
Figure 4. 8The Main Problems Faced and Decided to Migrate to that Place	47
Figure 4. 9Information about the living conditions in that place before their migration.....	48
Figure 4. 10The kind of problems have you (they faced just after your (their) migration to that place	49
Figure 4. 11 The Main Reasons for Being Unemployed	50
Figure 4. 12The household and members of the household participation in self-employed non- farm activities.....	58
Figure 4. 13Method of acquiring non-farm Skills	59
Figure 4. 14The Main supplier of the inputs used for the main activity.....	60
Figure 4. 15Main problem faced in undertaking the main activity.....	62

Abstract

The study was conducted in Debremarkos Town and its hinterland. In Ethiopia Town factories and infrastructure are too small and there are a few labor market linkage institution as a result of this employment linkage between rural to urban has weakened. The general objective of the study was to investigate the nature of rural-urban linkage and labor market in Debremarkos Town and its hinterlands. It mainly focused on investigating employment linkages between rural households and town enterprises. This study employed a cross-sectional survey design. On the other hand, the study used multistage sampling techniques to select the target population. Additionally, the study employed both qualitative and quantitative methods to collect the data. To obtain quantitative data, the study used structured questionnaires whereas qualitative data were obtained through field observation, document review and semi-structured interview. Moreover, the study used both primary and secondary data sources. The data was analyzed by using descriptive statistics such as frequency, percentage, minimum, maximum, mean and standard deviation. In addition to this, the researcher used interview and analyzed thematically. According to the findings of the study, the rural workers and urban enterprise faced different problems such as shortage of capital or income, infrastructure, working areas, lack of training and skills. The results of the study indicated that the rural non-farm activity in the study areas were small. In terms of the transactions of agricultural and livestock products, the study found out that there was a strong market linkages between Debermarkos Town and the surrounding hinterlands. The study also examined that employees from the rural areas had no skills required for the business. Furthermore, most of the factories and enterprise owners hired people who are their close relatives and intimate friends rather than hiring them on the basis of their skills. Accordingly, the researcher attempted to recommend that stakeholders and concerned bodies should create conducive working environments and organize skill training opportunities for rural households so as to create smooth employment linkages with town enterprises. In addition, rural household should work on the rural non-farm employments and rural wage employment to reduce unemployment rates. Furthermore, the researcher recommends that it is better to promote irrigation systems so as to increase and improve agricultural outputs and keep the rural households at their usual places of residence. To sum up, stakeholders, investors and concerned bodies should build additional factories in the future in order to create more job opportunities and to strengthen employment linkages with rural households and particularly the institution workers and social affair office should take into account these problems and give skill-based training for rural households and urban dwellers.

Keywords: Rural-Urban Linkage, Labor Market, Urban Enterprises, Debremarkos Town

List of Acronyms and Abbreviations

CSA	Central Statistical Agency
FAO	Food Agricultural Organization
FDRE	Federal Democratic Republic of Ethiopia
FGD	Focus Group Discussion
GDP	Growth Domestic Product
ILO	International Labor Organization
KM	Kilo Meter
LED	Local Economic Development
MM	Mile Meters
OECD	Organization for Economic Cooperation and Development
RNFE	Rural Non-farm Employment
RULS	Rural-Urban Linkages
RUML	Rural-urban Market Linkage
RWE	Rural Wage Employment
SMEs	Small and Medium Enterprises
SPSS	Statistical Package for Social Science
SSA	Sub -Sahara African

CHAPTER ONE

Introduction

1.1. Background of the Study

Rural-urban linkage has sectorial concept. This sectorial concept focuses on more narrowly for the interactions between different economic sectors such as agriculture, industry and services. These can include agricultural production's backward linkages (the manufacturing of inputs) and its forward linkages (processing, transport, and distribution) (Tacoli & Agergaard, 2017).

Having the above definition in mind, rural-urban linkage has a multi-faceted role in poverty reduction and livelihood improvement by enhancing productive and interdependent exchanges within the assumptions of the spatial and sectorial agents of the rural-urban linkage mentioned above. Hence, according to (Walo, 2016), rural-urban linkage plays an important role in poverty reduction. To illustrate this point in simpler terms, local rural and urban areas are often interconnected through flow of people, goods and services, resources, employments and market information and this makes rural-urban linkages essential for poverty reduction and LED.

Rural-urban linkage in the world were weak due inadequate infrastructure and corruption. It is necessary investing in connective infrastructure and services, while building capacity for inclusive and functional territories linking urban –rural communities and important for development, economy, and social and environment in the world (Bartke et al., 2020).

Rural-urban linkage has a great importance in enhancing interdependent exchanges by nurturing social and economic life of both rural and urban residents of African people. To that end, movements of people, goods and services, information and money transfers can be enhanced by creating interdependent and fruitful rural-urban linkages and thus the outcome becomes a vital tool for livelihood diversifications. Hence, so long as cities cannot survive without reliable supplies of food, natural resources and industrial crops, rural economic development relies on urban markets. Related to that, agricultural trade has to back up both rural and urban population by fulfilling urban food demands and by creating income generating opportunities for rural population (Akther, 2017).

Moreover, rural-urban linkages are crucial components of economic growth in essentially contributing to poverty reduction by enabling households and individuals to expand their income-generating opportunities and related activities (Adebayo, 2005).

As can be understood from this, hence, labor markets and rural-urban linkages promote creation of additional and improved farmhouses and non-agricultural activities. Besides, town enterprise sector can create numerous employment opportunities for rural youth through linkage once rural-urban linkages that reduce transaction costs of food supply are proven. Thus, additional employments for rural youth can be generated in aggregation, processing, distribution, trade and rural services (FAO, 2017).

Therefore, taking the above significances of rural-urban linkage into account, the issues of enhancing rural non-farm employment opportunities and urban enterprises are relevant to minimize unemployment rate and to reduce poverty. The nature of rural-urban linkage and labor market interms of labor market in Ethiopia particularly in Debremarkos Town is very weak. This is due to several factors among this a few number of factories and enterprises, inadequate infrastructure, corruption, lack of skill and knowledge. Furthermore, the town enterprises are not in position to absorb many labors from rural area.

Hence, the current study is an important endeavor in providing some solutions on how to create employment opportunities for rural landless people and urban jobless people by enhancing interdependent and productive rural-urban linkages. To be specific, this study mainly focused on urban enterprises and rural households in Debremarkos Town and its hinterlands. Accordingly, the researcher looked into the issues under study from angles regarding employment linkages between urban enterprises and rural people by observing the nature of rural non-farm activities and how the policies and institutions impact labor market linkage between rural and urban areas including labor mobility.

1.2. Statement of the problem

Rural-urban linkages arise from two distinct but reciprocally interrelated geographic units such as rural and urban (Tegegne, 1999). Rural areas have low population density and they are located in areas that do not have access to major urban centers and thus lack easy access to markets and services. This geographical isolation will have great influences on economic activity of rural people by denying thus access to employment, education and other services. However, rural-urban linkages through labor market reduce rural isolation by providing rural people easy accesses to employment opportunities.

In a general logic, labor market has a wide-ranging concept at national and global levels. On the basis of this, labor market may also occur in a specific geographical region where labor finds paying works and employers find agreeable employees and suitable opportunities to determine salary rates. In addition to these, labor market might be include labor demand, labor supply, determination of wages and other related circumstances of employment (Baglioni, 2014).

Ethiopia is an agrarian country about 80 percent of the population live in rural areas whose livelihoods highly depend on agriculture. Accordingly, agriculture has long led the economy of the country to enjoy a lion share of its GDP (Ministry of Finance 2013). Besides, the agricultural sector in Ethiopia is run by small-scale farmers who practice rain-fed mixed farming using traditional technology and low input that results in low output production (Gebre-Selassie & Bekele, 2012).

Nowadays, poor countries like Ethiopia are highly confronted with diverse socio-economic problems such as poverty, resource scarcity, high unemployment rate, harmful cultural practices, illiteracy, high population growth rate and other related issues. As a result of this, in Ethiopia, a number of people who can work continue to grow more quickly than the ability of the economy to accommodate new and additional employment opportunities. Thus, unemployment, predominantly urban unemployment, is one of the critical problems in the country (Federal Urban Development 2005). In light of this, it is imperative to consider rural-urban linkages and labor market as a crucial subject matter since it can significantly improve the living conditions of both rural and urban people by creating employment opportunities and bringing about poverty

reduction. However, the nature of rural and urban linkages and labor market with its multi-faceted socio-economic importance, especially its roles in creating employment opportunities and poverty reduction, has not been adequately studied. Previous related studies did not address well the issues of rural -urban labor market linkages. For instance, Berhanu (2016) studied the nature of RULs and its effects on rural livelihood diversification of Adowa town and its surroundings. This researcher found out that production linkages were very weak except the backward production linkage that was reflected mainly in the practices of inputs. Besides, Mihret (2019) recently studied rural-urban linkage and local economic development in Ankasha, Awi Zone. Most importantly, Muluadam (2009) studied the challenges and prospects of rural-urban marketing linkages in Debremarkos Town and its hinterlands but not labor market linkages.

The above shows that there is a knowledge gap in rural-urban labor market linkage in general and in Debremarkos Town and its hinterland in particular. More specifically, the previous studies did not investigate the market linkages between town enterprises and rural households and the employment linkages of non-farm employments in rural and urban areas.

Therefore, this study attempted to fill the gaps mentioned here in the statement of the problem by addressing rural-urban linkages in relation with labor market in Debre Markos Town and its hinterlands.

1.3. Objectives of the Study

1.3.1. General Objective of the Study

The general objective of the study is to investigate the nature of labour market rural-urban linkages in Debremarkos Town and its hinterlands.

1.3.2. Specific Objectives

The specific objectives of the study are to:

- Examine the structure of urban enterprise and its employment linkage with rural areas
- Identify the nature, importance and types of non-farm employment in rural areas
- Examine rural-urban labor mobility and employment opportunities in urban areas
- Assess the policies and institutions which influence labor market linkages between rural and urban areas

1.4 Research Questions

Based on the above objectives, this study attempted to answer the following research questions:

1. What are the factors that affect employment linkage between urban enterprise and rural household?
2. What are the importance and types of non-farm employment in the rural area?
3. How rural labor mobility create job opportunities in the urban area?
4. How do policies and institutions influence labor market linkage between rural and urban areas?

1.5 Significance of the Study

This research may provide substantial knowledge, conceptual insights and frame of references for future researchers who may conduct further studies on various aspects of rural-urban linkage and labor market. Besides, the results of study may help policy-makers and executive bodies who are at various administrative levels by providing them considerable inputs for their policymaking and administrative tasks in enhancing employment in rural and urban areas. Furthermore, the findings of this study may significantly contribute to the literatures and areas of academic interests on rural-urban linkages by highlighting several dimensions of labor market.

1.6 Scope of the Study

This research has its own geographical, conceptual and methodological scope. Geographically, this study was carried out in Debremarkos Town and its hinterland lands. Conceptually, the focus of this research was to see the nature of different type of Town enterprises employment linkage with rural household. Methodologically, a mixed -methods approach was employed.

1.7 Limitation of the Study

The prevalenc of COVID-19 pandemic has hindered the researcher from using Focus Group Discussion. Consequently, the researcher used semi-structured interviews and field observations instead of FGD. Furthermore, the researcher selected only two rural *Kebeles* out of seven *kebeles* within 8 to 10 kilometer radius. Hence, the researcher did not include the whole *Kebeles* found in the study area due to lack of adequate time and financial resources.

1.8 Organization of the Thesis

This study has been organized into five chapters. The first chapter deals with the background of the study, statement of the problem, objectives of the study, research questions, significance of the study, and the scope and limitations of the study. The second chapter incorporates the review of related literature that includes theoretical, conceptual and empirical frameworks that are relevant to the topic and purpose of the study. The third chapter deals with the description of the study area and methodology. The fourth chapter deals with data analysis and interpretations and the fifth chapter with the conclusion and recommendations.

CHAPTER TWO

2. Review of Related Literature

Introduction

This chapter deals with review of related literature that incorporates overviews of current knowledge, theories and methods that are relevant to the current researcher's area of interest. Conducting the given literature review was very important for the researcher since it enabled him to understand well about the subject matter of the research topic and develop specific theoretical and empirical frameworks that in turn helped him to identify the existing research gaps and appropriate research methods.

2.1 Concepts of Rural-Urban Linkages

Rural-urban linkages can be conceptualized as multi-faceted linkages across space such as flows of people, goods and services, money, information, wastes and as linkages between major sectors such as agriculture, service and manufacturing sectors. In a broader sense, rural-urban linkages also contain rural activities taking place in urban centers such as urban activities that are often categorized as urban manufacturing and service sectors taking place in rural settlements (Eppler et al., 2015). In a wider sense, rural-urban linkages are common movements of persons, goods and services, facilities, cash and environmental services between urban and rural areas. In a narrower logic considering being further fruitful, rural-urban relationships are mutual and repetitive movements of people, good and services, money and environmental services between particular rural and urban sites. As a result of those flows, such relationships to a great amount become mutually dependent and thus establish socio-spatial arrangements that we call lands with an independent socially-constructed place (Berdegue et al., 2014).

To be specific, rural-urban linkages are spatial flows of interconnections within local economies between these two types of areas at household level. These flows involve backward and forward linkages between agricultural production and service sectors like inputs from production and processing of agricultural raw materials. To put it another way, rural-urban relations include linked natural resources, agriculture sector, consumer flows, socio-economic interdependence, infrastructure and health sector, incentives and gender growth (Walo, 2016).

In general, it can be understood that rural-urban relations are mutually dependent and linked by a variety of flows such as flows of people, money, commodities, technology and information. These flows can take on various forms within the framework of rural free enterprise. Flows of people between urban and rural areas may include seasonal workers employed by agricultural undertakings. Rents raised by rural entrepreneurs who sell their products outside their areas can be considered as capital flows. And goods flows can be products and services developed and manufactured in rural locations but delivered in urban areas (Davoudi & Stead, 2002).

2.1.1 Definitions of Urban and Rural Areas

In the different countries, the term urban is defined in different ways using different criteria. For example, regarding the indigenous town of San Pablo Huitzo, they classify an area as an urban in which at least population of 5,500 resides (McGranahan & Satterthwaite, 2014). In the Ethiopian context, in one hand, an urban area is defined by the national census as all settlements with a population of at least 2000 people settled in a particular area. The other criteria are that urban areas are governed by municipality and major economic activities should be non-agricultural activities (FDRE, 2011). On the other hand, rural areas have low population densities that are located in a region that does not contain major urban centers missing markets and services (McGranahan & Satterthwaite, 2014).

2.1.2 Concepts of Labor Market

Labor market, as a confrontation between supply and demand of labor in a given time frame and geographic area, is usually accomplished by employment market with a specific employ agreement. To make it clearer, a labour or worker refers to a person who exerts his/her activity based on an employment contract in a community or private organization or institution and a receipt in an interchange of a fee. In one hand, in labor market, companies do not only act like buyers but also as bidder within regard to payments or wages and working conditions. On the other hand, individuals act as sellers who render available their skills, knowledge and practices to firms (Serena, 2016).

Apart from that, labor market works on the principle of competition by which employees appear to be rivals against each other in the observation of procurement or retaining position. In other

words, firms compete to meet their interests and maintain them within companies in which workers are well-organized in developing their activities as a result of which they make incomes. According to (Serena, 2016), labor market is defined as a means of communication through which vendors and purchasers inform each other about what they have, what they need and prices that they ask or propose before finishing transaction. This meaning of labour market has great applicability to labor market.

In short, labor market is a market in which a number of services that correspond to tasks well established in a job description are offered for a price or remuneration (i.e., to exist in the labor market it is necessary for the work to be rewarded). Labor markets or job markets meaning through the communication of laborers and employers. On the topmost of this, job markets are normally geographically delimited; yet the increase of internet has took labor market' in some sectors (Amir, 2019).

2.1.3 Structure of Enterprise Sector in Towns

Many SSA countries face various challenges to form decent employments, partly to sizeable connection gaps between rural and urban areas. For the matter that, development of rural-urban relation is approved by lack of access to people income, indigenous creative assets, transport infrastructure, social security and fiscal facilities in rural areas. To that end, it is necessary to facilitate and promote mutualism rural-urban flows of commodities, services, capital and labor, especially along agro-food value chains (Schwebel, 2017).

Moreover, as envisaged from the 2030 Agenda for Sustainable Development, well-functioning urban-rural linkages are indispensable to make decent work for all, increase incomes, reduce rural poverty and move towards a rural transformation. Enterprise sector in urban areas can create multiple employment opportunities for rural youth. Once rural-urban linkages that reduce transactions costs of food supply are established, extra jobs for rural youth may be created in collecting, processing and distributing trade and other service sectors in rural areas. Thus, better rural-urban linkages can play a key role in helping flows of investments, knowledge and skills with significant impacts on both provision and demand for youth labor (Elisenda, 2017).

2.1.3 .1Types of Enterprise Sector

Public Enterprise

Public enterprises bring home dozens of services consisting utilities like telecommunications, electricity, gas supplies, water and sewerage, transport (for example, railways, airlines, shipping services and urban public transport) , monetary facilities (particularly banks and insurance companies) and farming marketing. In fact, Certain countries have government-owned oil companies and tobacco and alcohol companies (Hughets, 2006).

Private Enterprise

Private enterprise sector refers to an institution that has a core strategy and mission to get engaged in profit-seeking activities whether by production of goods, provision of services and/or commercialization. This type of enterprise includes financial institutions and intermediaries, small and medium-sized enterprises (SMEs), individual entrepreneurs, farmers, co-operatives and large corporations, which operate in formal and informal sectors (Heinrich, 2013).

Micro and Small Enterprise Sector

Micro and small enterprises can play important roles in alleviating poverty, building foundations of an expanding private sector and creating decent work for a greater numbers of individuals. Thus, this may create job opportunities through expanding a variety of small and medium-sized enterprises. Small scale enterprise sector as a crucial means for creating new employment opportunities for people. Furthermore, micro and small enterprise have had great contribution to reductions of poverty and unemployment rate by promoting economic development (ILO, 2002).

Small and Mid-size Enterprise (SME)

Small and mid-size enterprises (SMEs) are trades that gain incomes and resources. Small and mid-size enterprises play important roles in bringing economic growth. Hence, a number of large firms considerably employ a vast numbers of people and they are generally entrepreneurial in nature that enables to shape innovation within such types of enterprise and in a society in general. Moreover, small and mid-size enterprises offer employment opportunities for unemployed people and they minimize number of unemployed people by creating job opportunities and helping them reside in their respective living areas and thus they minimize migration. So, small and mid-size enterprises are very important for creating employment opportunities, promoting economic growth and reducing poverty (Daniell, 2019).

2.1.3 .2 Problems that Enterprises Face

According to (Sylvester, 2016), enterprises have several subsequent problems. These problems include lack of technology or lack of security since corporations have to make cyber security as their top priorities as hackers are getting more sophisticated mechanisms with new kinds of malware being developed and deployed on a rent less basis. Another problem is lack of control employee that is becoming more common as remote working and these trends become more prevalent at companies. Thus, a corporate business has to have strict and thorough policies governing employee-owned devices including control of sensitive data and employee training in proper cyber security protocol.

Shortage of Adequate Capital

Shortage of adequate capital could be established without adequate amount of capital. Thus, necessity for capital relies upon characteristics of business and scale of operations. A single trade business will be appropriate if the income requirements are a smaller amount.

Shortage of Raw Materials

The main face that micro and small enterprises, have to contend with are gaining of raw material. Lack of input materials has expected form of absolute scarcity, a poor quality of input resources and expensive high cost. A bulk of micro and small enterprises mostly produce items reliant on local raw materials. Then, there was no severe problem in obtaining required raw materials. However, ever since the rise of medium small-scale factories, manufacturing a lot of refined items, the issue of raw material has arisen as a major face on their manufacture efforts. To be specific, insignificant units that use imported input material challenges for raw material difficult with more severity mainly due to some problems in gaining those inputs material either on account of foreign exchange crisis or some extra reasons. Though, the micro and small enterprises that rely on national resources for raw material requirements face other types of difficulties.

The above mentioned problem is one of the destructive factors in hindering enterprise employment linkages between urban and rural areas. On the top of this problem as hindrance for growth of enterprise, this business or enterprise need available technology, capital and raw

materials as basic necessities. Therefore, every enterprise must fulfill these things otherwise the results will be weak in promoting economic developments and reducing poverty.

2.1.4. Concepts and Importance of Non-Farm Employment in Rural Areas

Different scholars define rural non-farm employment (rural non-farm activity) in different ways. For example, according to (Gordon & Craig, 2001), 'non-farm activity' refers to those activities that are not primary of agriculture or that of forestry or fisheries. Nonetheless, non-farm does comprise trade or processing of agricultural products even if they happen on the farm in the case of micro-processing activities. Hence, non-farm sector encompasses all economic activities except agriculture, livestock, fishing and hunting. Therefore, rural urban employment relies on residential places of workers so that those commute to job in nearby metropolis center being considered as rural workers (Lanjouw, 2001). Rural non-farm economy (RNFE) can be defined as economic activities in rural communities that generate income from sources that are not agricultural.

In relation to that, RNFE is often related with poverty reduction and thus it is important for rural landless people (Ellis, 1998: 9–10). Rural poverty includes near or actual landless people so that poor households must depend on off-farm and non-farm income sources for survival. For example, in Africa, the key factors that contribute to rural poverty are location that do not only reflect such several lacks of accesses to land but location-specific lacks of accesses to an array of services and opportunities namely roads, schools, market services, input supplies, power, non-farm activities that are still considered as severe environmental constraints (Ellis, 1998).

Generally, researches show that household income from RNFE dwarfs rural households' migration income, farm wage income and credit and gifts received. RNFE has grown fast only over the past few decades (Reardon & Timmer, 2007). To be specific, non-farm economy activities include those activities that are not related with farming so as to earn income. The non-agricultural activities in rural areas great significance that creating employment opportunities for people. It's going also prevent the migration of rural people from rural areas to the urban, due to the shortage of job opportunities.

Moreover, rural non-farm activities receive limited resources and engage greater section of workers. Hence, rural industrialization (falling under the classification of non-farming

enterprises) has indirect methods to develop farming industries, too. Additionally, rural non-farm activity are great significances for poverty alleviation, economic growth, rural development, growth of potential sustainability of natural resources, gender and food security (Virtuoso, 2020).

As can be understood from the above explanation, hence, the non-farm activities may absorb excess labor in rural area, assistance farm-based households spread dangers, suggestion further wage activities to enhancement or replace agricultural income, offer income potential during agricultural off-season and supply alternative means to cope with or survive whenever farming activities fail (Marlsanand et al., 2000).

2.1.4. 1Key Importance of Rural Non-Farm Employments New Income Generation

Developing rural non-farm economy is also necessary for new income it generates for rural residents, which successively subsidizes local economy that can advance and improve quality of life of rural residents (Wiggins & Hazell, 2011). Besides, rural non-farm activities encompass a broad variety of activities starting from sectors that have high levels of productivity and measurable effectiveness and that offer higher-scale salaries the range of which extends to the contrary end of the continuum (Reardon, 1997). Furthermore, the extent to which non-farm businesses develop in rural communities also varies for which the scope and span vary widely from small cottage industries to large corporations (Loschet al., 2010).

Improvement of Quality of Life

For smaller rural communities with low or no non-farm activity, there are not any opportunities for leisurely and other community activities given absence of interest and demand. Apart from the issue of demand, non-farm activity in smaller communities is confined to a few contexts because of shortages of equipment and inadequate infrastructures to promote such activities. Thus, rural non-farm employment has played an important role in improving standard of life through developing service sectors and manufacturing industries. In addition, to that, engagement in manufacturing sectors, trade, tourism and other related services have developed new skills and grown household incomes by making non-farm employment more attractive than farming activities do (Berdegue et al.,2000).

2.1.5 Rural- Urban Labor Mobility and Employment

According to (Piacentini, 2010), local labor mobility from rural to urban areas doesn't explain everything. Rather, economic diversification and links with large urban centers determine capacity of rural areas so as to retain population. Hence, the researcher discovered on average that there are not significant population's outflows from rural areas once one controls a production structure of those particular areas. Thus, this justifies further analysis of local labor market place characteristics, compositions, mismatches and adaptabilities that are relevant to human capital retention and for resilience to shocks, within each reasonably region.

Mobility as ways of commuting between rural areas and city centers and migration are both important parts of livelihood strategies. Hence, mobility and migration have always been integral parts of economic development policies. At that matter, seasonal migrant workers working in the urban construction sector and remittances within the intensification of agricultural production in migrants' homes (Thanh, 2008). Additionally, people's movement between rural and town areas is vital for stable and vibrant modern economies. Such mobility is to an oversized extent driven by the seasonal natures of agricultural sector and by the search of rural people for alternate income streams. Hence, transformation of agriculture and other related rural sectors supports emergences of non-farm employment opportunities, many of which are linked to agriculture across agri-food value chains. To this end, the current governments and other development agents must support rural people mobility by improving connectivity across rural-urban continuum, removing rules and regulations that hinder mobility, implementing answers for the transmission and usage of payments and by accepting territory focus models of growth (Paolo, 2018).

Generally speaking, labor or worker mobility may be a geographical and occupational movement of workers. Hence, worker mobility is best determined by shortages of impediments to such mobility. In turn, impediments to mobility are easily divided into two different classes with one being as personal impediments and therefore, the other being as systematic ones. To be specific, while personal impediments include physical location and intellectual ability, systematic impediments include educational opportunities that also incorporate various laws and political contrivances and even barriers or hurdles arising from historical happenstances (Jason, 2011). In legal terms, labor mobility is conducted out on the basis of free movement of workers that gives

every citizen a right to move freely from one member of a society to another member state in order to work and exist in there without discernment in the areas of employment, remuneration and other working conditions (Michele, 2016).

2.1.6. Impacts of Policies and instution on Rural- Urban Labor Market

Linkages

Government Policies

In a broad sense, government policies and regulations affect linkages between urban and rural areas in several ways. A number of government policies during this include interventions like fixed grain prices; determined quantities of grain markets; restricted regional grain movements; and restricted private sector participation in agricultural marketing through issuing of licenses. As a result of this, private traders are not able to exploit potential spatial arbitrage opportunities by moving grain from surplus regions to deficit regions (from rural areas to urban areas). Such government interventions created artificial surpluses and deficits in grain marketing System and ultimately they reduced linkage between rural and town market (Chowdhury et al., 2005).

More recently, governments in many developing countries have boarded on governance reforms like fiscal decentralization. Although decentralization has many institutional advantages, it can have potential disadvantages still. As an example, policy changes may give local and regional governments the authority to create autonomous decisions and to impose tariffs on interregional trade's potentially increasing costs and kill time on transmissions and rising extra fences to trade. In Ethiopia, the import substitution strategy advocates industries to import spare parts and inputs from abroad that will contribute to decrease linkages with local economic as suppliers of raw materials (Tegegn,2005).

Land Tenure Policy

Land tenure policy and land size have some major impacts on rural- urban linkages. The sort of land tenure which banned mobility and diversification on job opportunities has reduced rural-urban linkages. Farmers with small size of land have a limit to produce surplus production for market, and invest and use of agriculture inputs. Farming system that did not encourage inputs will have an inclination of reducing rural-urban linkages (Tegegn, 2005).

2.6.1 Impacts of Institutions on Labor Market Linkages

Financial institutions like banks and credit associations are very low and are considered to be one of the weakest aspects of rural-urban linkages. One of the key impacts of labor market linkage between rural and urban areas is shortage of finance (capital). In other words, due to absence of income, many rural and urban areas drop out trade, non-farm employment and some of the rural peoples suffer from cultivated land due to which they do not participate in non-farm employment because of lack of finance. The same is true for urban areas as far as finance institutions have impacts on people due to whom many jobless people in towns do not try trade and other activities owing to absence of money. Therefore, financial linkages between urban and rural areas are very important impacting factors so as to reduce poverty and develop economic growth (Akkoyunlu, 2015).

Labor Market Institution

Labor market institution can have an effect on minimum pay in several aspects as discussed below. Minimum wage is to set a universal floor but the truth is far much more complicated. In certain countries, the smallest wages can occur for certain groups, like youths or beginners. Some kind of employees can be totally omitted as agrarian and national labor is common instances. Moreover, minimum salary rules are not designed to cover self-employed (unpaid) family workers. Neither do they implement to these nor other classes of informal sector employees. In relation to that, minimum wages are controversial in some ways reflecting Freeman's (1993) "institutionalist-distortionist" divide. In one hand, an institutionalist perspective provides rationale for minimum wage policies to counter exploitation by providing all workers with a "fair" wage and more generally as an anti-poverty policy. This view sees minimum wages both in a rights-based framework (the right to make decent wage) and as a social policy. In the other hand, distortionist perspectives are widely accepted by economists who raise concerns about the unintended consequences of minimum wages.

Impacts on Living standards

Minimum payment has consequences for living standards through its effects on accessibility of employment, especially good jobs as well as on the level and structure of earnings. Impact of minimum wages on earnings is less contentious than its effects on employment levels. Almost all investigates that predict the wage effect find, not amazingly, that formal-sector salary increase

with advanced minimums. As would be anticipated, the positive effect is strongest around the low salary, persisting somewhat above the minimum because wage dependences are kept, but diminishing organized moves additional up the wage delivery (Gindling et al., 2001).

Impacts on Productivity

Effects of minimum wage on productivity are considered by researchers only infrequently. One of the systematic analyses to measure productivity effect was carried out by (Venn, 2007).

2.1.7. Theories Labor-Market

The researcher was used and guided by human capital theory to investigate labor market linkage between rural and different type of enterprise in DebreMarkos Town.

Neoclassical Theories

Individuals who exercise freedom of option is to behave in a rational manner so as to maximize his/her welfare, subject to constraints of income and prices (Amsden, 1980). This assumption of methodological individualism dictates that these models concentrate upon supply side of labor-market behavior. In other words, it is assumed that essence of rational behavior of consumers can be summarized by a limited number of universal economic variables that can be extended across time, space and social groupings. Personal subject of neoclassical study is a timeless, equal, race less and cultureless creature although male, unless otherwise specified which means employer should not see culture race when employ workers.

In short, neoclassical theory assumes that employees with similar abilities and positions and with same characteristics should be remunerated with same wage. Nonetheless, real labor markets produce persisting wage differentials among sectors or firms hiring similar workers for similar positions. (Amsden, 1980).

Human Capital Theories

According to this theory, it is suggested that employers assess abilities of workers depending upon their educational, skills and experience so as to reward them accordingly. Here, the main assumption is that investment on human capital through training and acquisition of skills inevitably leads to development in productivity (Becker, 1964).

Dual Labor-Market Theory

Dual labor market it refers to the idea that an American economy or job market is parted into two major categories namely the Primary Sector and secondary sector. For years, dual labor market has centered on discrimination, poverty, and public welfare. As to neoclassical theories, differences between rewards to different kinds of workers other than those which can be explained by age, schooling and skills tend to be explained in terms of different experiences at work or else discriminations.

Dual labor-market theorists, however, suggest that the problem is not so much as one of ways wage discriminations in which equally qualified workers are paid different wages for the same types of work; rather, a form of job discrimination in which equally qualified workers are not awarded remunerative jobs equally (Ryan, 1981). This is also seen as involving 'reentry' discrimination, implying that certain groups of workers are excluded from certain types of jobs. Therefore, the problem is not unequal pay for equal work but unequal jobs for equally qualified persons. Hence, dual labor-market theorists reject neoclassical notion of market neutrality in the creation of low pay and give overwhelming emphasis to factors on the demand side in explaining the creation of rewards in labor markets.

Besides, labor market segmentation is defined as the historical process whereby political economic forces encourage the division of the labor market into separate submarkets, or segments, distinguished by different labor market characteristics and behavioral rules (Reich et al., 2001).

2.1.8. Impacting Factors for Rural-Urban Linkage and Labor Market Infrastructure

Insufficient infrastructure in least developed countries, like roads and public transport, mean that workers kill time in commuting to and from labor and looking for employment opportunities elsewhere. Less telecommunications systems in specifically mean that employees are disadvantaged of time-saving access to significant information (Mduma & Wobst, 2005). In relation to that, a greater number of jobs higher upon the steps of the occupational ladder are gradually capable of being challenged by developing countries with the adequate skill base and infrastructure. Insufficiencies in these areas lead to loss of efficiency and thus place downward pressure on both earnings and productivity. Poor access to markets, roads, highways, credit and

public transport keep markets, with labor markets, fragmented instead of combined. The average time it takes to travel to the nearest economic center is inversely related to the number of rural households participating in the labor market(Mduma & Wobst, 2005).

The higher the space, the more negative the impact on people who likely join the connection of labor market. Access to markets is an important opportunity for enhancing development of non-farm rural employment and in decreasing the poverty. In Latin America, insufficient infrastructure investment during the 1990s led to a drop in long-term growth by 1 to 3 percentage points(Easterly & Serven, 2003). Poor telecommunications infrastructure clarifies 50 per cent of the difference in export performance between Africa and Asia (ILO, 2001).

Poor Road Infrastructure

Both rural agriculturalists look poor state of farming on market roads as an obstacle to effective marketing of rural and urban produces. This increases cost of shipping products to customers; delays supply and sometimes results in deterioration of food. Therefore, much of what is generated is not transmitted to join urban markets. Many RUML developing countries are plagued by the lack of all types of transportation facilities plus bad roads that discourage personal transportation. Agricultural marketing system's trade links are those routes used by farmers and transporters carrying farmers ' produce. In this situation, the mode of transportation, the duration and time of travel and cost of transportation may impact the efficacy of the marketing linkage. Above all, in developing countries such as Cambodia, about (91 per cent) of rural travel is on foot. Roads are the only means employed in rural areas to improve RUMLs(White, 2005).

Education and Labor Market

Rural youth have less access than urban youth have to quality education and training is important to the job market. Increased access to good quality and relevant education and training assists rural youth to find better jobs along agro-food value chains (FAO, 2017).Individuals who get more education tend to earn higher wages, as a coming back on their investments in human capital. There is a relationship between education and earning ,wage the more educated , better skilled peoples have good earning or wage on the other hand education is factor for wage individual due to less skill they have pay a minimum wage. Better skilled worker gain more income rather than less skilled worker there is a big wage difference between skilled worker and unskilled worker(Heckmanetal., 2008).

Some of the effects of education on labor market may include lack of professional training; Professional training instead is more emphasized on the labor market, so that youngsters who do not intend to follow higher education can learn techniques that could be useful in the labour market. Professional education rise youth employment and rapid technological change. Education is one of the most vital assets a worker can bring to the labor market. Better-educated employees earn on average higher salaries, have better health and suffer less from joblessness. Schooling is also important for growth, as a more educated workforce is better able to deal with new technologies and is more creative. Simply rising educational resources is not adequate to advance quality. Alter to the demand side, involves health policies, more information and conditional money transfers, together with changes in school organization and management, seem to be more effective in encouraging educational success a recent paper by (Hanushe et al., 2011).

Human Capital and Investment Capital

Social capital is serious in determining the quality of countries' labor force. Least developing nations tend to have lesser quality human capital than developed countries. While adult literacy rates in developing nations have enhanced over the last 20 years – the share of the literate working people increased from 70 per cent to 80 per cent in 2000 – the remaining 20 per cent of the illiterate people consists of a significant proportion of females, most of whom are focused in the least developed countries of South and East Asia (UNESCO, 2002).

African countries have been successful in increasing primary school registration, but the drop-out rates have outstripped the rise – children do not stay in school long enough to acquire qualifications(Hussain and Byerlee, 1995).

Quite clearly, the difference in the quality of human capital between the least developed and developed countries has its origins in the quality as well as the quantity of education. Generally, less developed nations are manifested by insufficient levels and poor quality of teaching and lack of knowledge accumulation. Despite rising employment and years of schooling since 1960, around 113 million children of primary school age were not registered in school in the mid-2000s; 94 per cent of these children are from developing Countries (UNESCO, 2002 and UNDP, 2003).

Physical Factor

The conditions of natural environment and resource endowment can also affect the rural-urban Connections. According to (Douglass, 1998).Circumstances of natural environment, such as deforestation leading to constant flooding, may challenge the existence of the town itself, and beyond that they will impact patterns of access and, so, the type of functions supported by the hinterland.

2.2 Empirical Evidences

2.2.1 Rural- Urban Linkage and Labor Market in the World

Rural-urban linkage and labor market is essential for developed and developing countries through linkage it can minimize or reduce poverty develop interaction and solve the problem through integration. It also provide basis for measures that can improve both rural and urban livelihood, environment and facilitate transport network. Built-up areas depend on rural areas to meet their demands for nutrition, water, wood and input materials which are basically products of rural ecosystem services. However the benefit that rural areas gain from urban development, such as market, farm inputs and employment opportunities (Akther, 2017).

As the study of rural-urban linkages in Bangladesh: Emerging Scenario of a secondary town center the results show that a classified trend lower order to higher order has been found concerning the pattern of linkages of rural and urban areas. The linkages mainly follow an out direction rural to town with little backward linkages urban to rural. The design of linkages are unfair by some sort of influences these are structural change in economy privatization and structural change in occupation expanded livelihood and improving transport network, social services and social network as well. Data of for the study were collected both primary and secondary sources. The Analyzed data have been obtainable by maps, tables, charts and graphs by appropriate techniques.

The strong side of this research is that the researcher shows the linkage between rural and urban by collected primary and secondary data. The weakness side of the research is the methodologies the researcher does not see well the relationship and the factor.

Labor Market in the World

(Turrini, 2002) studied on international trade and labor market in Geneva Switzerland. The researcher try to assess the issues labor market and international trade and concerning the legal status of any country, territory, city or area, or of its authorities. The results arising from prevailing research and suggest some directions for refining our understanding of the links between international trade and the job market.

The researcher concluded that the relationship between trade integration and labor market outcomes has been at the center of a lively debate among experts and policy makers in recent years and is also the source of a number of concerns about the effects of globalization.

Liberalizing developing countries fear that trade Liberalization may result in job losses in import- competing sectors. Governments and the labor movements in industrialized countries are concerned about a possible link between rising import penetration from developing countries and growing labor-market inequalities. A better understanding of the links between trade integration and the performance of labor markets is crucial for the implementation of sound policy responses to the generalized trend towards falling demand for unskilled labor(Turrini, 2002).

2.2.2 Rural-Urban Linkage and Labor Market in Africa

Numerous RUL studies in Africa focused only on a single town and its hinterland. (Adebayo, 2005)has studied the role of enhancing positive RUL approach to sustainable development and employment generation in southern Africa. The result reveals that diverse countries in the region have put in place policies that are sought to have an influence on the development of both the urban and rural areas. Therefore, some policies have been more effective to shape the nature of RULs. For instance, it was identified that the small and micro-enterprises policy in the Republic of South Africa (RSA) offers the basis to understand the complex interaction between urban and rural areas. Finally, Adebayo concluded that the role of communication and information technology is central to enhance RULs in the region(Adebayo, 2005).

(Mbella & Fonjong, 2018).Studied on challenges to effective rural-urban linkages in Meme partition of Cameroon the researcher has been employed primary data collected through questionnaires administered by using the stratified random sampling technique between urban

and rural inhabitants in Meme. Data have been examined quantitatively using Statistical Package for Social Sciences (SPSS). Findings showed that the rural and urban areas in Meme are socio-economically interdependent. Nonetheless, the lack of adequate urban-rural infrastructures have impacted negatively on the people's access to basic needs and facilities mainly in the surrounding villages as one moves further away from the main town Centre, Kumba.(Nordman & Pasquier-Doumer, 2015). The researcher revealed that family networks have a significant consequence on the dynamics of workers in the labor market and that this effect differs relying on the type of change and the careful dimension of the particular network.

2.2.3 Rural-Urban Linkage and Labor Market in Ethiopia

Rural-urban linkage and labor market in Ethiopia studies limited the research is conducted in few areas which means is not studied all regions. Among few studies (Berhane, 2016). Studied on rural-urban linkage: its nature and effects rural livelihood diversification in Adwa town and its surroundings. The result shows that the production linkages were very weak except for the backward production linkage which was returned mainly in the use of inputs. The forward production linkage was almost lost in the study area since none of the households sold their agricultural produce to farming processing florars.

The researcher has been used FGD and field observation were the principal methods used to select the primary data. Quantitatively,

Statistical tools such as Chi-square, ANOVA and regression were employed. This researcher focused on livelihood diversification, types of linkage, factor of RULS and implication RUL.

(Ejigu,2011). Studied on rural-urban linkages and their implications on livelihood Diversification of households the case of Sebet a town and its hinterland in West shewa zone of oromiya regional state. The researcher has found that farmers in the rural kebeles are not market oriented as a result agricultural output did not satisfy the demand of the urban residents in Sebeta. The main products brought to the town are teff, wheat and pulses.

The research employed cross-sectional survey design and used multi-stage sampling techniques to select target population through stratified probability sampling techniques. The data was collected 200 sampled households. In order to collect the data both quantitative and qualitative methods were employed. Regarding qualitative method such as qualitative method FGDs. In the depth interview and direct personal observation. Qualitative method FGDs. in depth-interview, and direct personal observation was employed.

The same is true for rural-urban linkage there is few research studies on labor market there is no well study about labor market among few studies of research are mentioned below:

(Jerusalem, 2016) studied on the linkages between higher education and labor market in Ethiopia with particular focus on the factors influencing employment opportunities of engineering graduates from Addis Ababa and Bahir Dar Universities.

The researcher has been used mixed methods research and the collection of quantitative and qualitative data. The researcher used questionnaires, semi-structured interviews and document analysis, respectively. In order to respond to the research questions raised, analysis was made from the encoded data using EXCEL and SPSS software through SPSS software calculate frequencies ,percentage and also used chi-square tests, independent samples t-Tests, factor analysis, multinomial logistic regression analysis were used .

The finding of the researcher show that the employment status of 2012 engineering graduates of AAU-AAiT and BDU-BiT is found to be too late to the majority in terms of period after graduated; though for those engineering graduates students who are able to protected occupations within 6-months' time, the main employer in the Ethiopian labor market tends were the public institutions, next to private institutions, whereas, the self-employment category remains to be negligible.

Fitsum in 2014 studied on unemployment and labor market in urban Ethiopia: Trends and Current Conditions. The researcher has been used primary and secondary data from primary data interview and review of literature was used. This research has a big methodological gap instead of this it is better to use descriptive statistics such as percentage, mean and frequencies and correlation and regression. Finding shows the problem is compounded by a lower quality of education and skill mismatches thus it calls for specific interventions such as undertaking regular labor market surveys with the aims of helps universities and technical schools to bring into line their education and training programs to the skill requirements of the labor market.

Though few studies has been conducted in global to local level pertaining to rural- urban linkage and labor market, considerably, less attention has given on rural-urban linkage and labor market. Even less attention has been given on the nature of town enterprise employment linkage with rural areas, nature of rural-urban labor mobility and employment and the impact of policies and

institution on labor market linkage between rural and urban areas. With this in mind, the purpose of this study is to address these issues and fill the research gap.

2.3 Conceptual Framework

Conceptual framework is formulated from on the basis of theoretical frame work this conceptual frame work show the factors employment linkage with ruralhousehold and town enterprise

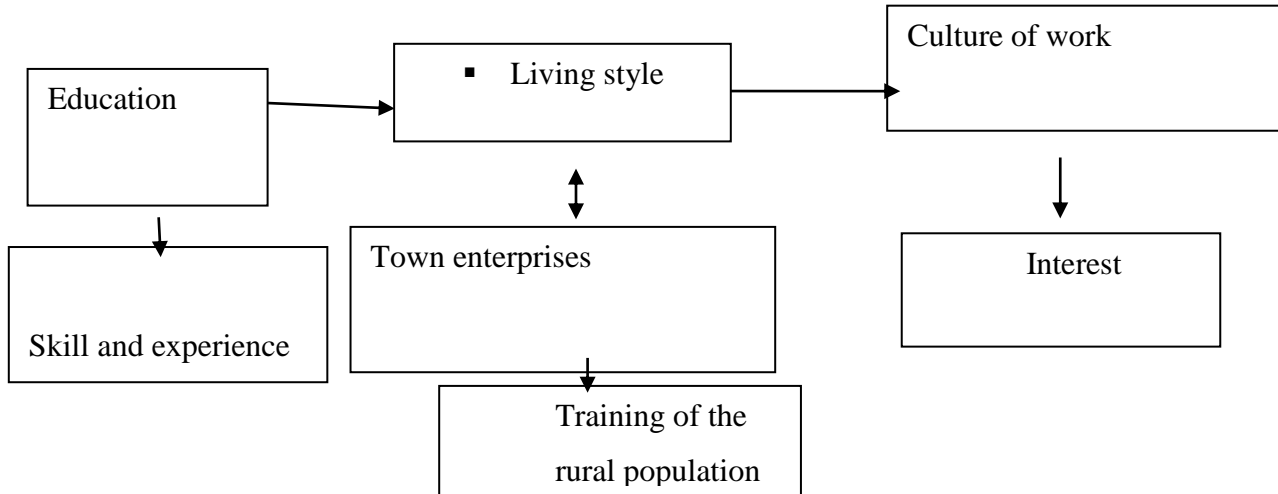


Figure 2. 1 Conceptual frame work of labor market rural-urban linkage.

Source: Researcher own constructs 2020.

Infrastructure

Accessibility of adequate infrastructure like transportation, communication, energy and basic services is a pillar for successful linkage (Brehanu, 2007).

Education and Training

The rural households are not educated due to unable to learn it cannot employee with town enterprise. Training is very important to be employed in town enterprise because if rural people do not get adequate training, they do not know how they work, when it starts and when it ends. (Abdulghani, 2014b).

Livening style and Culture of work

Rural and urban living style is different. Rural people use traditional tools, while urban people use modern tools.

CHAPTER THREE

Research Methodology

3.1 Description of the Study Area

3.1.1 Location

Debre Markos Town is a capital of East Gojam Administrative Zone and is located in the Northwest of the capital Addis Ababa at a distance of 300 km and 265 km away from Bahir Dar, the capital city of Amhara National Regional State. Debre Markos Town covers an area of 61.6 Km². Geographically located between 10°17'00" and 10°21'30" N Latitudes and 37°42'00" to 37°45'30" E longitudes (Administration, 2011). This study was conducted on the rural and urban areas of Debere Markos Town at particular places called Enerata and Wenka as shown in figure 3.1

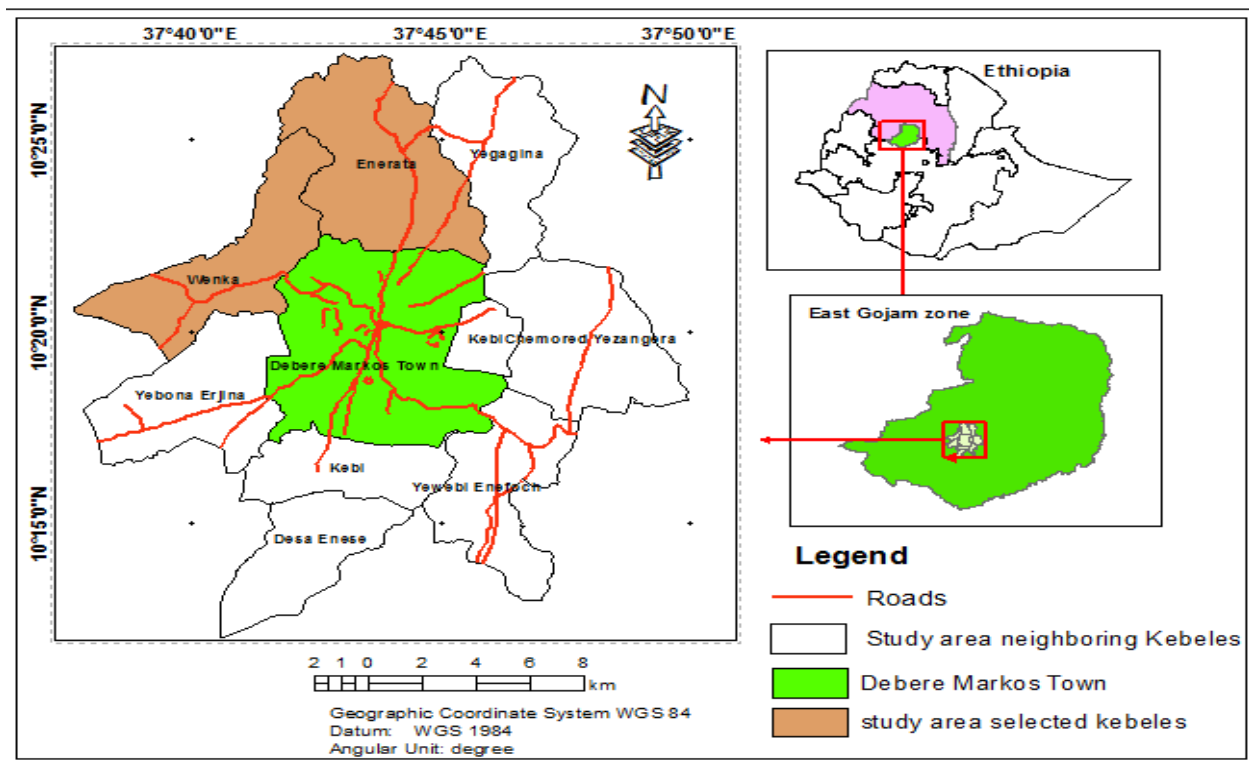


Figure 3. 1 Location map of the study area

Source: (Ethio-GIS, 2014)

3.1.2 Climate and Topography

The elevation of Debre Markos ranges from 2350-2500 meters altitude above sea level. Weather condition of the town is woynadega (temperate climate) which makes it pleasantly suitable for living. The mean annual rain fall is 1308 mm and mean annual temperature 16°C while the maximum and minimum recorded temperature are 24°C and 4°C respectively (Administration, 2011). Topography shows a specific area in detail, which consist everything natural and man-made- hills, valleys, roads and lakes. Debre Markos town is enclosed by hills, swamps, rivers and forests; while the town is facing manmade constraints like illegal settlements and urban rural boundary conflicts (Berehanu, 2016).

3.1.3 Economic Activities

The study was conducted on urban enterprises and rural areas of Debre Markos town and its hinterlands. The populations of the town mainly get engaged in secondary and tertiary economic activity. The rural peoples mainly engage agriculture. The periphery urban residents mainly get engaged in agricultural and commercial activities such as crop trade (for instance 'teff', wheat, honey, etc). Most of the urban residents are civil workers, merchants and others.

The people of Debre Markos and its hinterlands are engaged in employments which have limited returns. These consist of small industry and trade, government employees and urban agriculture activities. Furthermore, females predominantly participate or engage in preparing and selling local 'popular' drinks like 'tella'. A few number of residents are employed in civil services, while the rest are involved in trading, small scale industries (woodwork, metal work etc), handicrafts(like weaving and sewing) and other petty business (Kalikidan, 2007).

3.1.4 Description of Rural Population, Town Enterprise

The study was conducted on two rural kebeles and Debremarkos town. The total rural household population of the two kebeles were 1092 and 1268 in Enerata and Wenka Kebeles respectively.

There are different types of enterprises in Debremarkos town namely small, medium and large enterprise. Table 3.1 below shows the total population of enterprises in the town.

Table 3.1 Type of enterprises and number of each enterprise

No	Type of enterprises	Number of enterprise in the town
1	Small	608
2	Medium	172
3	Large	94
Total		874

Source: Debremarkos Trade Industry and Investment Offices, 2020

3.1.5 Description of Hinterland

Hinterland refers to the adjacent area of a city from where people commute to the city to obtain certain goods and services (Chisholm, 2017).

Debere Markos town is surrounded by Gozam wordea kebeles, traditionally the rural kebeles are classified into five local name Ketenas which was ketena one, ketena two, ketena three, ketena four and ketena five. Among these ketena Debremarkos town was nearer to ketena one kebeles.

These kebeles are listed in the diagram below:

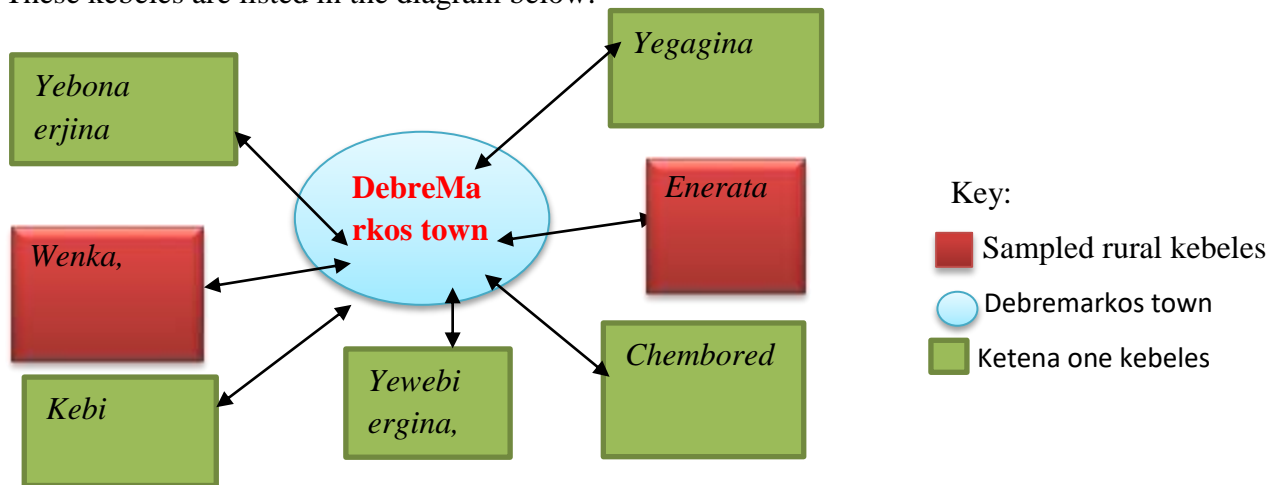


Figure 3. 2 Lists of ketena one hinterland kebeles of Debremarkos town

Source: Gozamin woreda, 2020

Among these seven kebeles, the researcher selected two kebeles as the study sites namely Wenka and Enerata. Both kebeles were selected on the basis of their proximity to Deberemarkos town. These kebeles are located between 8-10 km radiuses.

3.2 Research Approach and Research Design

A mixed research approach was employed for this study. The reasons for using mixed research approach are the particular strength of mixed approach to draw on both qualitative and quantitative research and minimize the limitations of both approaches. The mixed approach also allows to better understand the research problems which requires both quantitative and qualitative information (David, 2018).

For this study, cross-sectional survey design was used. The study mainly focused on the structure of the enterprise sector in the Town and its employment linkages with rural areas: the nature, importance, type and sources of non-farm employment in rural area, rural-urban labor mobility and employment opportunities and policies and institutions that impact on labor market linkages between urban and rural areas. The rationale to selected this design is that possible and appropriate way to investigate the rural -urban linkage and labor market in Debremarkos Town and its hinterlands by collecting relevant data at one point in time (David, 2018). Furthermore, the design helped to see the relationships between rural and urban enterprises in terms of employment linkages. Furthermore, within the mixed method, the reason to use such research design was to find out better research findings and to answer the research problems.

3.3 Type and Source of Data

Data for this study was collected from both primary and secondary sources. Primary data was gathered from Wenka and Enerata rural kebele households. Secondary data was obtained from published and unpublished documents such as books, journals, and internet and review reports.

Moreover, the data was collected from selected kebeles in Debremarkos Town in which small, medium and large enterprises are located. In addition, the data was collected from key informants, town enterprises, government officials and field observation.

3.4 Sampling Techniques

A multistage sampling technique was used to select rural households and urban enterprises.

Selection of Sample Rural Kebeles and Urban Enterprises

In the first stage, two rural kebeles namely Wenka and Enereta kebeles of seven kebeles were selected by purposive sampling techniques. These kebeles, located within 8-10 km radius from Debremarkos town were selected on the basis of their proximity. Proximity to the town or city means that rural farmers located closer to cities/towns can exploit their proximity to urban markets, and hence exhibit stronger linkages; while those far from cities/towns tend to have weak linkages (Tadele, 2019). Proximity is an important factor that affects the nature and intensity of rural urban linkages. In the second stage, rural households from each kebele were selected simple random sampling techniques lottery method. To that end, urban enterprises were classified into different strata of large, medium and small enterprises. Finally, the researcher used systematic sampling to select urban enterprises of large, medium and small enterprises. Furthermore, the researcher sample from each kebele of town enterprises.

The data shows that there are 874 enterprises in the town and 2360 are rural households. It was not possible to collect data from the entire rural population and the whole enterprises in the study sites due to financial and a time constraint. To that end, the researcher selected a few rural *Kebeles* and took sample from small, medium and large urban enterprises. A formula was applied in (Cochran, 1963) in order to calculate and determine the sample size of the study. Hence, the formula was used as a sampling frame as follows:

$$n = \frac{z^2 pq}{e^2}$$

Where:

n=the sample size

z=the value of standard at given confidence level

p=the proportion in the target

q= 1-p

e=statistical significance (acceptable error)

Therefore, the researcher used 95% level of confidence which was 1.96 at significance level 0.05 from the target population number 50 percent was recommended to use. The value of p is 0.5 in which case (n) would be the maximum the sample would yield at least the desired precision. Therefore, the total sampling size of the study was calculated and determined as shown below:

$$n = 1.96^2 (0.5) (1-0.5) = (3.84) (0.5) (0.5) = 384$$

$$0.05^2 \qquad \qquad \qquad 0.0025$$

Table3. 2Sample size determination

No	Sample kebele and enterprise type	Total Number of RH and Enterprises	Sample proportion for each kebeles and for each enterprises
1	Wenka	1092	1092*384/3216=130
2	Enerata	1268	1268*384/3216=151
3	Micro and Small enterprise	608	608*384/3216=73
4	Medium enterprise	172	172*384/3216=21
5	Large enterprise	76	76*384/3216=9
Total	5	3216	384

(Source: Researcher own construct based on field survey data, 2020)

3.6 Procedure of Data Collection

The data was gathered using different data gathering techniques such as structured interview from key-informant and government officials and field observations and reviewing documents and related literatures were data gathering tools used for this study. The survey questionnaire was prepared in English based on the objectives and research questions and later translated into Amharic language so that the respondents could easily understand the items. The data was collected from 384 respondents comprising rural households and urban enterprises. Enumerators were guided by the researcher on how to fill the questionnaire and on how to start the tasks before giving the questionnaire and how to communicate with the participants. Additionally, the researcher supervised the data collectors while in the field and they were four data collector included researcher.

3.7. Methods of Data Collection

3.7.1 Data Collection Instrument

The researcher used structured questionnaires for collecting quantitative data and semi-structured schedule for the qualitative data. Moreover, the researcher used both open-ended questions and close-ended questions. Open-ended questions were used for the interview while closed-ended questions were used for the structured questionnaires.

3.7.2 Survey Questionnaire

The items in the questionnaire were classified into two groups: the first one was demographic and socioeconomic characteristics of the respondents as well as the overall profile of the urban enterprises while the second one was the nature of rural-urban linkage and labor market in Debremarkos Town and its hinterlands: the structure of the enterprise sector in the town and its employment linkage with rural areas, nature, importance and sources of non-farm employment in rural area. rural-urban labor mobility and employment opportunity and the policies and institutions that impact on labor market linkages between rural and urban areas respectively. Moreover, the questionnaire comprised two types of questions such closed-ended and open-ended questions.

3.7.3 Key Informant Interview

The semi-structured interview questions were prepared and used for this study. The open-ended questions were designed to generate adequate information through further discussions on specific issues while the close-ended questions were used to obtain objective answers. The interview guide was used to collect information from key urban stakeholders and rural kebele officials. The researcher selected three owners from each enterprise type such as small, medium, large enterprise. Furthermore, the researcher interviewed with three rural kebele official and household and thus analyzed thematically.

3.7.4 Field Observations

The researcher observed the nature and practice of participants and recorded the results of these observations. For this study, the researcher took pictures of the observations based on the research objectives while conducting direct observations for three consecutive days in the study area using checklists related with the research objectives and research questions (Nayeem, 2017).

Besides, the researcher tried to observe the nature of rural market, lifestyles, major crops grown, livestock rearing, nature and status of urban business enterprises by using prepared checklists. by observation they took image of agricultural mode of transport, road structure and others.

3.7.5 Secondary Data Collection

In order to support the collected primary data, both published and unpublished data sources related to rural-urban linkage and labor market were consulted. Books, published censuses or other statistical data, internet articles and research articles by other researchers (journal) were used as secondary data. Moreover, census reports, statistical abstracts earlier research results; conference proceedings and journal articles were also accessed. Both website and hard copy sources of literatures were also used to collect relevant literature and other documents.

3.8. Method of Data Analysis

The data was analyzed by using descriptive statistics. Data obtained through a questionnaire were coded, organized, and verified, and classified into different categories, and fed into computer software for further processing and statistical analysis as frequencies and percentages. Statistical Package for Social Scientists (SPSS) version 25 software was used to define the variables and enter the coded data into the SPSS program. Descriptive statistics or simple statistical tools such as percentages, frequency, mean, and standard deviation were employed.

The data collected through key informant interviews and field observations was analyzed in words and statements through text or narrative analysis. Similarly, data obtained from documents was analyzed by quoting and reflecting on issues of rural-urban linkage and the labor market. The results were interpreted based on theoretical ideas underpinning the research and research questions.

3.9 Validity and Reliability of Data in Research Process

Research must be valid and research should be factual. Based on fact, the researcher presented the facts in a way that reflected the facts. If the researcher's personal views are not distorted and given a different look, there is nothing he or she cannot do if he or she is to act on the basis of factual information. When it comes to research accuracy, the researcher uses the appropriate research methods to follow the steps outlined above, to gather information from the right audience, and to come to the conclusion that it is not distorted and raises questions for the reader.

A research is supposed to be reliable when the result from the research could be repeated. This was enabled by following the procedures outlined in the research. The researcher followed the research process. The investigator gathered information from key informant, government official, town enterprises and rural households through interviewing, completed questionnaires by presented in the study site, that is Debremarkos Town and in the surrounding rural areas to make the information accurate and reliable (Aweke, 2017).

3.10. Ethical Consideration

Ethical Considerations can be specified as one of the most significant parts of the research. Research members should not be subjected to harm in any ways. Respect for the dignity of the research respondents had to be prioritized. Full agreement should be obtained from the respondents prior to the study (Thornhill, 2012). Accordingly, the researcher ensured freedom by not exposing the participants to risks. Moreover, the researcher should not make use of secreted cameras, microphones, tape-recorders or observers without the respondents' permission.

CHAPTER FOUR

Data Presentation, Analysis and Interpretation

This chapter deals with data presentation, analysis and interpretations of the study that has been organized into three major parts. The first part analyzes and summarizes the background data of the respondents. The second part focuses on the general analysis based on the data collected through the questionnaires, interviews checklist, field observations and documents in a combined manner by assuming that the contents of the questionnaires, interviews, field observation and secondary data had the same objectives. The analysis has been presented using descriptive statistics.

4.1 Demographic Characteristics of the Sampled Rural Household and Urban Enterprises

Under this section, the demographic characteristics of the rural households and the overall profile of enterprise owners are presented. The key variables include sex, age, religion, marital status, education level, family size and occupation of the household heads whereas the demographic variables of the urban enterprise were sex, age, educational level, type of the enterprises, duration of working time in a year, size of the enterprise and number of workers in the enterprises.

4.1.1 Demographic Characteristics of the Sampled Rural Respondents

Table 4. 1 Sex Distribution of the Respondents by Kebele

Kebele Name	Gender of the Respondents					
	Male		Female		Total	
	Freq	%	Ferq	%	Freq	%
Wenka	91	70	39	30	130	100
Enerata	99	65.6	52	34.4	151	100
Total	190	135.6	122	64.4	281	100

(Source: Researcher own survey, 2020)

As the above Table 4.1 indicates, in Wenka Kebele, 91(70%) of the respondents were male out of the total respondents while the rest 39(30%) of respondents were female. In Enrata Kebele, 99(65.6%) of the respondents were male while 52(34.4%) of the respondents were female. Thus males dominate the respondents in both kebelels

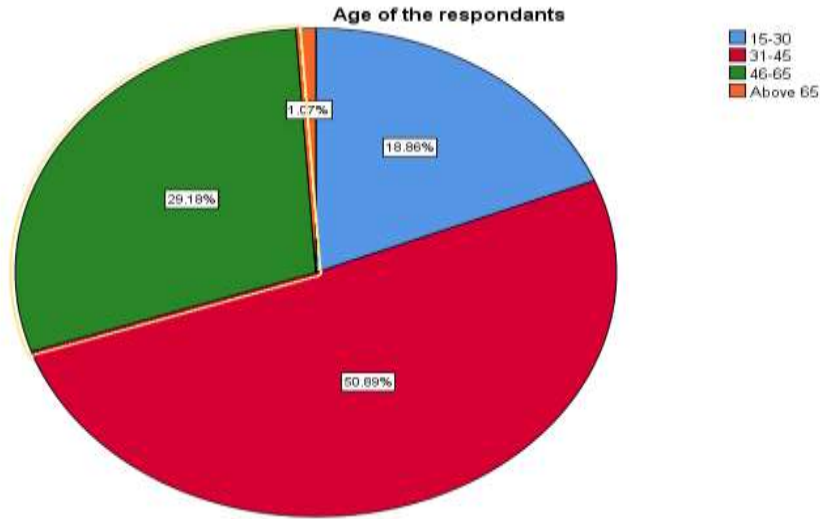


Figure 4. 1Frequency and Percentage of the Sampled Rural Household Respondents by age

Source: Researcher Own Survey, 2020

As shown in the above figure 4.1, 18.9% of respondents were between 15-30 years old, while 50.9% and 29.2% were found in the age category of 31 to 45 and 46-65 respectively. The rest 1.1% of the respondents were above 65 years old. The majority of the respondents laid between 31-45 years old implying that most of the respondents belong to the productive age group.

Apart from that, the religious composition shows that 97.9 % belonged to the Orthodox Christianity followers while 1.1% and 0.7% of them to Islamic and Catholic faiths respectively. Around 0.4% of the respondents had other religious faiths other than the above religion types (see Table 4.2). The marital status of the respondents revealed that the majority (71.5%) of respondents were married while the rest 22.8%, 5.0% and 0.7% were unmarried, widowed and divorced respectively (see Table 4.2). In terms of educational level, 39.5% were illiterate (who cannot read and write) while the rest 33.1%, 17.1%, 8.9% and 1.4% completed grades 1-8, grades 9-12, diploma and degree respectively (see Table 4.2). Thus, the data shows that most of the rural households were not well educated. This might imply that there could be poor employment linkages between the rural households and town enterprises. Education is one of the most vital assets a worker can bring to the labor market. Better-educated employees earn on average higher salaries, had better health and suffered less from joblessness. There are various benefits of having a good educational level such as having a good career, having a good status in

a society, and having self-confidence. All in all, education gives us the chance of having a good career in our life (Abdulghani, 2014a).

The other demographic variables of the sampled rural households were family size and occupation. In terms of family size, 29.9% of the households possessed between 1-2 members while 41.3% and 28.8% of the respondents had 3-4 and more than four children respectively (see Table 4.3). This result indicates that the majority of the respondents (41.3%) had one child or two children. In terms of occupation, 6.4% were traders, 12.8% were daily laborers while 0.4%, 4.6% and 75.8% were civil servants, private workers and farmers respectively (see Table 4.3). This result indicates that the majority (75.8%) got engaged in farming activities. In line with this, Ethiopia's economy mainly depends on agriculture including crops and livestock productions, which contributes 45% to the Gross Domestic Product (GDP), more than 80% to employment opportunities and over 90% to the foreign exchange earnings of the country (Shiterek, 2012).

Table 4. 2Frequency and Percentage of the Sampled Rural Respondents by Religion, Marital Status and Educational Levels

Variables		Frequency	Percent
Religion of the rural household respondents	Orthodox	275	97.9
	Muslim	3	1.1
	Catholic	2	0.7
	Others	1	0.4
	Total	281	100
Marital status of then rural household respondents	Single	64	22.8
	Married	201	71.5
	Divorced	2	0.7
	Windowed	14	5.0
	Total	281	100
Education level of rural	Illiterate	111	39.5
	Grade 1-8	93	33.1
	Grade 9-12	48	17.1

household	Diploma	25	8.9
respondents			1.4
	Degree	4	100
	Total	281	

Source: Researcher own survey, 2020

Table 4. 3Frequency and Percentage by Family size of the Rural Respondents and Occupation of Household of the Respondents

Variables		Frequency	Percent
Family size of the rural respondents	1-2	84	29.9
	3-4	116	41.3
	Above 4	81	28.8
	Total	281	100.0
Occupation of household head of the rural respondents	Merchant	18	6.4
	Daily labor	36	12.8
	Gov.t worker	1	.4
	Private worker	13	4.6
	Farming	213	75.8
	Total	281	100.0

Source: Researcher Own Survey, 2020

4.1.2 Demographic Characteristics of the Sampled Urban Enterprise Owners

The demographic characteristics of the enterprise owners revealed that out of the total respondents, more than half (68.9%) were male; while the rest (31.1%) were female. Therefore, the majority of the sampled enterprise owners were male (see Table 4.4). The age structure of the respondents revealed that the majority (99.1%) are below 65 years old or belonged to the productive age category. More specifically, 16.5%, 28.2% and 54.4% of them are in the age category of 46-65 years old, 31-45 years and 15-30 years respectively while the rest of them (1.0%) were found in the old age category or above 65 years (see Table 4.4).

Table 4. 4Frequency and Percentage by Sex and Age

Variables		Frequency	Percent
Sex of urban respondents	Male	71	68.9
	Female	32	31.1
	Total	103	100.0
Age of urban respondents	15-30	56	54.4
	31-45	29	28.2
	46-65	17	16.5
	Above 65	1	1.0
	Total	103	100.0

Source: Researcher Own Survey, 2020.

Regarding educational levels, 1.0% were illiterate (they could not read and write). The remaining 12.6%, 24.3%, 33.0% and 29.1% of them completed grade 1-8, grade 9-12, diploma and degree respectively (see Table 4.5 below). The data indicates that the majority of the enterprise owners were educated. In terms of the type of enterprises, 83.5% were private enterprises and the rest 16.5% were governmental enterprise respectively (see Table 4.5). With regard to the working duration of the town enterprises, 39.8% of them had worked for only one year, the rest (32.0%, 28.2%) worked 2 up to 4 and more than four years respectively. This shows that most of the town enterprises had recently started (see Table 4.5).

Table 4. 5Frequency and Percentage by Education, Type of Enterprise and Duration of Enterprise

Variables		Frequency	Percent
Education levels of the enterprise respondents	Illiterate	1	1.0
	Grade 1-8	13	12.6
	Grade 8-12	25	24.3
	Diploma	34	33.0
	Degree	30	29.1
	Total	103	100.0
Type of Enterprise	Private	86	83.5
	Gov.t enterprise	14	16.5
	Total	103	100.0
How long has the enterprise worked?	1 year	41	39.8
	2-4 years	33	32.0
	morthan 4 years	29	28.2
	Total	103	100.0

Source: Researcher Own Survey, 2020

Regarding the size of the enterprises, 70.9% of them were micro and small enterprises while the remaining (20.4% and 8.7%) was medium and large enterprise respectively (see Table 4.6). In terms of the number of workers, 84.5% had below twenty workers while the rest (8.7% and 8.7%) had between 20-50 workers and greater than fifty workers respectively. Therefore, the result shows that 84.5% the enterprises in Debere Markos town had below 20 workers in their enterprises. This indicates that the majority of the enterprises had a few workers (see Table 4.6).

Table 4. 6Frequency and Percentage by Size of Enterprise and Number of Worker in the Enterprises

	Micro And Small Enterprise	73	70.9
What is the size of enterprise?	Medium Enterprise	21	20.4
	Large Enterprise	9	8.7
	Total	103	100.0
How many workers are there in your enterprise?	<20	85	82.5
	20-50	9	8.7
	>50	9	8.7
	Total	103	100.0

Source: Researcher own filed survey, 2020

4.2 Nature of Agriculture in Selected Rural Households

Land is a national asset and seen as central to the economic, social and political spheres of the community as well as the overall society. The majority of the youth in Ethiopia live in rural areas where farming has been traditionally the main livelihoods of the people. However, Ethiopia currently faces severe land scarcity particularly in the highlands where population density is high and sizes of the farmlands are very small. As a result, rural framers abandoned their farming careers and searched for other types of livelihoods (Bezu & Holden, 2014)

The data shows that 76.9% of respondents in both kebeles had their own lands while the rest (23.1 %) responded that they had no land. In Wenka kebele, 66.2 % of respondents responded that they had their own lands while the rest 33.8% had no land. In Enerta kebele, 86% of the respondents responded that they had their own land while the rest (13.8%) were landless (see Table 4.7). Regarding the cultivated lands, 54.8% of the respondents' cultivated lands were not

adequate for the families while the rest (22.8%) of the respondents in both kebeles responded that their cultivated lands were adequate for their family. This implies that the majority of them had shortage of land. In general, the respondents responded that the cultivated lands were not adequate for their families. In order to cope with this problem, 43.6% of them reported that they engage in daily labors in town and 38.6% of them in trading activities while 17.8% pursued their livelihoods through selling *Areke* (local liquor) (see Table 4.7).

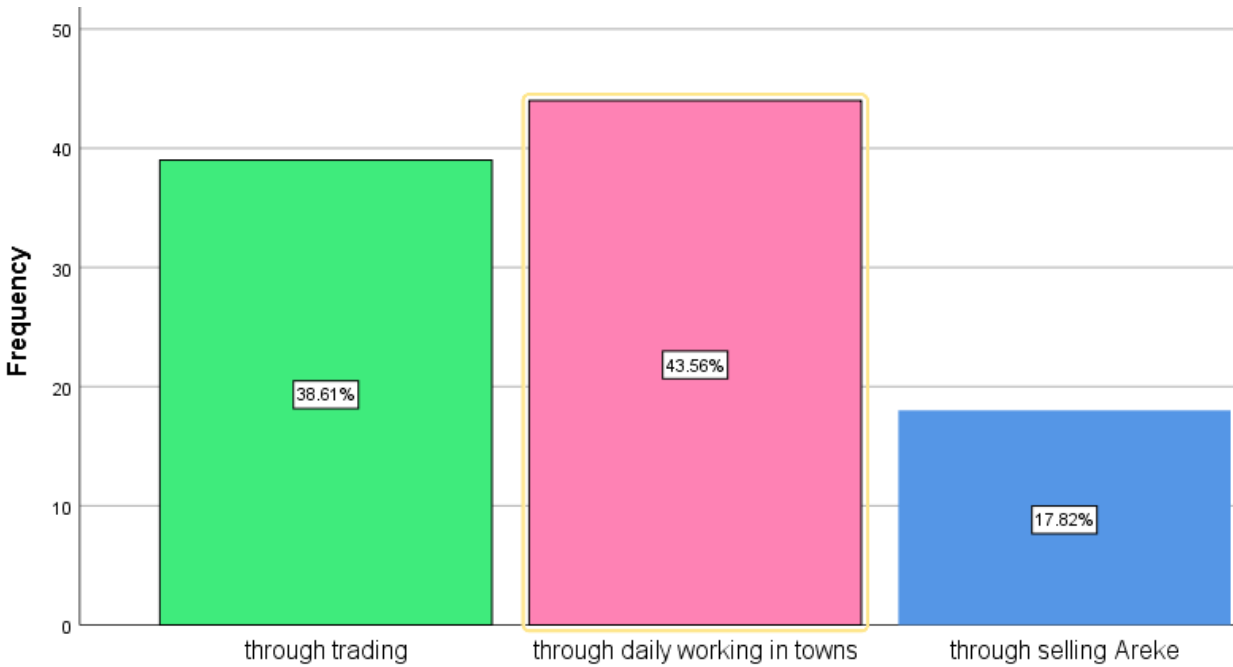


Figure 4. 2Source of Livelihoods of the Rural Households

Source: Researcher Own Survey, 2020

Selling agricultural products is one of the sources of livelihood. The data shows that 53.4% of the respondents reported that they sold agricultural products while the rest 46.6% of respondents did not sell agricultural products. It is thus clear that though a few or more than half of the respondents obtained their livelihoods from the sale of agricultural products, a substantial proportion do not sell their produces. This implies that farmers were not capable of satisfying the demand of the urban people. A similar finding was reported by Mulue's (2009) who mentioned that farming in Ethiopia is a subsistence activity which never satisfies urban peoples' demand (see Table 4.7). In terms of transporting the agricultural products, 50.2% used pack animals while 2.8% of the rural households transport agricultural products through human porter and the rest 0.7% used modern transportations mainly vehicles.

Figure 4.3 below shows farmers transporting agricultural products to Debreremarkos town using pack animals.



Figure 4. 3The mode transportation used for agricultural products in the rural households

Source: researcher own survey, 2020.

Regarding the selling places of the agricultural products, 53.4% of respondents reported that they sold out their agricultural products in Debreremarkos town. The remaining 0.4% of them sold in their own localities and 0.4 % of them sold in their woreda (see Table 4.7). The farmers were asked whether they purchase agricultural products or not and 60% of them responded that they never purchased any agricultural products while 39.9% in both rural kebeles responded that they bought agricultural products. The data shows that 36.3 of the respondents bought from Debreremarkos town while 2.5% bought from their own localities (see annex 1) In terms of livestock possession, 75.1% of respondents revealed they had their own livestock while 24.2% had no livestock (see annex 1). Of those who possess livestock, 55.2% sold livestock while the remaining (20.3%) did not sell their livestock (see annex 1).

Among those who sold their livestock, 58.0% of respondents sold livestock in Debreremarkos town while the rest 1.4% and 0.7% sold livestock in their own localities and in their woredas respectively. This implies that there is a strong market linkage between Debermarkos town and the surrounding hinterlands through buying and selling of livestock.

Rain-fed agriculture is a common feature of the rural economy in the country. Farmers in the hinterlands were asked whether they use water resource for irrigation. Around 11.0% of

respondents irrigated their lands while the rest (85.8%) of respondents did not practice irrigation. Among the farmers irrigating their land, 0.7% had water supply resources for commercials while the rest 9.3 of them had not water supply resources for commercials. Therefore, this implies that out of the total sampled hinterland rural kebeles, a significant number of them had no water supply for commercials (see annex 1).

Table 4. 7The Nature of Agriculture in Selected Rural Households

Variables	Responses	Frequency	Percent
Land ownership	Yes	216	76.9 W (66.2) E(86.1)
	No	65	23.1 W(33.8) E (13.9)
	Total	281	100.0
'Is cultivate land is adequate for families'	Yes	64	22.8
	No	154	54.8
	Total	218	77.6
Selling agricultural products	Yes	150	53.4
	No	131	46.6
	Total	281	100.0
Transport mode of agricultural product to market	Walking	8	2.8
	Through pack animals	141	50.2
	Through vehicle	2	0.7
	Total	151	53.7
Selling place of agricultural products	Debreworkos town	150	53.4
	My locality	1	0.4
	In the woreda	1	0.4
	Total	152	54.1
Do you buy agricultural products	Yes	112	39.9
	No	169	60.1
	Total	281	100.0

Source: Researcher own filed survey, 2020. Note W represents Wenka and E represents Enerata

4.3 Rural Wage Employment

Under this section, the researcher discusses the rural wage employment based on survey questionnaire data. Rural wage employment is defined as rural non-farm economy and also as extra income for hinterland farmers. Additionally, it has a potential as a mechanism for improving the lives of the rural population (Hoyweghen, 2018).

The data showed that 43 individuals or 15.3% of the respondents were engaged in rural wage employment (see Table 4.8). Of these, 28 (10%) of the respondents responded that one (1) person from the households was engaged in rural wage employment during the last years while 8(2.8%) of the respondents replied that three peoples from the households were engaged in rural wage employment during the last years and the rest 7(2.5%) of them revealed two peoples from the households were engaged in rural wage employment during the last years. The data thus reveals that rural wage employment is an important source of livelihood in rural areas. Among those who participated in rural wage employment, 50% were employed in small holding farms while 27.27% were employed in the NGO sector and the remaining 20.45% were employed in private commercial farms. Other employer was mentioned by the rest (2.27%). The data thus indicates small holding farming is an important source of employed in rural areas. (See Figure 4.4).

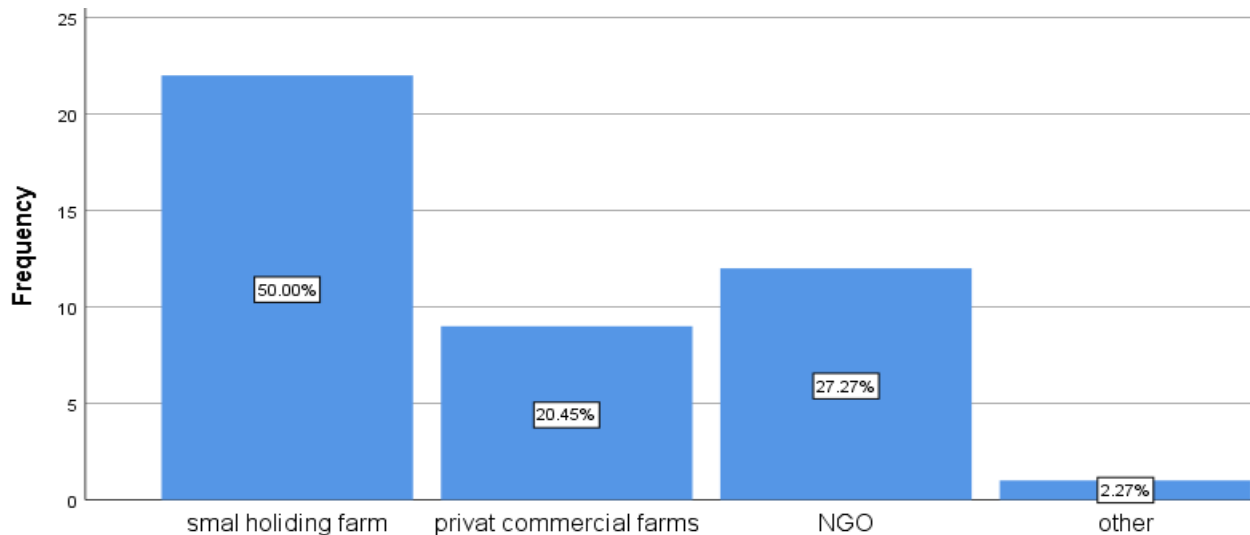


Figure 4. 4Main Types of Employer

Source: The Researcher Own Survey, 2020.

With regard to the activities in rural wage employment, 36.36% of the respondents were engaged in land preparation while 34.09% of the respondents were engaged in weeding and the remaining 25.00%, 2.27%, 2.27% of the respondents replied that the activities they were involved last year as wage worker were in harvesting, threshing transport and processing and others respectively. The above data shows that land preparation is the main activity for the majority of the respondents (see Figure 4.5).

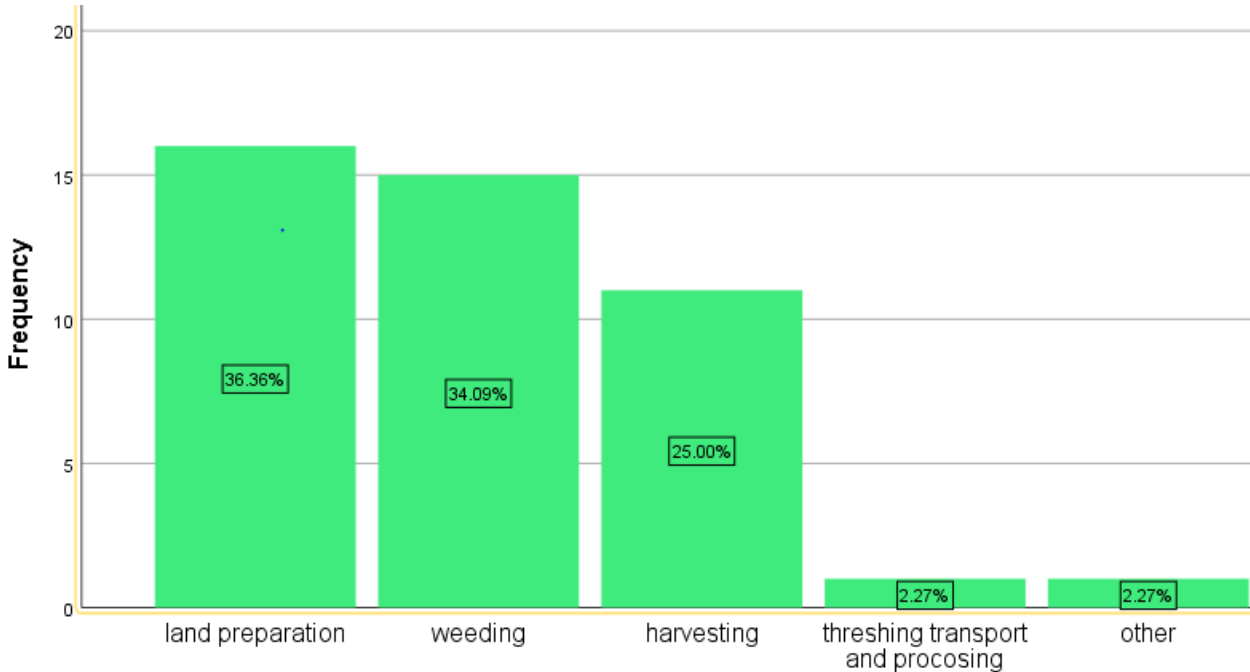


Figure 4. 5Activities Involved in the Last Year as Wage WorkersActivities

Source: The Researcher Own Survey, 2020.

In terms of payment, 61.36% of the respondents received daily payment while 31.82%, 4.55%, 2.27% of the respondents were paid monthly, weakly and annually respectively. This indicates that daily payment is the domiant mode of payment. (See Figure 4.6).

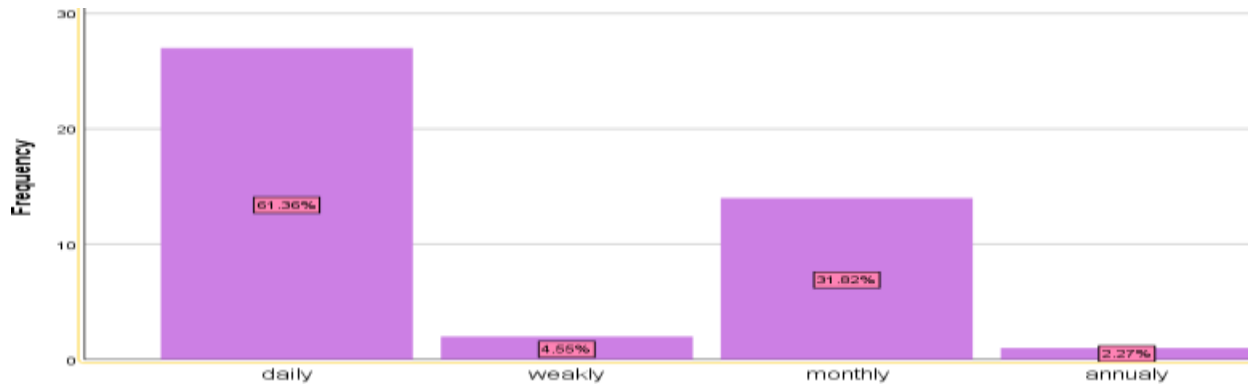


Figure 4. 6Period of Payment for their Main Wage Employment

Source: The Researcher Own Survey, 2020.

Cash payment was the dominant mode of payment for 40 individuals or 14.2% while 4 individuals or 1.4% receive payment both in cash and in kind (Table 4.8). Respondents were also asked about any additional benefit in addition to their wage and 36 or 12.8% responded in the negative while 2.8% responded that they have received additional benefit in kind (Table 4.8). According to respondents, food and drink were the type of additional benefits they received in rural wage employment.

Regarding to last year monthly income the minimum was 1,000 birr and the maximum was 15,000 birr. The mean income was 4095 and the standard deviation was 3741 (see annex 2).

Concerning to the type of employment 30(10.7%) of the respondents were seasonal migrant workers while 14(5.0%) of the respondents were engaged in local government works. From the above information one can infer tht the majority of the respondents were employed as seasonal migrant workers (see annex 2).

The main reason for seasaonal migration was the lack of work at home (81.82%). Other reasons included the presence of wrok in the desitiation (11.36%), higher wages in the destination (4.55%) and migrants' preference of the work (2.27%). It is thus clear to see that there are pushes and pull fators behind people's decision to migrate (see figure 4.7).

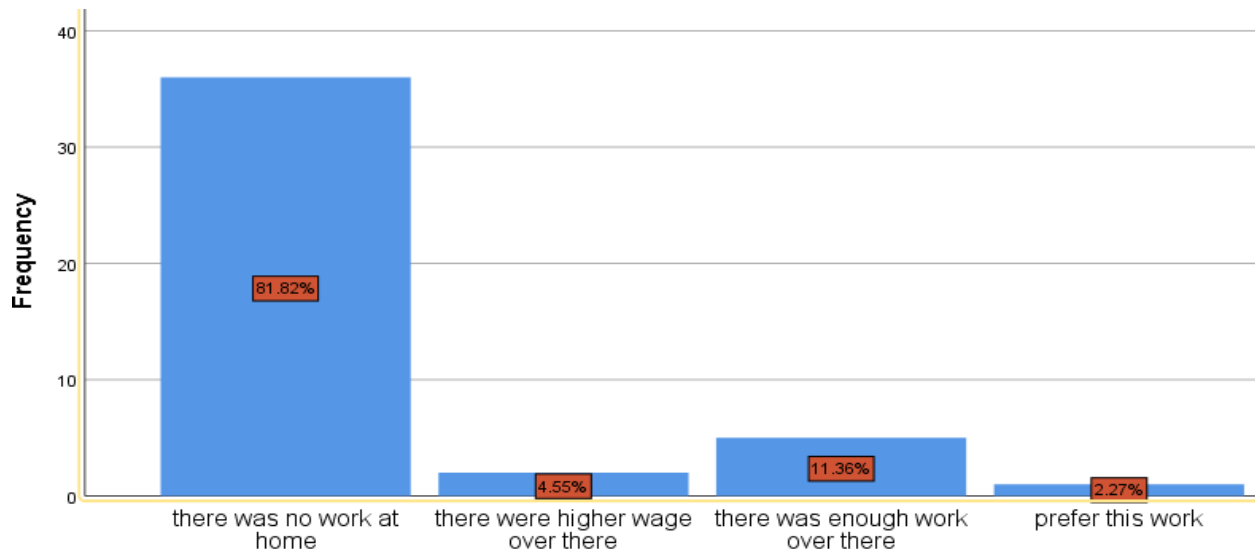


Figure 4. 7Reasons to Migrate for Seasonal Employment

Source: The Researcher Own Survey, 2020.

Migrants faced difficulty in migrating to their destination. In this regard 38 individuals or 13.5% mentioned that they had faced difficulty. The remaining 6 individuals or 2.1% have not faced any difficulty (see annex 2).Transport problem is the main problem faced by migrants (62.79%). Other problems mentioned by 16.28%, 13.95% and 6.98% of the respondents were difficulty to live family behind, resistance by family and difficulty of leaving the community respectively. (See Figure 4.8). The problems migrants faced are thus both economic and social problems.

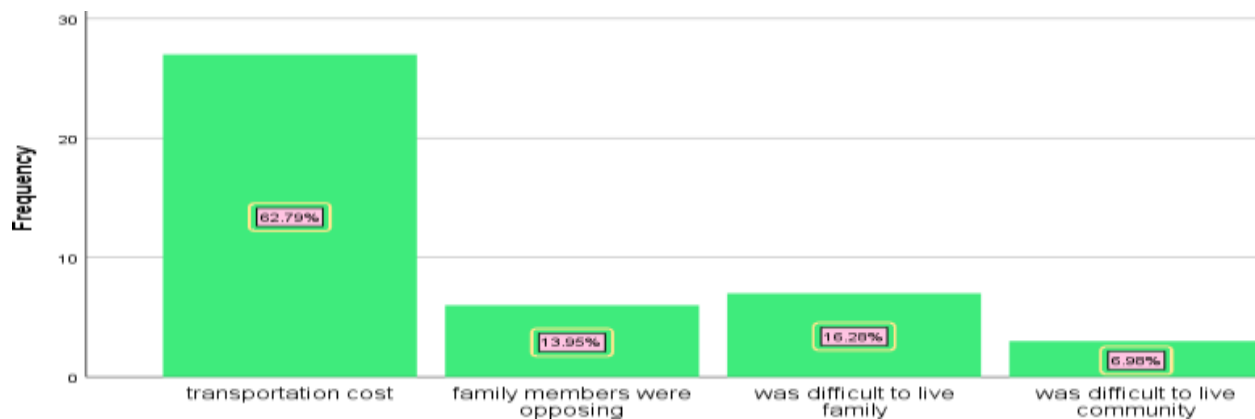


Figure 4. 8The Main Problems Faced and Decided to Migrate to that Place

Source: The Researcher Own Survey, 2020.

It is well known that information is an important input in migration decision. In this regard, 34.09% of the respondents mentioned that they did not have information about the living conditions of the destination (see annex 2). The remaining 27.27%, 22.73% and 15.91% of the respondent responded that they were “insufficiently informed”, “badly informed” and “very well informed” respectively. The above data indicates that the majority of the respondent did not have any information about their destination before migration (see Figure 4.9).

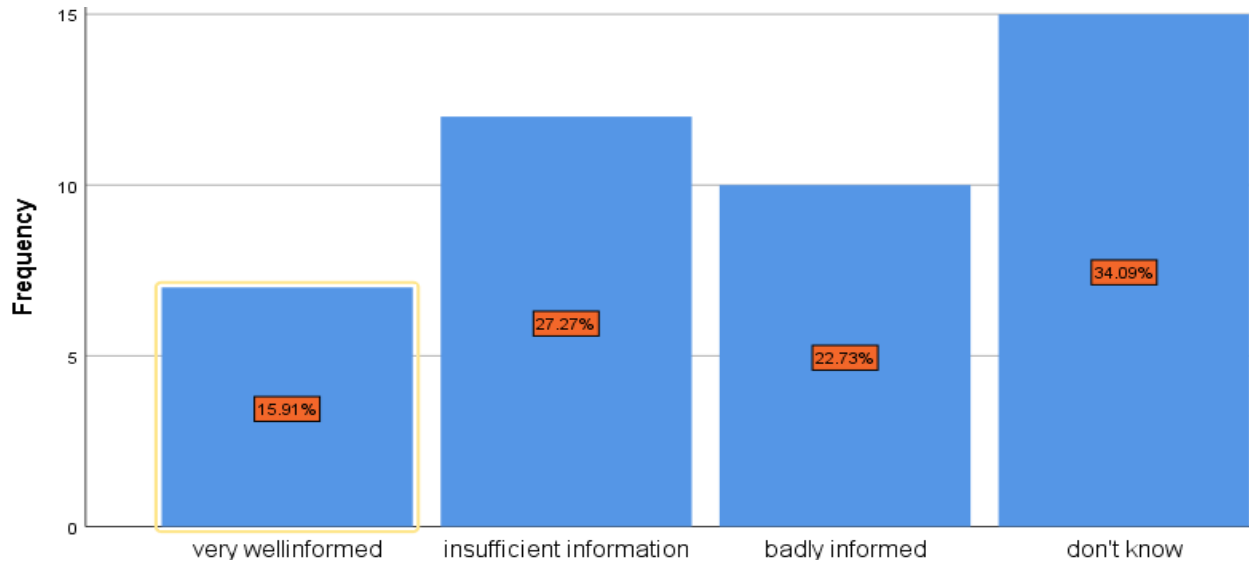


Figure 4. 9 Information about the living conditions in that place before their migration

Source: Researcher Own Field Survey, 2020.

The main problem migrants faced in their destination is lack of shelter (41.86%). In addition to this, other problems faced include long time to get work (41.86%), lack of work (6.98%) and difficulty to move from place to place (6.97%)(see annex 2).

The above evidence shows that the kind of problems the majority of the respondents had (they faced just after their migrations) to that place were shortages of shelter and taking long time to get works (see Figure 4.10).

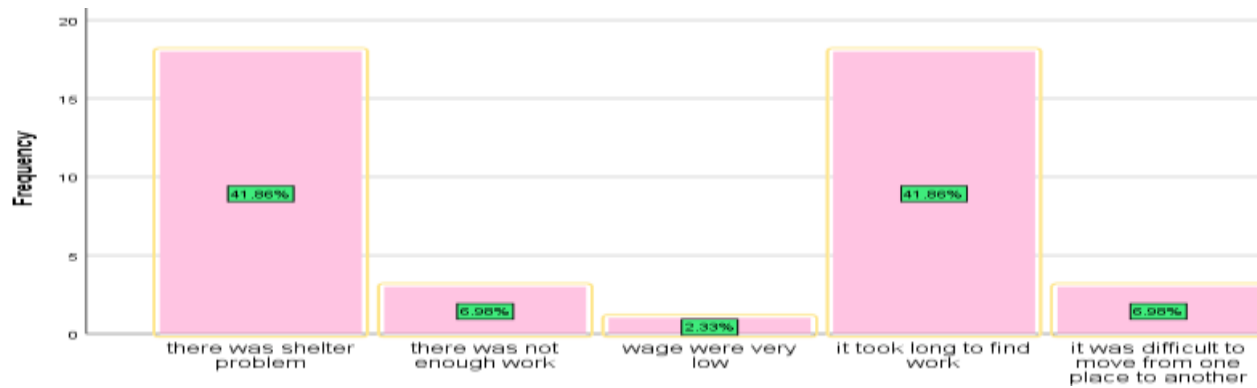


Figure 4. 10The kind of problems have you (they faced just after your (their) migration to that place

Source: The Researcher Own Survey, 2020.

The majority of those engaged in wage employment (38 or 13.5%) prefer to work more hours. This implies that they want to get more income for rural wage employment. On the other hand, 6 individuals or 2.1% of the respondents did not prefer to work more time in wage employment. (See annex 2).

Respondents were also asked for how many months they remain fully unemployed. The responses showed that respondents remained unemployed for a minimum of three months and a maximum of six to eleventh (6-11) months (see annex 2).

The main reason for being unemployed was the lack of work (93.18%) and also difficulty to get or access work in their area (6.8%). Some respondents also mentioned that the available work is also difficult work (6.82%) (See annex 2).

The above data indicates that the main reason for being unemployed for the majority of the respondent was that there was no work in the study area *kebeles* (see Fgure 4.11). According to (Ahmad, 2019), the major reasons for being unemployed was the absence of factories in their environment, lack of career-orientation and absence of peace and security.

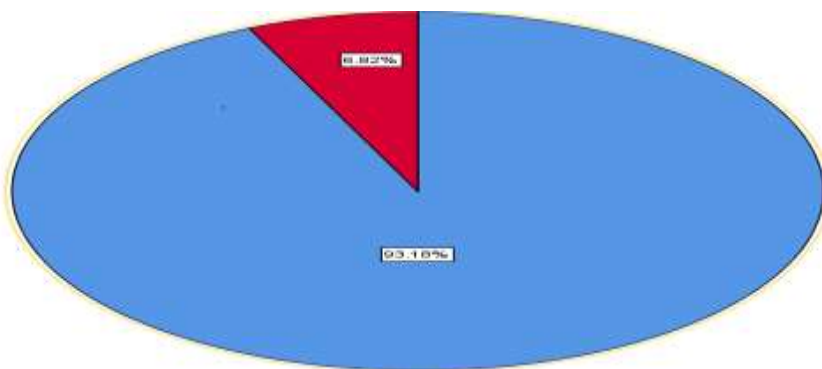


Figure 4. 11 The Main Reasons for Being Unemployed

Table 4. 8 Rural Wage Employment

Variables	Responses	Frequency	Percent
No of peoples engaged in RWE	1	28	10.0
	2	7	2.5
	3	8	2.8
	Total	43	15.3
	No responses	238	84.7
	Total	281	100.0
The nature of your (their) payment for the main wage employment	In cash only	40	14.2
	In cash and kind	4	1.4
	Total	44	15.7
	No response	237	84.3
Additional benefit in kind	Yes	8	2.8
	No	36	12.8
	Total	44	15.7
	No response	237	84.3
	Total	281	100.0
The type of your (their) additional benefit in kind (according to your payment period)	Food and drink	23	8.2
	No response	258	91.8
	Total	281	100.0
Total number of days you worked and your total yearly earnings for wage employment per month for the last year	Response	40	
	No response	241	

Source: Researcher own survey, 2020.

4.4 The Structure of the Enterprise Sector in the Town and Its Employment Linkages with Rural Areas

Under this section, the researcher analyzes and discusses the business background of the enterprises, employment linkage and factors enabling and constraining the development of the enterprises in the study area.

4.4.1. Nature and Background of Business Enterprises

Under this section interpret and analyse about the the nature and background of the enterprise. Background is important for any business without background it might be hinder for development.

Table 4.9 depicts that the nature and background of the business enterprise. In this regard, 19(18.4%) of the respondents were engaged in business activity of hotel and restaurants whereas 15 (14.6%) of them were engaged in trading. From the above information, it was possible to conclude that the hotel and restaurant activities dominate the enterprises in the study area.

The majority of businesses were run by owners (89.23) while the remaining (10.72%) were not run by owners.

In terms of the ownership structure 72(69.9%) of the ownership structure was sole ownership whereas 16(15.5%) of the ownership structure was cooperative. Regarding the year of business enterprise, 51 (50%) of the business year of establishment was 2008-2012 E.C. whereas 35(34%) business enterprise was established in 1998-2007 E.C. The majority of the business enterprises were established in 2008-2012 E.C. The result shows that the business enterprise established recently and it indicate that the business enterprise had not experienced in business. About 61(59.2%) of the business enterprises started from scratch while 15(14.6%) of the enterprises said that the business was acquired by purchasing from othe business ower (see annex 3).

For the majority of the business, (44 or 42.7%) the building/premise were acquired inheritance whereas 35(34%) of the respondents said they owned their premise. From the above information majority of them acquired building premises started the business was inherited (see annex 3).

Business pay different amount of payment for their premise. About 21((20%) of the respondents said they pay 500-2500 birr while 11(11%) of them pay 2501-4000 birr as rent for their premise. From the above information, rent may not be a significant cost of businesses. (See annex 3).

Moreover, the business registered by local/regional government and the biggest challenge they faced when they registered was getting financial supports.

Table 4. 9Natures and Background of the Business Enterprises

Variables	Responses	Frequency	Percent
Business Activity	Agro- Processing	10	9.7
	Grain Hole Selling	2	1.9
	Hotel and Restaurants	19	18.4
	Trade	15	14.6
	Food Retailing	4	3.9
	Barber	10	9.7
	Metal Work	5	4.9
	Wood Work	9	8.7
	Others	29	28.2
	Total	103	100.0
Do you perform the busine as owner	Yes	92	89.3
	No	11	10.7
	Total	103	100.0
Ownership structure	Sole Ownership	72	69.9
	Private Limited Company	4	3.9
	Cooperative	16	15.5
	Others	8	7.8
	Total	100	97.1
Year of establishment in Ethiopia calendar	No Responses	3	2.9
	Total	103	100.0
	1998-2007	35	34
	2008-2012	51	50
Total	86	84	

Source: The Researcher Own Survey, 2020.

4.4.2 The Business Access to Infrastructure

Table 4.10 shows the business access to infrastructure. The data shows that the majority of the businesses have access to infrastructure. In terms of the specific infrastructure type, 73.8% had access to electricity, 62.1% had access to piped water and 74.8% had access to telephone. Those who have no access to specific type of infrastructure range from 38% to nearly 25%. The data thus indicate that despite the majority's access to infrastructure, significant proportions are constrained by lack of infrastructure. According to (Anyieni, 2013), good infrastructure boosts growth by eliminating bottlenecks, bridging time gaps, and creating opportunities that stimulate entrepreneurial activities.

Table 4. 10 The Business Access to Infrastructure

Variables	Responses	Frequency	Percent
Access to electricity	Yes	76	73.8
	No	25	24.3
	Total	101	98.1
	No Response	2	1.9
	Total	103	100.0
Access to piped water	Yes	64	62.1
	No	39	37.9
	Total	103	100.0
Access to telephone	Yes	77	74.8
	No	26	25.2
	Total	103	100.0

Source: The Researcher Own Survey, 2020.

4.4.3 Employment Linkages

The major issue in rural urban linkages of the labor markets is to identify the employment linkages of town enterprises with the surrounding people. The data shows that change in the number of workers in the enterprises was noted. For example the 16.5% of enterprises had above 20 workers when they started their business while 15.5% of the enterprises had 11-20 workers when they started their work.

The existing number of workers however much lower than this number at the moment. For example 18(17.5%) of the respondents reported that they had one (1) worker now and 11(10.7%)

of the respondents replied that they had 2 workers now. This result clearly shows that enterprises are employing now less than what they used to employ.

Regarding the place of residence of the workers, it was found out that most of workers (94(91.3%)) live in the town itself. On the other hand 9(8.7%) of the respondents' place of residence was a village within 15 km. This clearly indicates that town enterprises mostly employ workers from town and there is less sourcing of employment from rural areas. Skilled laborers in the enterprises account for 64(62.1%) while 30(29.1%) of the worker in the business was semi-skilled. Enterprises are therefore populated more with skilled workers perhaps a reflection of their demand. In terms of their skill need, 42 (40.7%) the business owner need accounting graduation to employee and 11 (10.7%) of the business owner need customer services employee (see annex 4). According to (Sloka, 2015) Professional, motivated and educated employees are highly demanded by employers and business promoters.

The key challenge in rural people to provide employment opportunity was land scarcity and low education/skills levels (Elder and Smith, 2010). In line with this, employees from rural area had no skill required for the business. This was confirmed by 79(76.7%) of the business owner who stated that employees from rural areas had not the skill required while 24(23.3%) the likewise 84(81.6%) of the business had no plan to hire more workers in the next 6 months. Moreover, the business owners were not willing to hire workers from the rural areas (see annex 4). In addition to this, 45(43.7%) of the business owner reported that the business linked agriculture for supplies of agricultural inputs (see annex 4).

Table 4. 11Employment Linkages

	1-10	8	7.8
Number of worker when the business started	11 -20	16	15.5
	Above 20	17	16.5
	Total	80	77.7
	No response	23	22.3
	Total	103	100.0
Number of workers now	1	18	17.5
	2	11	10.7
	4	8	7.8
	5	6	5.8
	9	6	5.8
	14	4	3.9
	Total	53	51.5
	No response	50	48.5
	Total	103	100.0
place of residence of most workers	within town	94	91.3
	village within 15km	9	8.7
	Total	103	100.0
How would you classify the majority of workers in your business?	Skilled	64	62.1
	Unskilled	9	8.7
	semi-skilled	30	29.1
	Total	103	100.0

Source: The researcher own survey, 2020.

4.4.4 Factors Enabling and Constraining Enterprise Development

Infrastructures like road are essential to effective business as well for enterprise development. (Tonelli & Dalglish, 2012). In this regard about 77(74.8%) out of the total respondents said “yes” while 25.2% of the respondents said “no” this clearly indicated that road transport is factor for enabling enterprise development (See Table 4.12).

With regard to access of finance about 54(52.4%) of the respondents said “no” while 47(45.6%) respondents responded “yes” the above data results showed there is no good access of finance therefore finance is factor that enable enterprise development (See Table 4.12).In line with this capital is the lifeblood of business and no business can be established without an adequate amount of capital (Sylvester, 2016).

Concerning to cost of electricity 81(78%) of the respondents confirmed that there is no low cost electricity while 22(21.4%) respondents said “yes” these results showed that there is no low cost of electricity which is hinder for enterprise development (See Table 4.12).

Related to low cost of water about 67(65%) of the respondents said “yes” the remain 36(35%) said “no” the above data results showed that low cost of electricity if factor for enterprise development (See Table 4.12).

Table 4. 12Factorsenabling Enterprise Development

Variables	Responses	Frequency	Percent
Availability of road transport service	Yes	77	74.8
	No	26	25.2
	Total	103	100.0
Good access to finance	Yes	47	45.6
	No	54	52.4
	Total	101	98.1
	No responses	2	1.9
	Total	103	100.0
Low cost of electricity	Yes	22	21.4
	No	81	78.6
	Total	103	100.0
Low cost of water	Yes	67	65.0
	No	36	35.0
	Total	103	100.0

Source: researcher own filed survey, 2020.

Factors Constraining Enterprise Development

Competition is a factor for enterprise development by changing market trends changing technologies and emerging new management and organizational techniques (Tonelli & Dalglish, 2012). In this regard about 72(69%) of the respondents there is “no” which means there is no intense competition while 28(27.2%) of the respondent said “yes”(See Table 4.13).

With regard to demand 58 or 56% of the respondents said “no” which means stagnating demand while the rest 42(40.8%) said “yes”. In terms of distance 62(60.2%) of the respondents confirmed that distance to the market is not limiting the enterprise development. The other variable is scarcity of labor in this regard 93(90.3%) of the respondents replied that there is no scarcity of labor in our environment the rest 10(9.7) of the respondent replied that there is scarcity of labor this result indicated that in there is high labor in the study area (See Table 4.13).

Over all the critical factors constraining enterprise development was scarcity of labor, highest labor cost; intense competition, distance to market and low or stagnating demand.

Table 4. 13factors constraining enterprise development

Variables	Responses	Frequency	Percent
Intense competition	Yes	28	27.2
	No	72	69.9
	Total	100	97.1
	No response	3	2.9
	Total	103	100.0
Low or stagnating demand	Yes	42	40.8
	No	58	56.3
	Total	100	97.1
	System	3	2.9
	Total	103	100.0
Distance to market	Yes	41	39.8
	No	62	60.2
	Total	103	100.0
Scarcity of labor	Yes	10	9.7
	No	93	90.3
	Total	103	100.0

Source: researcher own filed survey, 2020.

4.5 Nature, Type and Importance of Non-farm Activities

Under this section, the researcher examines the nature, and importance of rural non-farm employment in the hinterland *Kebeles* which were *Wonka* and *Enerata kebeles*. In many rural areas of African countries like Ethiopia agriculture alone could not provide sufficient livelihood opportunities due to inadequate cultivated land. However, RNFA can play a potentially significant role in reducing rural poverty and also a source of farm household savings, used for food purchase in difficult times.

Household Engagement Non-farm Activity

Rural-non-farm activities are activities that are not agriculture, rearing animals, crop production, forestry and fishing. These include, handcraft activities (carpentry, masonry water well excavation, mining, quarrying, sand limestone), trade and service activities. In this regard, result obtained from the field survey summarized as follows:

The household and members of the household engagement in self-employed, in handcraft, construction, carpentry masonry water well excavation, mining, quarrying, sand limestone, etc. in the last year is given in table 4.11). In this regard, 207(73.7%) of the respondent said did not engage in non-farm activity while 68(24.2%) of the respondent were engaged in non-farm activities. This data indicates that nearly one fourth of the households fetch their living from rural non-farm activities. (See Table 4.11)

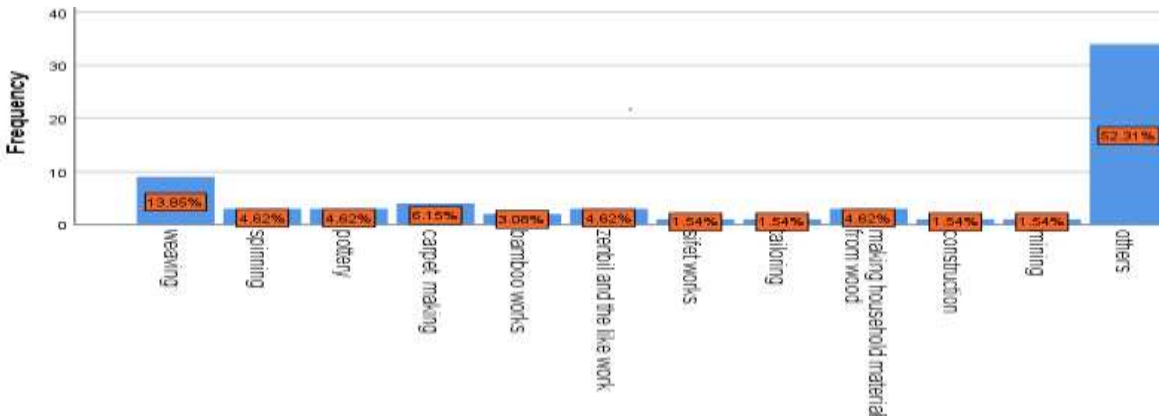


Figure 4. 12The household and members of the household participation in self-employed non-farm activities

Source: The Researcher Own Survey, 2020

Figure 4.12 showed that 52.31% of the household were engaged or participated others like *selling areke*, *selling tella* and like, 13.85% of the household engaged in weaving, 4.62% of the household were engaged in spinning, pottery, making household materials from the wood. Zenible and the like work 3.08% of the household engaged in bamboo works while the rest 1.54% participated in safet works like construction, mining and tailoring. From the information, it is possible to conclude that the majority the household were engaged in selling *areke*, selling *tella*.

With regard to initial capital spent the business minimum initial capital was 500 and the maximum initial capital was 10,000 birr. The mean of the initial capital was 3,235.36 and the standard deviation was 2264.4. The above data indicated that the household started the business they were spent to start the business from 500 till 10,000 in birr (see Table 4.11).

Regarding method of acquiring the skill of the activity, 64.62% of the respondent learned the skill of the business activity through working as apprentices while 23.08% of the respondent learned the skill of the business activity from family tradition. Moreover, 10.77% of the

respondent acquired the skill of the business through contact with others. And the last 1.54 of the respondent acquired the skill of the business through non-government training. From the above information, it is possible to conclude that the majority of respondents acquire skills through working apprentices. Furthermore, this indicated that the government had not offered training for rural households (see figure 4.13).

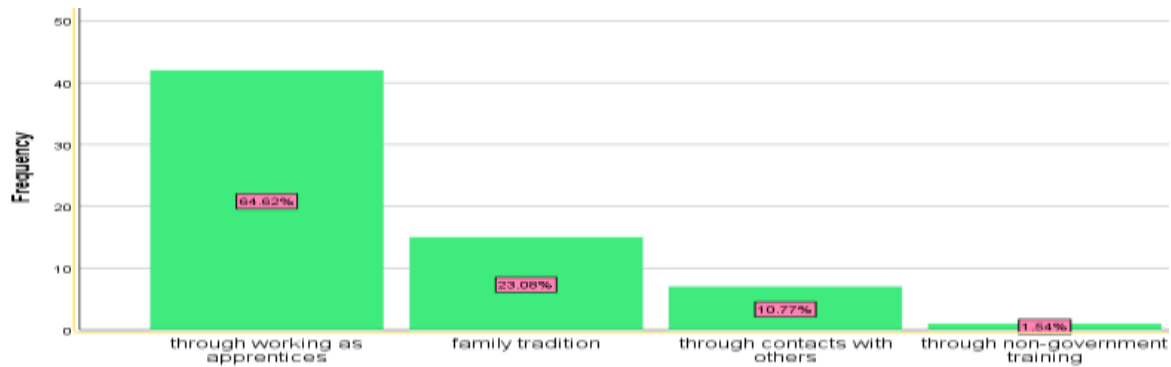


Figure 4. 13Method of acquiring non-farm Skills

Source: The Researcher Own Survey, 2020

In terms of the average income per month from the non-farm activities last year, the minimum income per month was 300 birr while the maximum income per month was 7000 birr. The mean was 1489.17 and the standard deviation was 1085.45 (see Table 4.14).

Regarding the main supplier of the inputs used for the main activity 53.13% of the respondents replied that the main supplier of the input used for the main business activity was local market or supplier while 40.63% of the respondents replied that the main supplier of the input used for the main business activity was own product, For the rest 3.13% of the respondents the main suppliers of the input used for the main business activity were clients or customers. From the above information, it is possible to conclude that the main supplier of the input used the main activity was the local market supplier. This clearly indicates the existence of market linkage between Debremarkos town and its rural hinterland by supplying inputs materials for activities (see figure 4.14).

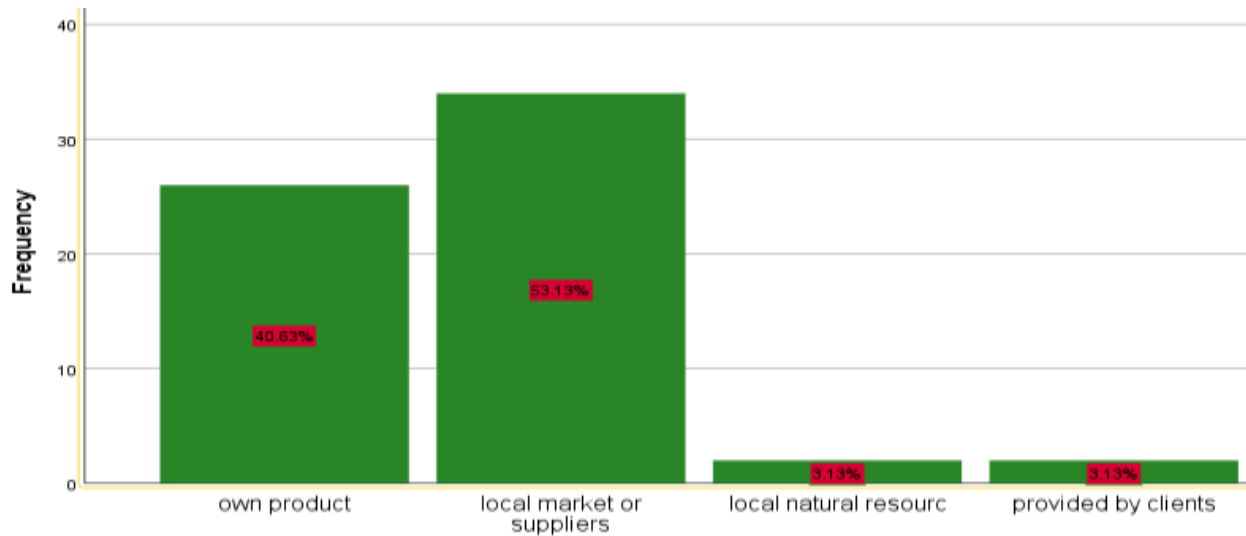


Figure 4. 14The Main supplier of the inputs used for the main activity

Source: The Researcher Own Survey, 2020

Regarding the location for the inputs, 43(15.3%) of the respondent said nearby town whereas 21(7.5%) of the respondents reported that the location of inputs was rural area. The fact the nearby towns is the main location of the inputs amplify the rural urban linkages in the area. (See Table 4.14).

The major buyers or clients of products were the urban customers. The rural non-farm activities are thus supported by urban residents. About 30(10.7%) of the respondents mentioned that their main customers were rural clients (see Table 4.14).

Regarding the location of the markets for the non-farm products, 52(18.5%) of the respondents said the location of the market for their product was nearby town while 3(1.1%) of the respondents said the location of selling product was a rural area. From the above information, it is possible to conclude that the location where the respondents sell their product was a nearby town. Furthermore, there was a linkage between Deberemarkos Town and its rural hinterland kebeles in terms of selling product (see annex 5).

Concerning to future plan regarding the main activity, 54(19.2%) of the respondent's future plan was to expand scale operation while 10(3.6%) of the respondents said to continue with the same scale. From the above information, it is possible to conclude that future plans regarding the main activity expanded the scale of operation (see annex 5).

The respondents were also asked about the assistance from government and/or non-government organizations to promote their activity. As a result, 64(22.8%) of the respondents said they did not receive any assistance. It is therefore possible to conclude that the majority of the respondents did not receive any assistance from the government and non-governmental organizations. But a small proportion of the respondents said they have received raw materials credit and training assistance from the government and or non-governmental organization for the main activity in the last year (see annex 5). In line with this, due to the absence of appropriated targeted policy and the absence of donation of the government for rural people to engage the non-farm activity the activity of RNA would become weak(Gordon & Craig, 2001).

With regard to changes in their income levels, 35 (12.5%) of the respondent reported that the level of the revenue of the main activity has increased whereas 20 (7.1%) of the respondents reported that the level of the revenue of the main activity remained constant and the rest 8 (2.8%) of the respondents reported that the level of the revenue of the main activity was decreased (see annex 5). A KI interviewee explained that

“It is not much different from last year in terms of growth. Overall, non-farming activities had increased slightly over the past year” (Interview on October 8/2020).

The majority of the respondents 59(21.0%) expressed that they are facing difficult in conducting their activities. A small proportion (2.1%) on the hand mentioned that they have not faced any problems in their activities. (See annex 5).

The main problem faced by the majority (30.77%) was the lack of credit. About 21.54% of the respondents replied that the main problem they faced in undertaking the main activity was the high price of raw materials while 20.00% of the respondents replied that the main problem they faced in undertaking the main activity was lack of equipment the rest 9.23% of the respondents replied that the main problem they faced in undertaking the main activity was a low price for output, tax, and restrictive government policies and lack of the market (see figure 4.15). An interviewee explained that

“there were many problems that hinder the activity of non-activities, such as transportation problems, lack of credit, and lack of funds were the main faces that hinder non-farm activities we can say that similar data with above information”

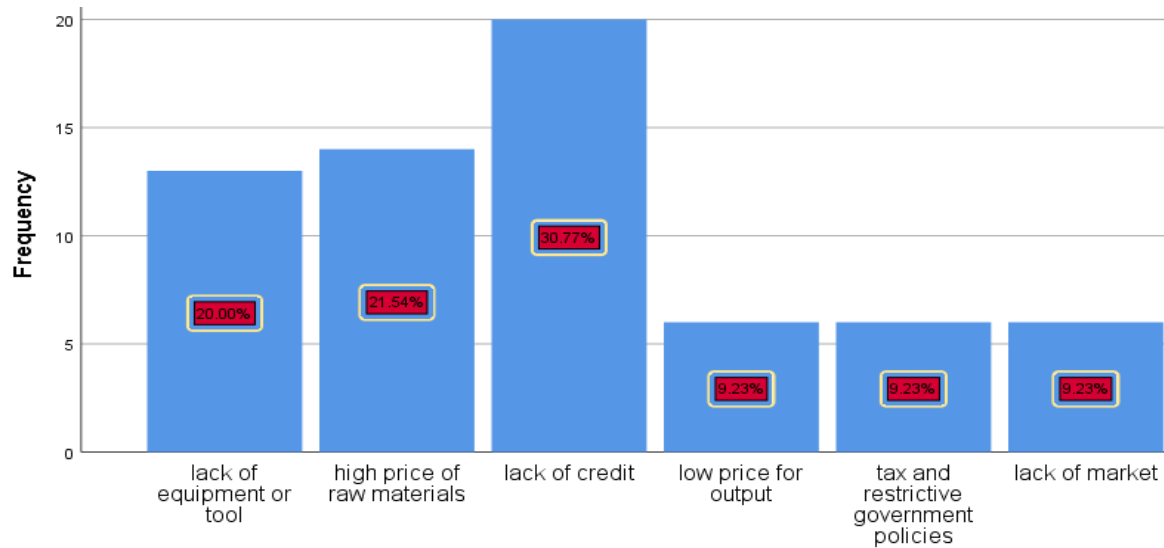


Figure 4. 15Main problem faced in undertaking the main activity

Source: The Researcher Own Survey 2020.

In line with above data, improvement in infrastructure, education, health and financial services help to facilitate access to RNFA income source. However, there is a problem or faced by finance, infrastructure, education and health to increase the non-farm activities furthermore, access of credit is the most important things to start up the business of non-farm and other activities (Gordon & Craig, 2001).

With regard to the type of technology used for the main activity last year 59(21.0%) of the respondents reported that the type of technology used for the main activity in the past year was traditional technology whereas 4 (1.4%) of the respondents reported that type of technology used for the main activity in the past year was modern technology. From the above information, it is possible to conclude that type of technology used for the main activity was traditional technology in the past year (see annex 5) There is a scarcity of labor-intensive activities that had low entry barriers; this is so in both non-farm and farm sectors that are characterized by an underdeveloped farm labor market and predominantly traditional production technologies using family inputs(Gordon & Craig, 2001).

The rural non-farm occupations improve the quality of life for the majority of the respondents 56(19.9%) while a small minorities 9(3.2%) indicated that it had not improved the quality to their life. (See annex 5). Rural non-farm employment played a crucial role in improving the quality of life through the development of the service and manufacturing industries. Engagement

in manufacturing and trade, as well as in tourism and other related services developed new skills and grew household income by making non-farm employment more attractive than and preferable to farming (Berdguez et al.,2000).

Rural non-farm employment creates opportunity for landless peoples. This was corroborated by 65(23.1%) of the respondents .According to (Ellis, 1998: 9–10).RNFE is commonly related with poverty reduction and it is important for rural landless people.

Regarding poverty reduction 59(21.0%) of the respondents said “yes” the remaining 6(2.1%) of the respondents said “no”.The majority thus believes that rural non-farm activities help reduction poverty (Gordon & Craig, 2001). In this regard a KI interviewee mentioned that

We had no land however; we are engaged in non-farm and live by selling areke, tella and others. We are also making more money by doing this work and it has changed our life and reduced our poverty. Furthermore, by doing this work it could create work opportunity for us.

In line with the above response, 65(23%) of the respondents believed that non-farm activity generates income for the rural household. (See annex 5). Developing the rural non-farm economy is also necessary for the new income or it generates for rural residents, which in turn subsidizes local economic advance and improves the quality of life of rural residents(Wiggins & Hazell, 2011)

The extent to which non-farm businesses develop in rural communities also varies. The size and span vary widely from small cottage industries to large corporations (Losch et al.,2010).

Table 4. 14Natures, Type and Importance of Non-farm Activities

Variables	Responses	Frequency	Percent
Household engagement in non-farm activity	Yes	68	24.2
	No	207	73.7
	Total	275	97.9
	No responses	6	2.1
	Total	281	100.0
Initial capital (in Birr) spend in business	Response	45	
	No responses	236	
	Mean	3200.36	
	Std. Deviation	2264.337	
	Minimum	500	
	Maximum	10000	
The average income per month from the non-farm activities last year	Response	46	
	No response	235	
	Mean	1489.17	
	Std. Deviation	1106.131	
	Minimum	300	
	Maximum	7000	
Location the source your inputs	Rural area	21	7.5
	Nearby town	43	15.3
	Total	64	22.8
	No response	217	77.2
	Total	281	100.0
Major customer of the products and clients for the main activity	Local rural consumers	30	10.7
	Local urban consumers	32	11.4
	Traders	3	1.1
	Total	65	23.1
	System	216	76.9
	Total	281	100.0

Source: The Researcher Own Survey, 2020).

4.6. Rural-urban labor mobility and employment

There are various reasons that rural labor moves to urban areas. The main reasons that the rural labor move to urban area was to search for work or to work in different types of work in an urban area based on skill and experience. The same is true for the urban labor to move to rural areas to work a different kind of task.

Rural household mobility to urban area creates a chance to work in the urban enterprise. About 156(55.52%) of the respondents agree with the statement while 124(44.1%) of the respondents do not agree with the statement. According to Shaikh, (2019), workers who leave their village homes and goes to industrial centers or foreign lands can improve their prospects. They can raise themselves economically sound. By trying luck elsewhere, it is just probability that they may meet good luck. It has been said that nothing can be achieved without showing an advantageous spirit of life. Regarding to off-farming period mobility, 232(82.6%) of the respondent said “no” whereas, 48(17.1%) said “yes”. From the above information, it is possible to conclude that off-farming period mobility of rural individual to the urban area did not create an experience to be employed in the urban enterprises (see Table 15).

Table 4. 15Rural-Urban Labor Mobility and Employment

Variables	Responses	Frequency	Percent
Does rural household mobility to urban area create chance to engaged in work in urban enterprise?	Yes	156	55.5
	No	124	44.1
	No response	1	.4
	Total	281	100.0
Do off-farming period mobility of rural individual to urban area create experience to an employed in urban enterprise	Yes	48	17.1
	No	232	82.6
	Total	280	99.6
	No Response	1	.4
	Total	281	100.0

(Source: The Researcher Own Survey, 2020)

The data on rural-urban mobility and employment collected from k1 enterprise owner and K2 enterprise owner has been analyzed using thematic analysis by which interview transcripts were summarized based on themes. The summaries of the analysis are presented as follows:

To begin with, the first key informant (k1) the researcher was asked “Were you hired rural people during the last year? If you were employ what kind of people hired in your enterprise mention the kind of people that you were employed in your enterprise’

For instance on k1 said as follows:

In a key informant interview, urban enterprise owner were asked whether they hire rural workers and if so what kind of workers they hire. The first key informant responded that

“Yes, we hire rural people, but rural people do not have enough knowledge. I hire rural people even if they had little skill. I hired mostly female workers but I also employed some male workers.

The second key informant responded:

“Yes mostly I hired female workers because female’s workers had the ability or skill of how to make food rather than males and I plan to hire more female workers if they can make food”

The above clearly indicates that rural people are hired in urban enterprises and labor mobility could be seen as a positive strategy to enhance employment of the rural people. It is also possible to note that females are preferred to males due to their ability to work in food catering businesses.

On the other hand other key informant responded differently to the above question. He mentioned that

“In our area, many rural workers migrate to the city, but their chances of finding work or employment are slim. The reasons for not getting jobs are that some companies hire people they know and do not hire people based on their skills.”

The above statement is in contrary to some theories which suggest otherwise. For example, the human capital theory suggests that employers assess the abilities of workers and, depending upon their education, skills, and experience, reward them accordingly (Becker, 1964).

Another key informant mentioned that

“Many workers move from rural to town, but most people are unemployed because companies do not enough financial resources to hire them”

The above interview results show that there was labor mobility in the area. However, in terms of employment, though some are employed, a large number of people remain unemployed.

4.7 Impact of Policies and Institutions on Labor Market Linkage between Urban and Rural Areas

Policies and institutions have very important role in order to strengthen, and create linkages between urban and rural areas. Good policies will create a better labor market linkage between urban and rural areas. Institutions can also facilitate labor market linkages by creating different enabling conditions such as job trainings, career development etc.

One of the government policies to strengthen labor market linkage will be to establish enterprises or factories in urban areas and small towns. Enterprise owners were asked whether they have knowledge on government plan to establish enterprises in their own locality. About 77(74.8%) of the respondent mentioned that they are not aware of government plan to build factory in the future in order to strength employment linkage with rural and urban enterprise while, the rest 26(25.2%) of the respondent replied in the positive. ” From the above data indicated that it is possible to conclude the government had not plan to build factory in the future in order to strength employment linkage with rural and urban enterprise (see Table 4.16).

“KI interviewee explained that the government had not planned to build the factory in these areas though, there are inputs to build factories, such as the production of nougat, wheat, and other grains. The existing factories are very small and do not accommodate a large number of manpower.”

With regard to problems of labor market linkage between rural and urban areas 62(60.2%) of the respondents said “no” which means the government policies create a problem on labor market linkage between rural and urban areas whereas 42(39.8%) of the respondents said “yes”. Hence, the above data indicated that it is possible to conclude that the government policies create a problem on labor market linkage between rural and urban areas (see Table 4.16).

Concerning the availability of institutions currently working to strengthen labor market linkages between rural and urban, 61(59.2%) of the respondents said “no” which means the institutions had not currently working to strengthen labor market linkages between rural and urban areas. ”. (see Table 4.16).With regard to problems of institutions on labor market linkage 61(59.2%) of the respondents said “no” which means the institutions create problems in the labor market linkage between rural and urban areas whereas, as 42(40.8%) of the respondents said “yes”. (see Table 4.16).Concerning t training, 86(83.5%) of the respondents said that there is no training which means institutions are not giving training for labor market in order to strength labor market linkage between rural and urban areas whereas. (See Table 4.16).

A key informant explained that “training in college does not have enough impart skills to do the job. The institutions themselves do not have enough skills to do your job “Another key informant explained that “There was an institution in these areas however the institution had not given job training for all peoples in general the accessibility of the training was very small”.

Regarding government support to rural landless and poor households in getting employment, 96(93.2%) of the respondent said that there is no help provided by the government. (see Table 4.16).

Table 4. 16 Impact of policies and institutions on labor market linkage between urban and rural areas

Variables	Responses	Frequency	Percent
Does the government have a plan to build factory in the future in order to strength employment linkage with rural and urban enterprise?	Yes	26	25.2
	No	77	74.8
	Total	103	100.0
Do the government policies create a problem on labor market linkage between rural and urban areas?	Yes	62	60.2
	No	41	39.8
	Total	103	100.0
Are there the institutions currently working to strengthen labor market linkages between rural and urban areas?	Yes	42	40.8
	No	61	59.2
	Total	103	100.0
institutions create problems in the labor market linkage between rural and urban areas	Yes	42	40.8
	No	61	59.2
	Total	103	100.0
Institutions giving training about labor market	Yes	17	16.5
	No	86	83.5
	Total	103	100.0
Government support rural landless and poor household	Yes	7	6.8
	No	96	93.2
Total	Total	103	100.0

Source: The Researcher Own Survey, 2020.

CHAPTER FIVE

Summary and Recommendations

5.1 Summary

The objective of the study was to investigate the nature of rural-urban linkage and labor market in Debremarkos Town and its hinterlands. More importantly, the main focus of this study was to assess the nature of town enterprises employment linkage with rural households, the structure of the enterprise sector in the town and its employment linkages with rural areas including the importance and sources of non-farm employments in rural area, rural-urban labor mobility and employment opportunities and policies and institutions that have significant impacts on labor market linkages between rural and urban areas. Based on the given research objectives, the researcher could summarize the major findings of the study as follows:

The sampled rural households in the study area were illiterate which means they cannot read and write. As a result of this, the employment linkage between Town enterprises and rural households has been found out to be weak due to the absence of educational opportunities. The rural non-farm employment and rural wage employment in the study area were small. The hinterland rural households were highly engaged in farming activities. The Town enterprise owners and workers were educated and most of the town enterprises were private enterprises. Most of the town enterprises in the study site were micro and small enterprise as result which these enterprises had a few workers.

The rural households in the study site had their own lands. However, the cultivated lands were not adequate for families and they insufficiently supply agricultural products for urban residents. As a result of this, the Town residents got unsatisfied. The farmers were poverty stricken wherein they strived to afford their daily meager livelihoods which they literally describe '*hand to mouth*' survivals. As result, a few people participated in rural-non-farm activities in the urban settings.

Half of the respondents transported their agricultural products through pack animals, not by using modern means of transportation like vehicles. And the researcher found out that most of the rural households sold their agricultural products in Debremarkos town. Therefore, it could be observed that there were significant market linkages between Debremarkos town and its

hinterland in terms of transacting agricultural products. Furthermore, the rural-households sold livestock in Debremarkos town and thus it could be observed that there were substantial linkages with the Town in terms of transacting livestock. The farmers dwelling in the hinterlands did not use irrigation systems depend on rain-fed traditional farming systems. The main type of rural wage workers were smallholding farming and the main reason for them to migrate to the urban areas was seasonal employment since there were no adequate employment opportunities at their home villages wherein they had been fully unemployed for several years and months. For them, the main reason for being unemployed was that there was no work at their home villages as result of this which they had been unemployed for several months and years until they got work.

The majority of business activities were of service sectors mainly hotel and restaurant wherein the most common structure of business ownership was sole entrepreneurship. Most of the business enterprises were established in 2008-2012 E.C. High numbers of people started their business enterprises from the scratch. The businesses were registered by the local administration bodies and regional government. Then, the biggest challenge they faced when they got their enterprises got registered was lack of financial support. The majority of the respondents confirmed that the business establishment has access to a telephone, access to electricity and access to piped water.

When they started business, the employees they had were 20 and most of the respondents' place of residence was Debremarkos town while some of the respondents were living in villages within 15 km distance from the town. According to the majority of the business owners, respondent's the employees from the rural areas did not have the required skills and the business owner had no plan to hire more workers in the next six months. Moreover, the business owners were not willing to hire workers from the rural areas. As result of this, the employment linkages between the rural households and town enterprises became weak.

The main factors that enabled the enterprises to develop were cheap price of raw materials, cheap price of electricity, reliable water supply, availability of clean water, good access to finance and road networks. And the factors that constrained the development of the enterprises were scarcity of labor, high labor price, intense competition, market remoteness and low or stagnant demand.

The rural households did not receive any support from governmental and non-governmental organizations for their main activities in the past years. The revenue of the non-farm activities had slightly increased over the past years. The workers respondents of non-farm activities replied that the main problems they faced in the undertakings of their main activities were lack of credit, high price of raw materials and lack of capital, high tax and transportation problems.

For most of the respondents engaged in a rural-non-farm activities, the type of technologies used for the main activities in the past years were traditional technologies. Rural non-farm activities are important for improving quality of life, for creating opportunities for landless peoples and for decreasing poverty and generating income. However, there was low participation of the sampled rural households of the study areas in the non-farm activities.

Rural-household mobility to the urban area had to create the chance to engage in work in urban enterprises. Nevertheless, off-farming period mobility of rural individuals to urban areas did not create experiences to the employed in the urban enterprises. Most of the rural people who had migrated to urban to work in the town had adequate knowledge but their chances of getting work was low or narrow. They revealed that the reason for not getting a job was that some companies hired their relatives and intimate friends rather than hiring people based on the merit of their skills. Many workers moved rural to town but most people are unemployed because they were not enough factories and financial resources to hire them as a result which the employment status became weak or low since the government has not planned to build adequate factories in the future to strengthen the employment linkages between a rural and urban enterprise. Hence, the failure of the government policies to do so created great impacts on labor market linkages between the rural and urban areas. Besides, the government was not working to support rural landless and poor households. Moreover, the existing institutions were not working to strengthen the labor market linkages between rural and urban areas and they were giving training for to strength the labor market linkages between the rural and urban areas of the study area.

5.2 Recommendations

Based on the findings and conclusions of the study, the following recommendations could be forwarded:

- ✚ It will be better the stakeholders should motivate the rural people to educate themselves to enhance the employment linkages with town enterprises.
- ✚ It will be improved to work more on the rural-nonfarm employments and rural wage employments to enhance the economy, decrease poverty and improve their life.
- ✚ It is good build or establishes more public enterprises so as to decrease unemployment rates and to create or develop employment linkages between rural and urban enterprises.
- ✚ It will be better to establish more medium and large enterprises to absorb more workers from the rural households.
- ✚ It is so good the rural household to use irrigation to improve or increase agricultural productivity as well as to supply more agricultural products for urban residents and to supply various input for factories.
- ✚ The rural daily workers had been fully unemployed for several years and months. The main reasons they had been unemployed was that there were no adequate labor at their home villages. As a result, the rural daily laborers had been fully unemployed for several months and years until they had to get work. Therefore, by concerning or look these issues or problems into account, the wealthy individuals and government bodies should build more factories to minimize such high unemployment rate.
- ✚ Most of the factories or enterprises ownership hired people who are their relatives and intimate friends rather than hiring people based on the merit of their skills. Hence, various actors or stakeholders should minimize such serious problems. In addition to this, the enterprises and factories ownership should hire people on the basis of the merit of their skills, experiences, performances and the relevance of their criteria to the available works.
- ✚ It is good institutions giving skill-based training for rural households and urban residents.
- ✚ The worker respondents of non-farm activities replied that the main problem they faced in the undertakings of their main activities was the lack of credit, high price of raw material, lack of capital, high tax and transportation problems. Considering the above problems, the government should motivate them to pay the tax in terms of their income and other problems as if the government is in debt and the road must be repaired and maintained.

References

- Adebayo,A.(2005).Enhancing Positive Urban-Rural Linkage Approach to Sustainable Development and Employment Generation in Southern Africa. *Urban-Rural Linkages Approach to Sustainable Development. Nairobi (UN-Habitat)*, 43-61.
- Administration,D.M.T.(2011).DebreMarkos,Reports,[http://www.en.wikipedia.org/wiki/Debre Marqos](http://www.en.wikipedia.org/wiki/Debre_Marqos).(Accessed on June, 2012).
- Akkoyunlu, S. (2015). The potential of rural-urban linkages for sustainable development and trade. *International Journal of Sustainable Development & World Policy*, 4(2), 20-40.
- Akther, H. (2017). Rural-urban Linkages in Bangladesh: Emerging Scenario of a Secondary Urban Center.
- Amir, M. (2019). Concept of labor market ISSN 1396-0466 market.
- Abdulghani.B (2014). The importance of education for employment
- Ahmad, Z. (2019). An Analysis of the Causes and Consequences of Unemployment in District Peshawar. *Journal Of Social Sciences & Humanities*, 1(1 & 2), 85-97.
- Anyieni, A. (2013). The Role of Infrastructure in Business: A Kenyan Scenario. *International Journal of Professional Management ISSN, 20422341*.
- Bartke, S., Forster, T., Githiri, G., Jering, A., Kago, J., Schlimmer, S., & Sietchiping, R. (2020). The UN-Habitat Urban-Rural Linkage Introduction
ges Guiding Principles: Assessment of the Adoptability to Topical Land Management Challenges in Germany, Kenya and Tanzania. *International Yearbook of Soil Law and Policy 2019*, 369.
- Baglioni. C(2014). Salm, WP2 Overview Report, (January), 1-12. rura-urban linkage
- Berdegú, J., Reardon, T., Escobar, G., & Echeverría, R. (2000). *Policies to promote non-farm rural employment in Latin America*: Overseas Development Institute London, UK.
- Berdegú.B Brick.C.Zoka.Z (2014). Inclusive Rural–Urban Linkages: Working Paper Series.
- Berehanu Mewael. (2016). Rural-Urban Linkage of Adwa Town and its Surrounding Rural Areas: Its Nature and Effects on Rural Livelihood Diversification (Doctoral dissertation, Addis Ababa University).
- Brehanu.J (2007). *Rural-urban linkages for growth, employment, and poverty reduction*. Paper presented at the International Food Policy Research Institute, Washington, DC, USA.

- Ethiopian Economic Association Fifth International Conference on the Ethiopian Economy June.
- Bezu, S., & Holden, S. (2014). Are rural youth in Ethiopia abandoning agriculture? *World development*, 64, 259-272.
- Brent.K (2020). Economics of labor mobility and typs of labor mobility.
- Chisholm.S (2017). The concept of hinterland in geography a state of an art.
- Chowdhury, S. K., Negassa, A., & Torero, M. (2005). *Market institutions: Enhancing the value of rural-urban links* (No. 583-2016-39603
- Creswell,J.W. (2014). Research design: qualitative, quantitative, and mixed methods approaches forth edition.
- Daniell,.Asefa. (2019). Small and medium size enterprise concept and defination.
- David, J. C. (2018). Research Design Qualitative, Quantitative, and Mixed Methods Approaches Fifth Edition.
- Davoudi, S., & Stead, D. (2002). Urban-rural relationships: An introduction and brief history. *Built environment*, 28(4), 269-277.
- Douglass, M. (1998). A regional network strategy for reciprocal rural-urban linkages: an agenda for policy research with reference to Indonesia. *Third world planning review*, 20, 1-34.
- Draven.L (2020).Conceptual frame work with the sample how to make conceptual frame work. London,Draven cueva.
- Divide,.A In RLDS, 2005, Issues and Challenges in Local and RegionalDevelopment: Proceedings of the Third International Policy Research
- Easterly, W., & Serven, L. (2003). *The limits of stabilization: infrastructure, public deficits and growth in Latin America*: The World Bank.
- Elisenda.M (2017). Dynamic rural-urban linkages for decent rural employment. IFAD: Food agricultural organization.
- Ellis, F. (1998). Household strategies and rural livelihood diversification. *The journal of development studies*, 35(1), 1-38.

- Eppler, U., Fritsche, U. R., & Laaks, S. (2015). Urban-rural linkages and global sustainable land use. *Globalands Issue Paper, Berlin*.FAO.S (2011). Food agriculture and cities the challenges of food and nutrition security.
- Elder, S., & Smith, A. (2010). *Women in labour markets: Measuring progress and identifying challenges*. Ginebra, Suiza: International Labour Office.
- FAO. A(2017). Dynamic rural-urban linkages for decent rural employment. Sub-Saharan African countries: Food Agriculture organization of the united state.
- FDRE. E(2011). Geography student text book for grade ten text book.
- Federal Urban Development , P. O. E. (2005). Federal development of urban employment,jobless people growth rate
- Garcilazo, E. (2013). Growth trends and characteristics of OECD rural regions.
- Gebre-Selassie, A., & Bekele, T. (2012). A review of Ethiopian agriculture: roles, policy and small-scale farming systems. *C. Bell & J. Prammer (Researchers), C. Eder, D. Kyd-Rebenburg, & J. Prammer (Eds.), Global growing casebook: Insights into African agriculture, 36-65.*
- Gebreegizabher, T. (1999). Rural-urban relations in rural regions the case of coffee and non-coffee growing regions in central and south-western Ethiopia. *development research, Vol. 21, No.2. Addis Ababa, Ethiopia.*
- Gebreegizabher, T. (2005). Rural-Urban Linkages in Ethiopia: The Need to Bridge the
- Gordon, A., & Craig, C. (2001). *Rural non-farm activities and poverty alleviation in sub-Saharan Africa (NRI Policy Series 14)*: Natural Resources Institute.
- Heckman, J. J., Lochner, L. J., & Todd, P. E. (2008). Earnings functions and rates of return. *Journal of human capital, 2(1), 1-31.*
- Heinrich, M. (2013). Donor partnerships with business for private sector development: What can we learn from experience. *The Donor Committee for Enterprise Development.*
- Hughes, O. E. (2012). *Public management and administration: An introduction*. Macmillan International Higher Education.
- Van Hoyweghen, K., Van Den Broek, G., & Maertens, M. (2018). *Understanding the importance of wage employment for rural development: Evidence from Senegal* (No. 1067-2018-3228).

- Heinrich, M. (2013). Donor partnerships with business for private sector development: What can we learn from experience. *The Donor Committee for Enterprise Development*.
- Hoyweghen, E. (2018). Understanding the importance of wage employment for rural development: Evidence from Senegal.
- Hughes, O. E. (2012). *Public management and administration: An introduction*. Macmillan International Higher Education.
- Jason, E. (2011). labor mobility Oxford: oxford Encyclopedia of economic history
- Kalikidan, T. (2007). Project Proposal on the Construction of Multipurpose Cultural.
- Lanjouw, J. O., & Lanjouw, P. (2001). The rural non-farm sector: issues and evidence from developing countries. *Agricultural economics*, 26(1), 1-23.
- Mbella, M. F., & Fonjong, L. (2018). Challenges to Effective Rural-Urban Linkages in Meme Division of Cameroon. *Journal of Asian Scientific Research*, 8(2), 42.
- McGranahan, G., & Satterthwaite, D. (2014). *Urbanisation concepts and trends* (Vol. 220): JSTOR.
- Mduma, J. K., & Wobst, P. (2005). Determinants of rural labor market participation in Tanzania. *African Studies Quarterly*, 8(2), 32-47.
- Michele, V. J. (2016). Labour mobility and local and regional Authorities benefits, challenge and solutions. Europe: European union authorities.
- Ministry of Finance, E. D. (2013). Annual progress Report of the GTP Growth and Transformation Plan.
- Nordman, C. J., & Pasquier-Doumer, L. (2015). Transitions in a West African labour market: The role of family networks. *Journal of Behavioral and Experimental Economics*, 54, 74-85.
- Paolo, F. (2018). Rural people and mobility. Rome: international Fund for Agricultural Development.
- Piacentini, M. (2010). Labor mobility and development dynamics in OECD regions.
- Reardon, T. (1997). Using evidence of household income diversification to inform study of the rural nonfarm labor market in Africa. *World development*, 25(5), 735-747.
- Reardon, T., & Timmer, C. P. (2007). Transformation of markets for agricultural output in developing countries since 1950: How has thinking changed? *Handbook of agricultural economics*, 3, 2807-2855.
- Serena, P. C. (2016). LABOUR MARKET—CONCEPTS, FUNCTIONS, FEATURES, PATTERNS. *Management Strategies Journal*, 34(4), 201-209.
- Shiterek, T. (2012). Ethiopia: Country Report: May.
- sylvester, C. (2016). factor affecting Small Businesses and How to Overcom he Most Common Technology Problems Affecting Small Businesses and How to Overcome them.
- Tacoli, C., & Agergaard, J. (2017). *Urbanisation, rural transformations and food systems: the role of small towns*.
- Team, A. (2002). Study on Generating Employment through Micro and Small Enterprise and Cooperative Development in Lao PDR.

- Tegege, G. (1999). Rural-urban Relations in Rural Regions. the Case of Coffee and Non-Coffee Growing regions in Central and South-Western Ethiopia. *Development Research, Vol. 21, No.2. Addis Ababa, Ethiopia.*
- Thanh, E. (2008). Urbanisation and rural development in Vietnam's Mekong Delta *Working paper on rural-urban interactions and livelihood strategies no. 14:* International Institute for Environment and Development London.
- Thornhill, A. (2012). concept of ethical consideration and importance of ethical consideration in research.
- Turrini, A. (2002). *International trade and labour market performance: major findings and open questions:* Citeseer.
- Virtuoso, A. (2020). *importance of non-farming activities in the rural economy.* Paper presented at the Asian conference education Tokyo.
- Walo, M. T. (2016). Bridging the rural-urban divide for local economic development in Nekemte and its hinterlands, Oromia, Ethiopia. *Journal of Agriculture, Food Systems, and Community Development, 6(4), 125-143.*
- White, T. (2005). Rural-Urban marketing Linkage: An Infrastructure Identification and Survey Guide. FAO, Rome.
- Wiggins, S., & Hazell, P. (2011). Access to rural non-farm employment and enterprise development. *Background Paper for the IFAD Rural Poverty Report.*

Appendix I

Questionnaire for rural households

Addis Ababa University

Collage of social Sciences

Department of Geography and Environmental Studies

Stream: Urban and Regional Development Planning

Dear respondents:

My name is Belachew Dejenie. I am studying Urban and Regional Development Planning at Addis Ababa University, Collage of Social Sciences in the Department of Geography and Environmental Studies. Hence, I am now preparing my thesis that deals with Rural-Urban Linkage and Labor Market in the town of Debreworkos and its hinterlands. To be submitted the department of Geography and environmental studies in partial fulfillment of the requirement for the degree of Master of Arts in urban and regional development planning. The purpose of this questionnaire is to gather information about rural-urban linkage and labor market from you the respondents. The information collected will be only the used for the given academic purpose.

General guidelines

- ✓ Do not write your name
- ✓ You are kindly requested to give real or accurate responses
- ✓ Circle correct answer
- ✓ If the questions are unclear or not understandable you can ask the data collector or the researcher
- ✓ Please, fill all questions

Thank you for your support!

Research questionnaire for rural households

Section 2: Profile of the respondents

Remember: you are required to circle correct answer?

1. Name of Kebele 0. Wenka 1. Enerata

2. Sex 0. Male 1. Female

3. Age 1. 15-30 2. 31-45 3. 46-65 4. Above 65

4. Religion

1. Orthodox 2. Muslim 3. Catholic 4 Other specify _____

5. Marital Status

1. Single 2. Married 3. Divorced 4. Windowed

6. Education level

0. Illiterate 1 Grade 1-8 2. Grade 9-12 3. Diploma 4 .Degree 5. Above degree

7. Family sizes in number

1. 1-2 2. 3-4 3. Above four _____

8. Occupation of household head

0. Merchant 1. Daily labor 2. Government worker 3. Private worker 4. Farming

Section 3: Agriculture

1. Do you have your own land? 0. Yes 1 No
2. If your answer for question 1 is “yes” is your cultivated land adequate for your families?
0. Yes 1.No
3. If your answer for question 1 is “no” what is the source of your livelihood?
1. Through trading 2. Through daily working in towns 3.Through sailing Tella
4.Other please specify_____
4. Do you sell agricultural products? 0. Yes 1. No
5. If your answer for question 4 is “yes” How do you transport your agricultural products to market place?
1. Walking 2. Through pack animals, donkey or horse 3. Through Vehicle
6. If your answer for question 4 is “yes” where do you sell your products?
0 Debermarkos town 1. my locality 2=in the woreda 3=Bahrdar
7. Do you buy agricultural products? 0. Yes 1. No
8. If your answer for question 7 is “yes” from where do you buy products?
1 Debermarkos town 1. my locality 2=in the woreda 3=Bahrdar
9. Do you have own livestock? 0. Yes 1. No
10. If your answer for question 9 is “Yes” Do you sell livestock products? 0. Yes 1 No
11. If your answer for question 10 is “Yes”where do you sell your products?
0 Debermarkos town 1. my locality 2=in the woreda 3=Bahrdar
- 12 Is there water resource that uses irrigation apart from rain? 0. Yes 1 No

Section 4: Rural Wage Employment

1. How many people in your household (including yourself) were engaged in rural wage employment during the last year?	
2. Please could you indicate the type of your (their) main types of employer (in terms of duration of employment during the last year?	1=Smallholding farm 2= Private commercial farms 3= State farm 4= Government establishments (other than state farms) 5= Cooperatives 6=NGO 7=Others (specify)_____
3. Activities you were involved last year as wage worker	1= Land preparation 2=Weeding 3=Harvesting 4=Threshing, transport & processing 5=Natural resource conservation 6= Infrastructure 7=Others (specify) _____
4. What was the period/mode/ of payment for your (their) main wage employment?	1= Hourly 2= Daily 3= Weekly 4= Monthly 5= Annually 6= Piece rate
5. Please could you indicate the nature of your (their) payment for the main wage employment?	1= in cash only 2= in kind only 3= in share of output 4= In cash and kind 5=In cash and share output 6= Others (specify) _____
6. Have you (they) got any additional benefit in kind?	0=Yes 1=No
7. If the answer for question No. 6 is “yes” What was the type of your (their) additional benefit in kind (according to your payment period)?	1= Food and drink 2= Housing accommodation 3=“1” and “2” 4= Others (specify)_____
8. Total number of days you worked and your total yearly earnings for wage employment per month for the last year?	
9. On which Type of Employment you were employed?	0= Local wage worker 1= Seasonal migrant worker
10.If you were employed as seasonal migrant workers; What were your (their)	1= There was no work at home 2= There were higher wages over there 3= There was enough work over there 4= To join

main reasons to migrate for seasonal employment?	the countrymen 5= by tradition 6= Prefer this work 7= Others (specify)_____
11. Was it easy for you to migrate to working place?	0= Yes 1= No
What were the main problems you (they) have faced when you (they) have decided to migrate to that place?	1=Transportation cost 2= Family members were opposing 3=was difficult to leave family 4= was difficult to leave community 5=Others (specify) _____
12. How well were you (they) informed about the living conditions in that place before your (their) migration?	1= Very well informed 2= Insufficient information 3= Badly informed 4= Don't know
13. What kind of problems have you (they) faced just after your (their) migration to that place?	1=There was shelter problem 2= There was not enough work 3= Wages were very low 4= It took too long to find work 5= It was difficult to move from one place to another 6=Lack of medical care 7= Language problem 8= Religion problem 9=Insecurity problem 10= Others (specify) _____
14. Have you (they) preferred to work more time during the last year in your wage employment?	0= Yes 1= No
15 For how many months have you and your families have been fully unemployed during the last year?	
16.What were the main reasons for being unemployed?	1= There was no work 2= There was only work for little pay 3= Only difficult work was available 4= Others (specify)----- ---

Section5: Rural-Urban Labor Mobility and employment

1. Does rural household mobility to urban area create chance to engaged in work in urban enterprise?	0= Yes	1= No
2.Do off-farming period mobility of rural individual to urban area create experience to an employed in urban enterprise	0= Yes	1= No

Section 6: TYPES AND IMPORTANCE OF NON-FARM ACTIVITIES	
1. Were you or any member of the household self-employed in handicraft, construction (carpentry, masonry water well excavation, etc...mining, quarrying (stone, sand, lime, etc.) last year?	0= Yes 1= No
2.If your answer to the above question... is “Yes” in which activities did the household participate last year?(Multiple answer is possible)	1=Weaving 2=Spinning 3= Pottery 4= Blacksmithing 5= Tannery 6= Carpet making 7= Bamboo works 8= Zenbil& the like work 9= Horn works 10= ‘Sifet’ works 11= Tailoring 12= Making household material from wood 13= Construction 14= Mining 15= Quarrying 16= Knitting, emboidering, etc. 17= others (specify) _____
3.How much initial capital (in Birr) do you spend in your business	
4. Please indicate how learned the skill of your activity?	1=Through working as apprentices 2= Family tradition 3= through contacts with others 4= through government training 5= through non-government training 6= Others (specify)_____
5. What was the average income per month from the non-farm activities last year?	
6.Who is the main supplier of the inputs used for the main activity?(multiple answers is possible)	1= Own product 2= Local market / suppliers 3=Local natural resource 4=Provided by clients 5= Others (specify) _____
7.What is the location from where you source your inputs	1.Rural area 2=nearby town 3=regional capital 4=other specify_____
8. Who are major buyers of your	1= Local rural consumers 2= Local urban consumers 3=

products/your clients for the main activity?	Traders 4= NGO 5= Others (specify) _____
9.What is the location where you sell your product	1.Rural are 2=nearby town 3=regional capital 4=other specify
10. What is your future plan regarding your main activity?	1=Continue with the same scale 2=Expand scale of operation 3= Reduce the scale of operation 4= Stop the activity
11. Please could you indicate whether you received any assistance from government and/or non-government organizations for the main activity last year?	0= Yes 1= No
12. If your answer for question 11 is “Yes” what type of assistance could you receive?	1= Training 2=Credit 3=Raw Material 4= Equipment 5= Market arrangement 6= Others (specify)_____
13. Please could you indicate whether your revenues from your main activity have increased, decreased or remained constant over the last four years?	1= Increased 2= Decreased 3= Constant
15. Do you have any problem in undertaking the main activity?	0=Yes 1= No
16. What main problem you faced in undertaking the main activity?	1= Lack of equipment/tool 2= High price of raw material 3= Lack of credit 4=Low price for output 4= Tax and/or restrictive government policies 5= Busy with farm work 6=lack of market 6= Others (specify)_____
17. Please could you indicate the type of technology you used for the main activity last year?	1= Traditional technology 2= Improved traditional (intermediate) technology 3= Modern technology
18. Do rural non-farm occupations improve the quality of life?	0. Yes 1. No

19.Do the rural non- farm employment opportunity for landless peoples	0. Yes	1. No
20. Do the non-farm activity decrease poverty	0. Yes	1. No
21.Does the non-farm activity generate income	0. Yes	1. No
23.Is there high people that participate in rural-nonfarm activities in your area	0. Yes	1. No

Appendix II

Questionnaire for urban enterprises

Addis Ababa University

Collage of social science

Department of Geography and Environmental Studies

Stream: Urban and Regional Development Planning

Section 1: Introduction

Dear respondents:

My name is Belachew Dejenie. I am studying Urban and regional development planning at Addis Ababa University Collage of social science in the department of Geography and environmental studies. Hence, I am now preparing my thesis that deals with rural-urban linkage and labor market in the town of Debremarkos and its hinterlands. To be submitted the department of Geography and environmental studies in partial fulfillment of the requirement for the degree of Master of Arts in urban and regional development planning. The purpose of this questionnaire is to gather information about rural-urban linkage and labor market from you the respondents. The information collected will only be used for the given academic purpose.

General guidelines

- ✓ Do not write your name
- ✓ You are kindly requested to give real or accurate responses
- ✓ Circle correct answer
- ✓ If the questions are unclear or not understandable you can ask the data collector or the researcher
- ✓ Please, all fill questions

Thank you for your support!!!

Enterprise survey: Questionnaire

(Age, gender, education, previous work, technical education etc)

1. Sex 0. Male 1. Female
2. Age 1. 15-30 2. 31-45 3. 46-65 4. Above 65
3. Education level
0. Illiterate 1 Grade 1-8 2. Grade 9-12 3. Diploma 4 .Degree 5. Above degree
4. Type of enterprise 0. Private 1. Government enterprise 3. Non-governmental
5. How long the enterprise has been working?
 1. 1 Year 2. 2-4 years 3 more than three years
6. What is the size of enterprise? 1 .Micro 2. Small 3. Medium 4. Others
7. How many worker are there in your enterprise 1. <20 2. 20-50 3. >5

PART II: BUSINESS BACKGROUND	
Please describe your business activity	1=agro processing (flour mill, oil mill, 2=grain wholesaling 3=hotels and restaurants 4=trade 5= Food retailing 6=motorized transport 7=non motorized transport 8=mechanical repairs 9=barber 10=metal work 11= wood work (carpenters) 11=food processing 12=garment (tailor) 13=Other (specify)___
Do you perform the business as owner	1=yes 2=No
Ownership structure	1=sole ownership 2= private limited company(PLC) 3=shareholding company 4=cooperative 5=other (specify)
Year started in Ethiopia calendar	
Location of enterprise	1= Home 2=Traditional Market 3=commercial district(shop) 4= Roadside 5= Mobile 6=industrial site 7= others(specify)----

How did you acquire this business	1=Inherited 2=Started from the scratch 3=purchased 4=other (specify)_____
How did you acquire the building/premise on which you started the business	1=owned it 2=Bought 3=leased 4=inherited 5=other (specify)____
If rented, what was the rent then and now	1=Amount of rent when starting the business _____ 2=Amount of rent now _____
Is your business registered by the local./regional l government	0=yes 1=No
If no, what is the biggest challenge that you face (as a result of being not registered)	1=Expanding the business to other areas 2=Diversifying the services/products the business provides 3=Promoting of services/products 4=Getting financial support
Access to electricity	0=Yes 1= No
Access to piped water	0=Yes 1=No
Access to Telephone	0=Yes 1= No

PART III, Employment Linkage				
Number of workers when you started the business		Male	Female	Total
	Working owner			
	Paid (hired workers)			
	Unpaid workers			
Number of workers Now		Male	Female	Total
	Working owner			
	Paid (hired workers)			
	Unpaid workers			
Place of residence of most workers	1=within town 2=another town within 15km 3=another town over 15km 4= Village within 15 km 5= village over 15km			
How would you classify the	1=Skilled (gained from university or vocational training and graduated			

majority of workers in your business?	2= .Unskilled 3=Semi-skilled (gained from short term training or vocational experience)...
What is the most important skill you look for in an employee (Circle one).	1=Accounting 2= Administration/secretarial. 3= Animal health 4= Carpentry. 5= Construction 6=Customer Service .6= Engineering .7=Management 8 Marketing .9= Sales 10 =Teaching .11= Other (Specify) _____
Do you think employees from rural areas have the skills you are requiring	0=Yes 1=No
Are you planning to hire more workers in the next 6 months	0=Yes 1=No
If yes, are you willing to hire workers from rural areas	0=Yes 1=No
How is your business linked to agriculture	1= supplies agricultural inputs 2=Provides machinery repair service 3=marketing/processing of agricultural products 4=other (specify)___

PART IV. FACTORS ENABLING AND CONSTRAINING ENTERPRISE DEVELOPMENT			
Factors enabling enterprise development (Please indicate the five most important)	0=Yes 1=No	Factors constraining enterprise development (Please indicate the five most important)	0=Yes 1=No
Proximity to market		Intense competition	
High and growing demand		Poor access to finance	
Local availability of raw material		Poor road network	
Availability of road transport service		Unreliable power supply	
Availability of skilled labor		Poor local availability of raw material	
Good access to finance		Low or stagnating demand	
Low cost of raw material		High cost of raw material	

Low labor cost		High cost of transport	
Access to clean and reliable water		Poor connection to railway	
Road network		Poor transport service	
Low cost of electricity		Distance to market	
Low competition		High tax	
Low cost of transportation		Government bureaucracy	
Connectivity to railway		Scarcity of labor	
Reliable power supply		Corruption	
Low cost of water		Inadequate local repair service	
Other		High cost of electricity	
		High labor cost	
		Poor access to water supply	

PART V. Impacts of police and institutions on labor market linkage between rural and urban areas

1. Does the government draft new policies to build infrastructure in rural area in order to develop market linkage to urban area?	0. Yes	1. No
2. Does the government have a plan to build factor in the future in order to strength employment linkage with rural and urban enterprises?	0. Yes	1. No
3. Do the government policies create a problem on labor market linkage between rural and urban areas?	0. Yes	1. No
4. Are there the institutions currently working to strengthen labor market linkages between rural and urban areas?	0. Yes	1. No
5. Do you think institutions create problems in the labor market linkage between rural and urban areas?	0. Yes	1. No
6. Are there institutions giving training for labor market in order to strength labor market linkage between rural and urban areas?	0. Yes	1. No
7. Does the government is working to support rural landless and poor households?	0. Yes	1. No

Appendix III

Semi structured interview

Semi structured interview for rural kebele and government officials
Semi structured interview for rural kebele officials

1. Can you describe the main types of rural non-farm activities in your kebele?
2. How do you describe the growth of these activities over the past year?
3. What are the major constraints that impede rural non-farm activities?
4. What is the status of labor mobility in your kebele? What are the reasons for the labor mobility?
5. Do you think non-farm activities help residents to stay in their locality? Please elaborate.

Semi structured interview for government officials and urban enterprises

1. What are the factor that determine mobility between urban and rural
2. What would like labor mobility and the nature of employment conditions look like?
3. Do you think institutions create problems in the labor market link between rural and urban areas? If you think it is a problem, explain how it is a problem.
4. Are institutions currently working to strengthen labor market linkages between rural and urban areas? If so, what are you doing?
5. Does the government currently have a policy to build factories? If there is a policy, what is the policy for building a factory? Are there any plans to build a factory in the future?
6. Do the enterprise employee the same capacity, the same level of education pays the same salary
7. Were you hired rural people during the last year? If you were employ what kind of people hired in your enterprise mention the kind of people that you were employed in your enterprise'

ክፍል አንድ የባለቤቱ ግለ ታሪክ ዳራ

1. ያታ 0. ወንድ 1 ሴት
2. ዕድሜ 1. 15-30 2. 31- 45 3. 46 - 65 ቀ4.
ከ65 ዓመት በላይ
3. የትምህርት ደረጃ
0 ያልተማረ 1. 1ኛ-8ኛ 2. 9ኛ-12ኛ 3. ዲፕሎማ 4.
ዲግሪ
4. የድርጅቱ አይነት፡- 0. የግል 1. የመንግስት ድርጅት 2. መንግስታዊ ያሆነ

የግል ድርጅት

5. ድርጅቱ መሰሪት ከጀመረ ምን ያለ ጊዜ ሆኖታል
1. አንድ አመት 2. ከሁለት አመት እስከ አራት አመት
3. ከአራት አመት በላይ
6. የድርጅቱ ማጠን ምን ይመስላል
1. ጥቃቅን 2. አነስተኛ 3. መካከለኛ 4. ሌላ
7. በድርጅትዎ ውስጥ ስንት ሰራተኛ አሉ
1. < 20 2. 20-50 3. >50

ክፍል ሁለት የድርጅቱ ግለ ታሪክ ዳራ		
1.	እባክዎትን የንግድ ስራዎን በአጭሩ ግለፁ?	1 = የእርሻ ምርት ሂደት (የእህል ወፍጮ የዘይት መጠጫ) 2= የእህል ጅምላ ንግድ 3= ሆቴልና ሬስቶራንት 4=ንግድ 5=የምግብ ችርቻሮ 6=የሞተር ትራንስፖርት 6=ሞተር የሌለው ትራንስፖርት 8=መካኒካል ጥገና 9=ፀጉር አስተካካይ 10=የብረትሥራ 11=የእንጨት ሥራ (አናዒ) 12=ምግብ መጓጓዣ 13=የልብስ ስፌት 14=ሌላ ካለ ይገለፅ
2	በዚህ ድርጅት የሚሥሩ ልክ እንደ ባለቤት ነዎ?	1 = አዎ 2 = አይደለም
3	የባለቤትነት መቆጣሪያ አይነት?	1= የአንድ ግለሰብ ድርጅት 2= ኃላፊነት የተወሰነ የግል ካፒታል (ኃ.የ.ኮ)

		3=የአክሲዮን ማህበር ካንፓኒ 4= የሥራ ስብሰታ ማህበራት 5 = ሌላ ካለ
4	በአሁን በኢትዮጵያ አቆጣጠር ድርጅትዎ መቼ ነበር ሥራዎን የጀመረው?	
5	ይህንን የድርጅት ሥራ እንዴት አገኙት?	1= በወርስ 2=ከባዶ ነው የተነሳ 3= በግዢ 4=ሌላ ካለ ይጥቀሱ
6	ይህ የሚሥሩበትን ህንጻ እንዴት አገኙት/ይህ ሥራ ለመጀመር መሻሻ ሐሳብ እንዴት አገኙት?	1= በራሴ 2=በግዢ 3= በሊዝ 4=ሌላ ስለ ይጥቀሱ
7	በክራይ ከሆነ ያገኙት ክፍያው በዛን ጊዜ ስንት ነበር አሁን ስንት ነው?	1=የክፍያው መጠን ድርጅትዎ ስራ ሲጀምር ስንት ነበር 2= የጥራት ክፍያው ከአሁኑ ግዜ ስንት ነው የሚከፍሉት
8	ይህ የንግድ ስራም በወረዳና ክልላዊ መንግስታዊ አካላት ተመዘግቧል ወይ?	1 = አዎ 2= አይደለም
9	ለ8ኛ ጥያቄ መልስዎት አይደለም ከሆነ በነዚህ መንግስታዊ አካላት ባለመመዘን ስም ያጋጠምዎት ትልቁ ተግዳሮት ምን ነበር?	1=ድርጅቱ ወደ ሌላ ቦታ ማስፋፋት ላይ 2=በርካታ አገልግሎትና ምርት መስጠት ላይ 3=የአገልግሎትና ምርት ማስተዋወቅ ላይ 4=የፋይናንስ ድጋፍ ማግኘት ላይ
10	የኤሌክትሪክ ኃይል አቅርቦት ተደራሽነት አለ?	1 = አዎ 2= የለም
11	የውሃ አገልግሎት የአቅርቦት ተደራሽነት አለ?	1 = አዎ 2= የለም
12	የስልክ አገልግሎት ተደራሽነት አለ?	1 = አዎ 2= የለም

ክፍል ሶስት የስራ ቅጥር ትስስር

1	ሥራው ሲጀምሩት ስንት ሰራተኞች ቀጥረው ነበር?		ወንድ	ሴት	ጠቅላላ
		ባለቤት ሠራተኛ ተከፋይ ሠራተኛ ተከፋይ ያልሆነ ሰራተኛ			
2		ባለቤት ሠራተኛ ተከፋይ ሠራተኛ ተከፋይ ያልሆነ ሰራተኛ	ወንድ	ሴት	ጠቅላላ

3	የሰራተኛዎ የመኖሪያ ቦታ	1= በከተማ ወስጥ 2=በሌላ ከከተማ በ15 ኪ.ሜ ርቀት ወስጥ 3=በሌላ ከተማ ከ15ኪ.ሜ ርቀት በላይ 4=በገጠር ቀበሌ በ15 ኪ.ሜ ርቀት ወስጥ 5=ከ15 ኪ.ሜ ርቀት በላይ በሚካኝ ገጠር ቀበሌ			
4	በድርጅትዎ ተቀጥረው የሚሰሩ ሰራተኞች በምን በምን ይመድቧቸዋል	1=ችሎታ የለው (በቅርቡ ከዩንቨርስቲ ወይ የጥያ ማስልጠኛ ተቋም የተመረቀ) 2=ችሎታ የለለው 3=ከፊል ችሎታ ያለው (በአጭጭ ስልጠና እና ጥያ ማስልጠኛ የተገኘ)			
5	ለመቅጠር የሚፈልጉት የትኛው ዓይነት ሠራተኛ ነው	1=የሂሳብ አያያዝ 2=የአስተዳደር/የፅሁፍ ጥያቄ 3=የአንስሳት ጠፍ ባለጥያ 4= የአናጂነት ጥያ 5=የህንጻ ጥያ 6=የደንበና አገልግሎት 6=ምህንድስና 7=የሥራ አመራር 8ስነ-ገበያ 9=የሸያጭ ጥያ 10=የማስተማር ጥያ 11=ሌላ ካለ ይጥቀሱ			
6	በገጠር ቀበሌ የሚኖሩ ሠራተኞች ለድርጅትዎ ለሚሰሩው ስራ በቂ ችሎታ አላቸው ብለው ያምናሉ	1=አዎ 2 አይደለም			
7	በማቀጠሉት ስድስት ወራቶች ተጨማሪ ሰራተኛ ለመቅጠር ሐሳብ	1=አዎ 2 አይደለም			

	አልዎት				
8	ለ 7ኛ ጥያቄ መልስዎት አዎ ከሆነ ከገጠር ቀበሌዎች የሚሆኑ ሰራተኞች ለመቅጠር ፍላጎት አልዎት	1=አዎ 2 አይደለም			
9	የእርስዎ ድርጅት ከእርሻ ጋር ያለው ትስስር በምን አይነት መልክ ነው	1=የእርሻ ግብአቶች በማቅረብ 2=የሚሸጉ ጥገና አገልግሎት 3=የእርሻ ምርቶችን መሸጥና ማዳገም 4 =ሌላ ካለ ይጥቀሱ			

1. በርካታ የገጠር ሰራተኞችን በቅጥር ስራ ለማስረጃ ከመግባት፣ ከመግባታዊ ያልሆኑ ድርጅቶች ከግለሰቦች ምን ድጋፍ ይፈልጋሉ?

2. የተለያዩ ድጋፍ ለምሳሌ ብድር፣ ስልጠና ለማግኘት የመግባት ድጋፍ ጠይቀው ያወቃሉ?

3. ለወደፊት የገጠር ሰራተኞችን በድርጅት ለማስረጃ ችግሮችን ለመፍታት የተለያዩ ባለድርሻ አካላት ምን ይሰሩ?

4. በድርጅት ሰራተኛ ለመቅጠር ምን ድንጋግ መስፈርትዎ? መስፈርትዎን ያብራሩ?

5. ከገጠር ሰዎች ጋር የቅጥር ትስስር ለመፍጠር ያጋጠሙትን ተግዳራቶች/ችግሮች ይጥቀሱ?

ክፍል አራት ድርጅት እድገት ማቆና ምቹ ሁኔታዎች

የድርጅት አድገት ማቆላቆጥ ሁኔታዎች	1=አዎ 2= አይደለም	የድርጅት እድገት ማቆ ምቹ ሁኔታዎች	1=አዎ 2= አይደለም
1 ለገበያ ቅርቦት አለው	1=አዎ 2= አይደለም	ከፍተኛ	1=አዎ 2= አይደለም
2 ከፍተኛና በሚገባ ላይ ያለ ፍላጎት አለ	1=አዎ 2= አይደለም	ለፋይናንስ ተደራሽነቱ ዝቅተኛነት አለ	1=አዎ 2= አይደለም
3 የጥሬ እቃዎች አቅርቦት በአካባቢው አለ	1=አዎ 2= አይደለም	ለመንገድ ኔትዎርክ በጣም ዝቅተኛነት	1=አዎ 2= አይደለም
4 የመንገድ ትራንስፖርት አገልግሎት አለ	1=አዎ 2= አይደለም	አስተማማኝ ያልሆነ የወሃ አገልግሎት	1=አዎ 2= አይደለም
5 ችሎታ ያለው የሰው ኃይል አቅርቦት አለ	1=አዎ 2= አይደለም	የጥሬ እቃ አቅርቦ ዝቅተኛ ነው	1=አዎ 2= አይደለም
6 ለፋይናንስ አገልግሎት ተደራሽነት አለ	1=አዎ 2= አይደለም	ዝቅተኛና ባለበት እድገቱ የቆመ ፍላጎት	1=አዎ 2= አይደለም
7 ዝቅተኛ ዋጋ ያለው ጥሬ እቃ አለ	1=አዎ 2= አይደለም	ከፍተኛ ዋጋ ያለው ጥሬ እቃ	1=አዎ 2= አይደለም
8 ዝቅተኛ ዋጋ ያለው ሠራተኛ አለ	1=አዎ 2= አይደለም	ከፍተኛ ዋጋ ያለው ትራንስፖርት	1=አዎ 2= አይደለም
9 ለንጽህና አስተማማኝ የወሃ አቅርቦት ተደራሽነት አለ	1=አዎ 2= አይደለም	ለባቡር መስመር ያለው ትስስር ዝቅተኛነት አለ	1=አዎ 2= አይደለም
10 ለመንገድ ትራንስፖርት ኔትዎርክ አለ	1=አዎ 2= አይደለም	ለትራንስፖርት አገልግሎት ያለው ትስስር አለ	1=አዎ 2= አይደለም
11 ዝቅተኛ የመብራት/ኤሌክትሪክ ዋጋ አለ	1=አዎ 2= አይደለም	ለገበያ ርቀት አለው	1=አዎ 2= አይደለም
12 ዝቅተኛ የንግድ ወደድር አለ	1=አዎ 2= አይደለም	ከፍተኛ ታክስ/ገብር	1=አዎ 2= አይደለም
13 ዝቅተኛ የትራንስፖርት አገልግሎት አለ	1=አዎ 2= አይደለም	የመንግስት መቆር ቢሮክራሲ	1=አዎ 2= አይደለም
14 ለባቡር አገልግሎት ያለው ግንኙነት አለ	1=አዎ 2= አይደለም	የሠራተኛ እጥረት	1=አዎ 2= አይደለም
15 አስተማማኝ የሃይል አቅርቦት አለ	1=አዎ 2= አይደለም	መክና	1=አዎ 2= አይደለም
16 ዝቅተኛ የወሃ አገልግሎት አለ	1=አዎ 2= አይደለም	በቂ ያልሆነ የጥገና አገልግሎት	1=አዎ 2= አይደለም
17 ሌሎች ካሉ ይጠቀሱ	1=አዎ 2= አይደለም	ከፍተኛ የኤሌክትሪክ ኃይል አቅርቦት	1=አዎ 2= አይደለም

			ከፍተኛ ዋጋ ያለው የሠራተኛ ጉልበት	1=አዎ 2= አይደለም
			ዝቅተኛ የወሃ አገልግሎት ተደራሽነት	1=አዎ 2= አይደለም

ክፍል አምስት፡- በገጠርና በከተሞች መካከል በሥራ ገበያ ትስስር ላይ የፖሊስና ተቋማት ተፅእኖ

1	ከከተሞች ጋር ያለው የስራ ገበያ ለማዘድግ መንግስት አዳዲስ የገጠር መሠረት ግንባታ ፖሊሲ አወጥቷል	0 አዎ	1 አይደለም
2	የገጠር ከተማ የሥራ ገበያ ትስስር ለማዘድግ መንግስት ፋብሪካዎችን ለመገንባት ወደፊት እቅድ አለው	0 አዎ	1 አይደለም
3	የገጠር ከተማ የሥራ ገበያ ትስስር ለማዘድግ የመንግስት ፖሊሲ ችግር ይፈጥራል ወይም	0 አዎ	1 አይደለም
4	የገጠር ከተማ የስራ ገበያ ትስስር ለማዘድግ ሌሎች ተቋማት አሉ ወይ	0 አዎ	1 አይደለም
5	እነዚህ ተቋማት የገጠር ከተማ የሥራ ገበያ ትስስር ማዘድግ ላይ ችግር ይፈጥራሉ	0 አዎ	1 አይደለም
6	የገጠር ከተማ የሥራ ገበያ ትስስር ለማዘድግ ሲባል ሥልጠና የሚሰጡ ተቋማት አሉ ወይ	0 አዎ	1 አይደለም
7	መንግስት መሬት ለሌሎች የገጠር ቤተሰቦች የሚያደርገው ድጋፍ አለው	0 አዎ	1 አይደለም

ተቀጽላ አንድ፡ የዳሰሳ ጥናት የጽሁፍ ማጠቃለያ

አዲስ አበባ ዩኒቨርሲቲ

የጅኦግራፊ እና አካባቢያዊ ጥናት ትምህርት ክፍል

ንኡስ ክፍል፡ የከተማ ክልላዊ እድገት ልማት ፕላን

ክፍል 1፡-መግቢያ

ወድ የጥናቱ ተሳታፊዎች

ስሜ በላቸው ደጀኔ ይባላል፡፡ ባሁኑ ጊዜ በአዲስ አበባ ዩኒቨርሲቲ የሶሻል ሳይንስ ኮሌጅ በጅኦግራፊና አካባቢያዊ ጥናት ትምህርት ክፍል የሀላተኛ ዲግሪ ትምህርቱን በመከታተል ላይ እገኛለሁ፡፡ ስለሆነም በከተማ ክልላዊ እድገት ልማት ፕላን ትምህርት ዘርፍ የሀላተኛ ዲግሪዬን ለማግኘት ለመሠረዳት በከፊል ማሞኘት የሚቻለው ጥናታዊ ጽሁፊን በማዘጋጀት ላይ ስሆን ጥናቱ የሚተኮረውም የገጠርና ከተማ ትስስር

እና የስራ ገበያ ላይ በደብረሚርቆስ ከተማ እና ባላባባባው ባሉ የገጠር ቀበሌዎች ምን እንደሚደረግ ለመግለጽ ነው፡፡ ስለዚህ የዚህ ጥናታዊ ጽሁፍ መጠቀም በደብረሚርቆስ ከተማ አካባቢዎች የገጠርና ከተማ ትስስር እና የስራ ገበያ ላይ በተመለከተ ክርስቶስ ሚጃ ለመሰብሰብ ነው፡፡ እርስዎ በሚጠቅሙት ሚጃ ለዚህ ትምህርታዊ ዓላማ ብቻ የሚውል ይሆናል፡፡

አጠቃላይ መመሪያዎች፡ -

- ✓ በመጠቀሚያ ላይ ስሞትን አይጻፉ፤
- ✓ ለጥያቄዎቹ ተጨማሪ ትክክለኛ መረጃዎች እንዲሰጡ በአክብሮት እጠይቃለሁ፤
- ✓ ትክክለኛ መረጃ ነው ብለው ያሙበትን ያክብቡ፤
- ✓ ግልጽ ያልሆነ ጥያቄዎች ካሉ ይህ መጠቀሚያ በመስጠት ላይ ለማሻሻል ሰው ይጠይቁ፤
- ✓ እባክዎትን ለሁሉም ጥያቄዎች መረጃዎን ይስጡ፡

ስላደረጉልኝ ትብብር በጣም አመክግናለሁ!!

ለገጠር ቤተሰቦች የተዘጋጀ ጥናታዊ ጥያቄዎች

ክፍል ሁለት፡- የትናቱ ተሳታፊዎች ግላዊ መረጃ

1. የሚኖሩበት ቀበሌ ስም - 0 ዎንቃ 1 እንራታ
2. ጾታ፡ - 0. ወንድ 1. ሴት
3. እድሜ - 1. 15-20 2 31-45 3. 46-65 4 ከ65 አመት በላይ
4. ሀይማኖት፡ - 1. ኦርቶዶክስ 2. መስላም 3. ካቶሊክ 4. ከእነዚህ ውጭ
5. የጋብቻ ሁኔታ፡ - 1. ያለገባ 2. ያገባ 3. የፈታ (ች) 4. የትዳር አጋሩን በጥቅ ያጣ/ያጣች
6. የትምህርት ደረጃ፡ - 0. የተማሪ 1. ከ1ኛ-8ተኛ ክፍል 2. ከ9ኛ-12ተኛ ክፍል 3. ዲፕሎማ 4. ደግሪ 5. ከአንደኛ ደግሪ በላይ
7. የቤተሰብ አባላት ብዛት፡ - 1. 1-2 2. 3-4 3. ከአራት በላይ
8. የቤተሰብ መሪ የስራ ሁኔታ፡ - 0. ነጋዴ 1. የቀን ስራተኛ 2. የመንግስት ስራተኛ 3. በግል ስራ የተሰማራ 4. በእርሻ ስራ የተሰማራ

ክፍል 3: - ግብርና

1. የራስዎ ሜት አልዎት 0. አዎ 1. አይደለም
2. ለመጀመሪያ ጥያቄ መልክዎ "አዎ" ከሆነ ሜትዎ ለቤተሰብዎ በቂ ነው
0. አዎ 1. አይደለም
3. ለመጀመሪያ ጥያቄ መልስዎ "አይደለም" ካሉ በምን ነው የሚከዳደሩት
1. በንግድ 2. በከተማ ወስጥ የቀን ስራ በመስራት 3. አረቄ በመሸጥ
4. የግብርና ምርቶችን ይሸጣሉ
0. አዎ 1. አይደለም
5. ለጥያቄ 4 መልስዎ አዎ ከሆነ ምርቶችን በምን መንገድ ነው ወደ ገበያ የሚዘዙት
1. በእግርዎ 2. በአህያ እና በፈረስ በመጫን 3. በመኪና
6. ለጥያቄ 4 (አራት) መልስዎ አዎ ከሆነ ምርቶችን ምርቶችን የት ነው የሚሸጡት
0. ደብረ ሚቆስ ከተማ 1. ሰፈር 2. ወረዳ 3. ባህር ዳር
7. የግብርና ምርቶችን ይገዛሉ
0. አዎ 1. አይደለም
8. ለጥያቄ 7 (ሰባት) መልስዎ አዎ ከሆነ ከየት ነው የግብርና ምርቶችን የሚዘት
0. ደብረ ሚቆስ ከተማ 1. ሰፈር 2. ወረዳ 3. ባህር ዳር
9. የራስዎ ከብቶች አልዎት
0. አዎ 1. አይደለም
10. ለጥያቄ 9 (ዘጠኝ) መልስዎ አዎ ከሆነ ከብቶችን ለገበያ ለመሸጥ ያቀርባሉ ወይም ይሸጣሉ
0. አዎ 1. አይደለም
11. ለጥያቄ 10 (አስር) መልስዎ "አዎ" ከሆነ የት ነው ከብትዎችዎን የሚሸጡት
0. ደብረ ሚቆስ ከተማ 1. ሰፈር 2. ወረዳ 3. ባህር ዳር

12. ከዝናብ ወጭ ሰብሎችን ለሚጠብቁ መከላከያ ትጠቀሟቸው

0. አዎ

1. አልጠቀምም

ክፍል አራት:-የገጠር የቀን ስራተኝነት ቅጥር

1.	ባለፉት ዓመታት እርስዎን ጨምሮ ከቤተሰብዎ ሰንት አባላት በገጠር የቀን ስራ ተቀጥረው ይሰሩ ነበር	
2	እባክዎትን የቀጣይዎቹ አይነት የቅጥር የስራ ጊዜ አንፃር ያመለክቱን	1=አነስተኛ የእርሻ ይዘታ 2= የግል እርሻ ንግድ 3= የመንግስት እርሻ ልማት 4= የመንግስት ድርጅት ምስረታ (ክርሻ ልማት ወጪ) 5= የስራ ማህበር 6= መንግስታዊ ያልሆኑ ድርጅቶች 7= ሌላ ካለ ይጥቀሱ
3	ባለፉት ዓመታት ቀን ስራ የተሰማራባቸው ስራዎች	1= ሜት ማዘጋጀት 2= አረም ሚም 3=ምርት መከታተል 4=ትራንስፖርት እና ጥሬ እቃ ማጓጓዣ 5=የተፈጥሮ ሀብት ጥበቃ 6=መስረተ ልማት 7ሌላ ካለ ይጥቀሱ
4	የቀን ስራተኝነት ቅጥርዎና የክፍያ ጊዜ/አይነት ምን ይመስላል	1=በሰዓት 2=በየቀኑ 3=በሳምንት 4=በየወሩ 5=በአመት 6=የክፍያ መጠን
5	ለቀን ስራዎ የሚከፈልዎት በምን አይነት መንገድ ነው	1=በጥሬ ገንዘብ 2=በንብረት 3=በምርት መሥሪያ 4=በጥሬ ገንዘብ እና በንብረት 5=በጥሬ ገንዘብ እና ምርት መሥሪያ 6=ሌላ ካለ ይጥቀሱ
6	በንብረት የሚመት ሌላ የሚገኝ ጥቅም አለ	0=አዎ 1=አይደለም
7	ለጥያቄ 6 መልስዎ አዎ ከሆነ በንብረት መልክ ሲያገኙት የነበረ ተጨማሪ ጥቅም ከክፍያ ጊዜዎ መሰረት ምን አይነት ነው	1=ምግብ እና መጠጥ 2=የመኖሪያ ቤት 3= ሌላ ካለ ይጥቀሱ
8	አጠቃላይ የሰሩት ቀናት እና በየወሩ ሲከፈልዎት የነበረ አመታዊ ስላሳ ምን ያክል ነው	
9	በምን አይነት ቅጥር ነበር የሚሰሩት	1=የቀን ስራተኝነት 2=በወቅታዊ (ጊዜያዊ የቀን ስራተኝነት)
10	እንደ ወቅታዊ (ጊዜያዊ ስደተኛ ስራተኝነት) ከነበረ ቅጥርዎ ለወቅታዊ (ጊዜያዊ ስራተኝነት) እዚህ ድረስ እንዲሰደዱ ያደረግዎት ዋና ዋና ምክንያቶች ምን ምን ነበሩ	1=በሀገር ቤት ስራ ስለሌለ 2=ከፍ ያለ ክፍያ ነበር 3=በቂ ስራ እዛ ነበር 4=የሀገሬ ልጆች ጋር ለመቀላለቀል 5=በተለምዶ 6= ይህን ስራ ጨሰው ነው 7 =ሌላ ካለ ይጥቀሱ
11	ወደ ስራ ቦታ ሲፈልሱ ሂደቱ ቀላል ነበረ ለእርስዎ	0=አዎ 1=አይደለም

12	ወደዚህ ስራ ቦታ ፈልሰው በመጠብቅ ወቅት ያጋጠሟቸው ዋና ዋና ችግሮች ምን ምን ነበሩ	1=የትራንስፖርት ክፍያ 2=የቤተሰብ አባላት ተቃዋሚ 3=ቤተሰብ ትቶ መምጣት በጣም አስቸጋሪ ነበር 4=የአካባቢ ማህበረሰብ ትቶ መምጣት አስቸጋሪ ነበር
13	በዚህ ስራ ቦታ ያለው የኑሮ ሁኔታ በተመለከተ ከመምጣት በፊት በቂ መረጃ አግኝተው ነበር ወይ	1=በሚባ መረጃ ነበረኝ 2=በቂ ያልሆነ መረጃ ነበረኝ 3=የተሳሳተ መረጃ ነበረኝ 4=ምንም አላወቅም
14	ወደዚህ ስራ ቦታ ፈለገው በመጠብቅ ወቅት ምን አይነት ችግሮች ነበረ ያጋጠሟቸው	1=የመጠባበቅ ችግር ነበር 2=በቂ ስራ አልነበረኝም 3. ክፍያው ዝቅተኛ ነበር 4=ስራ ለማግኘት ረጅም ጊዜ ይፈጃል 5=ከቦታ ወደ ቦታ መንቀሳቀስ በጣም አስቸጋሪ ነበር 6=የህክምና እንክብካቤ እጥረት 7 =የቋንቋ ችግር 8=የሃይማኖት ችግር 9=የደህንነት ችግር 10=ሌላ ካለ ይጥቀሱ
15	ባለፉት አመታት ከተመደበለት የስራ ስዓታት ወጪ ተጨማሪ በትርፍ ጊዜዎ ለመስራት ፍላጎት ነበርዎት	0=አዎ 1=አይደለም
16	ባለፉት አመታት እርስዎ እና ቤተሰብዎ ለስንት ወራት ያክል ነበረ ሙሉ ለሙሉ ስራ አጥ የሆኑት	
17	ስራ አጥ እንዲሆኑ ካደረግዎት ዋና ዋና ምክንያቶች ምን ምን ነበሩ	1=ምንም ስራ አልነበረም 2=በአነስተኛ ክፍያ ብቻ የሚሰሩ ስራ ነበር 3=በጣም ከባድ ብቻ ነበር የነበረው 4=ሌላ ካለ ይጥቀሱ

ክፍል አምስት:- የገጠር ከተማ ስራተኛ ፍልሰትና የስራ ቅጥር

1	የገጠር ቤተሰቦች ወደ ከተማቸው የሚደርጉት ፍልሰት በከተማቸው ውስጥ ባሉ ደርጅቶች ተቀጥረው እንዲሰሩ የስራ እድል ይፈጥራል ወይ	0=አዎ 1=አይደለም
2	ከእርሻ ስራ ወጭ በሚሆኑበት ወቅት የገጠር ነዋሪዎች ወደ ከተማ መፍለስ ከተማ ውስጥ ባሉ ደርጅቶች ለመቀጠር መቅሰም ያስችላችኋልን;	0=አዎ 1=አይደለም

ክፍል ስድስት:- እርሻ ነክ ያልሆኑ ስራዎች

1	ባለፉት አመታት እርስዎ ወይም ከቤተሰቦች አባላት የእጅ ስራ፣ የግንባታ ስራ (አናዲነት) የሸክላ ስራ የወሃ ቁፋሮ፣ የሜድን	0=አዎ 1=አይደለም
---	---	--------------

	ስራ፣ ወዘተ እና ለግንባታ ግብአት የሆኑ እንደ ድንጋይ፣ አሸዋ እና ሌሎች ስራዎች ላይ ራሳችሁ ቀጥራችሁ ትሰሩ ነበር ወይ	
2	ለጥያቄ 1 መልስዎ አዎ ከሆነ ባለፉት አመታት በየትኛኛቹ ስራዎች ላይ ነበር እርስዎ እና ቤተሰብዎ ተሰማርታችሁ የነበረው	1=ሸመጥ 2=ፈትል 3=የሸክላ ስራ 4=አንጥረኝነት 5=የቆዳ ስራ 6=ምንጣሮ 7=የቀርከሃ እቃዎች ማሟላት 8=ዘንባል እና የመሰረተ እቃዎች ማሰራት 9=የቀንድ እቃዎች ስራ 10=የስፊት ስራዎች 11=ከእንጨት የሚሰሩ የቤት ቁሳቁስ ማሟላት 12=የግንባታ ስራ 13=የሙዚቃ ቁፋሮ 14=የግንባታ ግብአት የሆኑ አቅርቦት ላይ 15=ሹራብ እና ጥልፍ ስራዎች 16=ሌላ ካለ ይጥቀሱ
3	ስራዎችን ለመጀመር ምን ያህል መሳሻ ካፒታል በብር ወጪ አድርገዋል	
4	እባክዎትን ስራዎን በአግባቡ እንዲያከናውኑ ዘንድ የስራ ክህሎቱ እንዴት እንደተማሩት ይጠቁማ	1= እንደ ለመጀመር በመሰረት 2=የቤተሰብ ልምድ 3=ከሌሎች ግንኙነት በመፍጠር 4=ከመግባት በተሰጠኝ ስልጠና 5= ከመግባታዊ ያልሆኑ ድርጅቶች ባገኘሁት ስልጠና 6= ሌላ ካለ ይጥቀሱ
5	ባለፈው አመት እርሻ ነክ ያልሆኑ ስራዎች ያገኙት አጭኝ ወርሃዊ ገቢ ምን ያክል ነበር	
6	ለዋና ስራዎ ግብአት የሆኑ ነገሮች በዋናነት የሚቀርብልዎት ማን ነው?	1=ከራሴ ምርት 2=ከአካባቢው ገበያ ወይም አቅራቢዎች 3=ከአካባቢው ከሚኙ ተፈጥሮ ሃብቶች 4= ከደንበኞቼ 5= ሌላ ካለ ጥቀሱ
7	እነዚህ ግብአቶች እንደ ምንጭ የሆነው ቦታ የት ነው የሚኘው?	1=በገጠር 2=በአቅራቢያ የሚኝ ከተማ 3=በክልሉ ዋና ከተማ 4=ሌላ ካለ ጥቀሱ
8	የምርቶቹ ዋና ገዢዎች ወይም ደንበኞች እነማን ናቸው?	1=የአካባቢው ገጠር ተጠቃሚዎች 2=የአካባቢው ከተማ ተጠቃሚዎች 3=

		ነጋዴዎች 4=መንግስታዊ ያልሆኑ ድርጅቶች 5=ሌላ ካለ ይጥቀሱ
9	ያመረቱት ምርቶች የት ነው የሚሸጡት?	1=በገጠር 2=በአቅራቢያ የሚሻ ከተማ 3=በክልሉ ዋና ከተማ 4=ሌላ ካለ ጥቀሱ
10	ዋናው ስራን በተመለከተ የወደፊት እቅድዎ ምንድን ነው?	1=በተመሳሳይ ደረጃ መቀጠል 2=ሥራዎቼ ከዚህ በበለጠ ማስፋፋት 3= የሥራዎቼ ደረጃ አሁን ካለበት መቀነስ 4=ሥራወን ማቆም
11	እባክዎትን ባለፈው ዓመት ከመንግስታዊና መንግስታዊ ካልሆኑ ድርጅቶች ያገኙት ማኅኛወንም እገዛና ድጋፍ ነበር?	0 =አዎ 1=አይደለም
12	ለጥያቄ 11 መልስዎ "አዎ" ከሆነ ያገኙት የእገዛና ድጋፍ ዓይነት ያመለክቱን	1=ሥልጠና 2=ብድር 3=ጥሬ ዕቃ 4=መሳሪያዎች 5=የገበያ ማጣቻቸት 5=ሌላ ካ ይጥቀሱ
13	እባክዎትን ባለፉት አራት ዓመታት ወስጥ ከዋናው ሥራዎ ያገኙት ገቢ ጨምሮ ወይስ ቀንሷል ወይም ሳይጨምር ሳይቀንስ ባለበት የቆመ ተመሳሳይ እንደሆነ ያመለክቱን	1=አድርጓል 2=ቀንሷል 3=ተመሳሳይ ነበር
14	ዋናው ስራዎ ለሚከናወን ያጋጠሙት ችግር አለ?	0 =አዎ 1=አይደለም
15	ዋናው ሥራዎ ለሚከናወን ያጋጠሙት ዋና ዋና ችግሮች ምን ምን ነበሩ?	1=የመሳሪያዎች እጥረት 2=የጥሬ እቃ ዋጋ ጭምር 3=የብድር አገልግሎት እጥረት 4=የሽያጭ ዋጋ መቀነስ 5=የመንግስት ግብርና እገዳዎች ፖሊሲዎች 6=በእርሻ ሥራዎች ማጠቃለያ 7=የገበያ እጥረት 8=ሌላ ካለ ጥቀሱ
16	ባለፈው ዓመት ዋናው ሥራዎ ለሚከናወን የተጠቀሙት ቴክኖሎጂ ካለ እባክዎን ያመለክቱን	1=የኋለኛ/ባህላዊ ቴክኖሎጂ 2= የተሻሻለ ባህላዊ ቴክኖሎጂ 3= ዘመናዊ ቴክኖሎጂ
17	እርሻ ነክ ያልሆኑ ሥራዎች የኑሮ ሁኔታ ያሻሽላሉ?	0 =አዎ 1=አይደለም
18	እርሻ ነክ ያልሆኑ ሥራዎች መሬት ለሌላቸው ሰዎች የሥራ ዕድል ይፈጥራሉ?	0 =አዎ 1=አይደለም

19	እርሻ ነክ ያልሆኑ ሥራዎች ደህንነት ይቀንሳል	0 =አዎ	1=አይደለም
20	እርሻ ነክ ያልሆኑ ሥራዎች ገቢ ያመጣል	0 =አዎ	1=አይደለም
21	በአካባቢዎ እርሻ ነክ ባልሆኑ ሥራዎች የተሰማኑ ከፍተኛ ቁጥር ያላቸው ሰዎች አሉ	0 =አዎ	1=አይደለም

ክፍል 1. ለገጠር ቀበሌ አሜሮች በከፊል የተዋቀረ ቃለ መጠይቅ

1. በቀበሌዎ ውስጥ ከእርሻ-ውጭ የሆኑ ስራዎች ዋና ዋና ዓይነቶችን መግለፅ ይችላሉ?
2. ባለፈው ዓመት የእነዚህ ተግባራት እድገት እንዴት ይገልጻል?
3. ከእርሻ-ውጭ የሆኑ ስራዎች የሚደናቅፉ ዋና ዋና ገደቦች ምንድናቸው?
4. በቀበሌዎ ውስጥ የሰራተኛ እንቅስቃሴ ሁኔታ ምን ይመስላል? የሰራተኛ መቀላቀስ ምክንያቶች ምንድን ናቸው?
5. ከእርሻ-ውጭ የሆኑ ስራዎች ነዋሪዎቹ በአካባቢያቸው እንዲቆዩ የሚዳቸው ይመስልዎታል? እባክዎን ያብራሩ ::

ክፍል 2. ለመንግስት ባለሥልጣኖች በከፊል የተዋቀረ ቃለ መጠይቅ

1. በከተማ እና በገጠር መካከል የሰራተኛ እንቅስቃሴን የሚወስነው ምንድን ነው?
2. የገጠርና-ከተማ የሰራተኛ እንቅስቃሴ እና ሥራውስ ምን ይመስላል
3. የመንግስት ፖሊሲዎች በገጠር እና በከተማ አካባቢዎች መካከል በስራ ገበያው ላይ ችግር ይፈጥራሉ ብለው ያስባሉ? ችግር ይፈጥራሉ ብለው ካሙ ችግሩ እንዴት እንደሚጠገን ይግለጹ ::
4. ተቋማት በገጠር እና በከተማ መካከል ባለው የሥራ ገበያ ትስስር ላይ ችግር ይፈጥራሉ ብለው ያስባሉ? ችግር ነው ይፈጥራሉ ብለው ካሙ ችግሩ እንዴት እንደሚጠገን ይግለጹ ::
5. በገጠርና በከተማ መካከል የሥራ ገበያ እንዲቆይ ምክንያቶች ምንድናቸው?
6. በአሁኑ ወቅት ተቋማት በገጠርና በከተማ መካከል ያለውን የሥራ ገበያ ትስስር ለማጠናከር እየሠሩ ናቸው? ከሆነ ምን እየሰሩ ነው?
7. መንግሥት በአሁኑ ወቅት ፋብሪካዎችን የመንግስት ፖሊሲ አለው ወይም አወጥታል? ያወጣው ፖሊሲ ካለ ፋብሪካ ለመንግስት ፖሊሲ ምንድን ነው? ለወደፊቱ ፋብሪካ ለመንግስት ዕቅድ አለ?
8. ድርጅቱ ስራ ሲቀጠር ተመሳሳይ ችሎታ፣ ተመሳሳይ የትምህርት ደረጃ ተመሳሳይ የሆነ ደግሞ ይከፍላል

Annex

Annex 1 the Nature of Agriculture in Selected Rural Households

Where do you buy agricultural products	Debreremarkos town	102	36.3
	My locality	7	2.5
	Total	109	38.8

Livestock	Yes	211	75.1
	No	68	24.2
	Total	279	99.3
Selling livestock	Yes	155	55.2
	No	57	20.3
	Total	212	75.4
Selling place of livestock	Debreremarkos town	163	58.0
	My locality	4	1.4
	In the woreda	2	.7
	Total	169	60.1
Water resource	Yes	31	11.0
	No	241	85.8
	Total	272	96.8
Water supply	Yes	2	.7
	No	26	9.3
	Total	28	10.0

Source: Researcher own survey, 2020.

Annex 2 Rural Wage Employments

Variables	Responses	Frequency	Percent
	Minimum	1000	
	Minimum	15000	
On which Type of Employment you were employed?	Local government	14	5.0
	Seasonal migrant worker	30	10.7
	Total	44	15.7
	No response	237	84.3
	Total	281	100.0
Was it easy for you to migrate to working place?	Yes	6	2.1
	No	38	13.5
	Total	44	15.7
	No response	237	84.3
	Total	281	100.0
preferred to work more time during the last year in your wage employment	Yes	38	13.5
	No	6	2.1
	Total	44	15.7
	No response	237	84.3
	Total	281	100.0
For how many months have you and your families have been fully unemployed during the last year?	Response	19	
	No response	262	
	Minimum	1	
	Maximum	11	

Source: The Researcher Own Survey, 2020.

Annex 3 Nature and Background of the business Enterprises

Variables	Responses	Frequency	Percent
How did you acquire this business	Inherited	7	6.8
	started from the scratch	61	59.2
	Purchased	15	14.6
	Others	20	19.4
	Total	103	100.0
How did you acquire the building/premise on which you started the business	owned it	35	34.0
	Bought	7	6.8
	Leased	9	8.7
	Inherited	44	42.7
	Others	2	1.9
	Total	97	94.2
	No responses	6	5.8
	Total	103	100.0
If rented, what was the rent then and now	500 – 2500	21	20
	2501- 4000	11	11
	4001-6000	5	5
	6001-8000	11	11
	800-10000	4	4
	Above 10000	16	16
	Total	75	72.8
	No response	28	27.2
	Total	103	100.0

Source: The Researcher Own Survey, 2020.

Variables	Responses	Frequency	Percent
What is the most important skill you look for in an employee	Accounting	42	40.7
	animal health	5	4.9
	Carpentry	6	5.8
	customer service	11	10.7
	Marketing	8	7.8
	Sales	10	9.7
	Teaching	2	1.9
	Other	17	16.5
	Total	101	98.1
	No Response	2	1.9
	Total	103	100.0
Do you think employees from rural areas have the skills you are requiring	Yes	24	23.3
	No	79	76.7
	Total	103	100.0
Are you planning to hire more workers in the next 6 months	No	84	81.6
	Yes	15	14.6
	Total	99	96.1
	No Response	4	3.9
	Total	103	100.0
If yes, are you willing to hire workers from rural areas	Yes	6	5.8
	No	91	88.4
	Total	97	94.2
	No Response	6	5.8
	Total	103	100.0
How is your business linked to agriculture	supplies agricultural inputs	45	43.7
	provides machinery repair service	14	13.6
	marketing processing of agricultural products	8	7.8
	Other	27	26.2
	Total	94	91.3
	No Responses	9	8.7
	Total	103	100.0

Source: The Researcher Own Survey, 2020.

Annex 5 Nature Type and Importance of Non-farm employment

Location of the selling product	Rural area	3	1.1
	Nearby town	52	18.5
	Other	8	2.8
	Total	63	22.4
	No response	218	77.6
	Total	281	100.0
Future plan regarding the main activity	Continue with the same scale	10	3.6
	Expand scale of operation	54	19.2
	Total	64	22.8
	No response	217	77.2
	Total	281	100.0
Assistance from the government and non-government organization for the main activities	No	64	22.8
	No responses	217	77.2
	Total	281	100.0
Level of revenue for the main activities	Increased	35	12.5
	Decreased	8	2.8
	Constant	20	7.1
	Total	63	22.4
	No response	218	77.6
	Total	281	100.0
Problem in undertaking the main activity	Yes	59	21.0
	No	6	2.1
	Total	65	23.1
	No response	216	76.9
	Total	281	100.0
Type of technology you used for the main activity	Traditional technology	59	21.0
	Modern technology	4	1.4
	Total	63	22.4
	No response	218	77.6
	Total	281	100.0
Rural non-farm occupation helps to improve	Yes	56	19.9

the quality of life	No	9	3.2
	Total	65	23.1
	No response	216	76.9
	Total	281	100.0
Rural non- farm employment opportunity for landless peoples	Yes	65	23.1
	No response	216	76.9
	Total	281	100.0
Non-farm activity decrease poverty	Yes	59	21.0
	No	6	2.1
	Total	65	23.1
	No response	216	76.9
	Total	281	100.0
Non-farm activity generate income	Yes	65	23.1
	No responses	216	76.9
	Total	281	100.0
Participation of rural-non-farm activity	Yes	14	5.0
	No	54	19.2
	Total	68	24.2
	No response	213	75.8
	Total	281	100.0

Source: The Researcher Own Survey, 2020.