ADDIS ABABA UNIVERSITY
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MIGRATION TO ADDIS ABABA: AN EXPLANATION OF REASONS FOR MIGRATION AND EMPLOYMENT STATUS AT THE DESTINATION

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KASSAHUN ASRES

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By
Kassahun Asres

Institute of Development Research
Demographic Training and Research Center

Approved by **The Examining Board**

ESHETU GURMU **Chairman, Department Graduate Committe**	**Signature**
SEYOUM GEBRE SELASSIE **Advisor**	**Signature**
Dr. Benoît KALASA **External Examiner**	**Signature**
Dr Togegne G/Egziabher **Internal Examiner**	**Signature**

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Abstract

Urban growth in Ethiopia has been chiefly characterized by the emergence of the Primate City Addis Ababa. The concentration of economic activities and social services in the city attract a large number of in-migrants from all over the country. The city has been critically suffering from high unemployment and underemployment rates, shortage of housing and inadequate sewerage and waste disposal.

The purpose of this study is to explain reasons for the persistence of the influx of migrants to the city in spite of worsening employment opportunities and the possibility of earning of a living in the city. The study focused on the analysis of motivational factors for migration into the city based on the subjective responses of migrants about reasons for migration. Furthermore, to analyze labor force participation, employment and occupational status of migrants as compared to non-migrants in the city. In order to achieve the purpose of the study the data used for the analysis taken from the National Labor Force Survey (NLFS) conducted by the Central Statistical Authority (CSA) in April 1999. In the data analysis part both descriptive statistics and analytical methods were employed. The result from this study indicates that 46.3% of the sample population were migrants. This result is consistent with the 1994 Census result that indicates migrants constituted about 46.7% of the total population enumerated in the city.

Analysis of reasons for migration to the city revealed that in-migrating for search of job constituted the highest proportion (38.9%) of all reasons cited in the study. Desire for education accounted for 20% of all responses and was the second important factor for migration to the city followed by moving to accompany family (8.2%) and to live with relatives in the city (7.0%). Motivational factors for migration depend on characteristics of individual migrants such as sex, age, education and place of previous residence. The odds ratio (Exp(B)=1.6931) in the logistic regression model indicates that male migrants cited economic reason (job searching) more than 1.6 times that of female migrants. With respect to rural/urban place of previous residence rural migrants are 18.6% more likely to be motivated by economic factor than migrants from urban areas. As educational attainment increases propensity of migrating to the city in search of job increases. The logistic regression result

indicates that in-migration for search of job is higher among persons attained higher level of education than persons at lower educational attainment.

Concerning labor force participation differentials, the result revealed that about two-third (66%) of recent migrants, nearly three-quarter (73.2%) of long-term migrants (5-9 years of residence) and only about half (52.5%) of non-migrants were economically active during the 12 months prior to the survey. Higher proportion, about 58.7%, of recent migrants were in the lower occupational category as compared to 38.4% of long-term migrants and 22.3% of non-migrants in the same occupational category. The logistic regression odds ratio (Exp(B)=3.2678) indicate that the chance of being employed in the informal sector is more than three times higher for recent migrants as compared to the non-migrants. However, as duration of residence increased to 5-9 years and 10 years or more the odds ratios decreased to Exp(B)=2.3924 and Exp(B)=1.4324 , respectively.

CHAPTER I

1. INTRODUCTION

1.1 Background

Many developing countries in the World are currently experiencing an unprecedented rate of urbanization. It is also clear that, unlike the experience of currently developed countries, the process of urbanization presently taking place in the developing countries is not so much due to rapid industrialization. Rather it is the consequence of the growing population pressure on land in the countryside. Urbanization has largely taken place as a result of the push of rural inhabitants to urban areas (ILO, 1998). Thus, migration of population from rural to urban areas contributes a substantial addition to the urban population growth.

Todaro (1976:9) explained the contribution of rural-urban migration to the urban growth in the developing nations as:

> *"The major source of the developing countries urban growth will not be natural population increase but rather the continuing in-migration of rural people. Over 50 percent of the urban growth in many developing countries are due to the accelerated pace of rural-urban migration"* (cited in Shegaw, 1993:12).

The urbanization process of the developing countries is also characterized by the rapid growth of their capitals into primate cities at faster rates than their smaller towns. Primacy is the concentration of large number of people and modern economic activities in one or two large cities. This phenomenon was explained as:

> *The concentration of developmental efforts in one Primate City, usually the capital city, is a distinctive characteristic of urbanization in Africa. These capital cities in turn attracted a disproportionate share of the migration stream, they account for about one-tenth of the national and over half of urban population (*Adepoju, 1980: 124*).*

The dominance of primacy and absence of well-articulated hierarchy of cities is quite often quoted as manifestations of unbalanced settlement pattern that inhibits development in many countries. It is clear that as primate cities grow their service facilities and employment generating capacities become overstrained and produce visible and sever social and economic adversaries. Overcrowding is the main feature of Primate City and it leads to physical deterioration, traffic congestion, proliferation of slums and other problems. Primate cities are islands of modernization which have capacity to drain rural areas off their capital, raw material and most educated and talented segment of the labor force (Rondinelli 1984, cited in Tegegne, 1997: 91)

The urban population growth in the developing countries will continue at a very high rate well into the next century. Their major cities have already become too large, and are growing too rapidly compared with smaller cities, towns and rural areas. The problem arises when migration exceeds the income-earning opportunities available in urban areas (Oberai, 1987: 2).

The problem of migration and urbanization in developing countries is also stated as:

> *Almost all developing countries consider migration and urbanization to be their most pressing population problem, even more pressing than high fertility and natural population growth rates (UN, 1985a; in Oberai,1987:13).Responding to the sixth UN inquiries 81 percent of the Member States of Africa expressed concern about metropolitan growth, even more so than for population growth (UNECA 1989; in Asseffa, 1997:54)*

The growth of urban unemployment is, of course, believed to be the gravest of all the problems as the consequence of rapid urban growth in developing countries. ILO/JASPA (1992) states that the formal sector of the urban economy and the government sector have been

far from adequate to absorb all additions to the urban labor force. The structural adjustment planned in order to arrive at what might be called an optimal size of civil service. Thus, employment in the civil service and state enterprises that constitutes higher proportion of the formal sector employment has been sharply reduced. Modern private sector employment is also not yet likely to increase in most developing nations. The new entrants to the urban labor force are, therefore, forced to seek either self-employment opportunities or wage employment in what is called the informal sector or remained unemployed (ILO/JASPA, 1992).

Evidence show that the level of urbanization in Ethiopia, indeed in Eastern Africa region, is still low even by the standard of the rest of the continent (UN, 1992). The issue concerning urbanization in Ethiopia is, therefore, less about the level and more about the influx of migrants towards Addis Ababa, the Primate City (Asseffa, 1997:53).

Although urban growth is a consequence of three factors, that is, natural increase, rural to urban migration and boundary reclassification, available evidences indicate that the first two are by far the most important (Asseffa, 1997). He calculated the relative contribution of natural increase and net migration to the growth of Addis Ababa City in the period 1961-1984. He found that the contribution of net migration was 66.7, 62.2 and 52.9 percent during the periods 1961-1967, 1967-1978 and 1978-1984, respectively.

Although data on inter-regional migration was not available in the 1994 Census, the medium variant projection of annual natural increase between 1995 and 2000 was estimated to be 1.21 percent. The average annual growth rate of the population in the city for the corresponding period was estimated to be 2.90 percent (CSA). Hence, natural increase contributed about 41.7 percent for the growth of the population while the balance (58.3%) was contributed by

net migration and boundary reclassification, of which the higher proportion would be attributed to the net migration.

According to the 1994 census, Addis Ababa constitutes more than one-fourth (28.5 %) of the country's total urban population. The population of Addis Ababa was over twelve times as large as the country's second largest city-Dire Dawa with the population size of 173,188. The city has most of the country's social services, administrative, commercial and industrial establishments. This may create relatively potential employment opportunities and attracts large number of in-migrants from rural and other towns (AAMPO, 1985).

1.2 Statement of the Problem

Migration is one of the basic demographic variables and affects not only population size but also the structure and characteristics such as: age and sex composition, labor force structure, fertility etc. Indeed, among the major demographic variables, migration has the largest and most immediate impact upon socioeconomic environment as well as upon the demographic process involved in growth of cities (Adepoju, 1980:115).

"The rapid growth of population in Addis Ababa, as in many large cities of developing countries, has led to deterioration of urban infrastructure services. Urban authorities are unable to cope with increasing unemployment and housing shortages. For instance in Addis Ababa, as much as 85 percent of the population is reported to live in slums" (Devas and Roakodi, cited in Asseffa, 1997).

The 1994 Census result indicates that the total number of migrants in the city was about 968,335, of which 551,328 migrants had lived for more than 10 years (CSA, 1999: 166).

Hence the estimated increase in population due to in-migration to Addis Ababa during the intercensal period of the 1984 and the 1994 censuses was about 417,007 or on average about 41,700 persons per year. If children below 10 years were excluded, then the annual increase would be estimated to be about 36,000 persons per year. About 67.5 percent of current migrants (migrants stayed in the city for less than 12 months) were in the age group 10-29 years (CSA, 1999). Since the labor force participation rate for this age group is very high, the large majority of them would seek to participate in the labor force. In other words, migration played a dominant role in causing shifts in supply of labor in the city.

The stagnant economy, particularly the manufacturing sectors, of the city unable to absorb the increasing labor supply due to both the natural increase and in-migration. Unemployment rate in the city increased from 10.5 in 1984 to 35.1 percent in 1994, an increase of 24.6 percentage points during the inter-census period of the two censuses (CSA, 1999: 88). The case of Addis Ababa is, therefore, one of the rapid growing primate cities without industrialization with few jobs available for new in-migrants. Nevertheless, people from all corner of the country continue in-migration to the city.

The persistence of in-migration, in spite of worsening employment opportunities and the possibility of earning of a living in the city is a paradox. The city is not as attractive as it appears from a distance- unemployment is rampant, housing shortage is critical and cost of living is high. The question "Why, then, migration to the city persists in the face of these problems?" has been frequently asked. The reasons for this continued migration to cities are complex, and combine economic and non-economic factors that need to be investigated using empirical analysis.

Goldscheider (1983) explained the importance of such study as: "the rapid growth of cities in developing countries has attracted increasing attention from policy makers and scholars. In particular, growing concerns about the connection between migration and unemployment, poverty, and crime in urban destinations have heightened the need to study systematically the process of migration to cities" (cited in Yang, 1994).

Visualizing the social and economic impact of internal migration in general and migration to large cities in particular on national development, many developing nations have attempted to devise different population policies to redistribute their population and to control rural-urban migration. However, all of them do not seem to have achieved their goals (Arowolo, 1988). This may be due to lack of sound knowledge about the nature of the problem. In order to formulate a rational population policy and alleviate the problems, planners and policy makers need to have a reliable information about characteristics of migrants and factors that influence/determine rate of migration and pattern of movement.

Understanding of the characteristics of migrants and reasons for migration is useful in the formulation of effective policies directed towards halting, encouraging, or diverting such migrations. Further more, knowledge on migrants' employment opportunities and sector of employment in urban destination helps for the purpose of human resource planning and employment policy formulation. Accordingly, in this paper an attempt will be made to investigate: the socioeconomic and demographic characteristics of the dominant in-migrants to the city, why they in-migrate to the city and migrants' employment and occupational status as compared to the non-migrants in the city.

1.3. Objective of the Study

The general objective of the study is to investigate the motivational factors of the continuing influx of large number of in-migrants to Addis Ababa, even in the face of high unemployment rate and deteriorating living standards in the city. Furthermore, to study the consequence of such high influx of in-migrates on the labor force structures of the City as well as the consequence to the migrants themselves.

The specific objectives of the study are:

1. To identify the socioeconomic and demographic characteristics of in-migrants, and to compare their characteristics with non-migrants in the city.

2. To investigate motivational factors for migrating to the city based on the reasons for migration to the city that are given in response to straightforward question asked of in-migrants concerning their own motivations. Then, to investigate whether migrants citing different reasons (motives) come from distinct population sub groups by analyzing differentials of reason for migration by migrants background characteristics and place of previous residence.

3. To investigate the relative propensity of labor force participation of migrants and non-migrants, and furthermore to analyze occupational distribution and formal/informal sector employment differential of migrants and non-migrants in the city.

1.4. Literature Review

1.4.1 Theories of Migration

Migration is a multifaceted process that affects and is affected by various socioeconomic and demographic factors. It is a field of interest for different disciplines such as economics, sociology, psychology and demography. Each discipline has its own different perspective on migration. Thus, partial theories have been developed by different disciplines and no an integrated general model in migration study.

Theoretical explanation of rural-urban migration has long history, dating from at least the 1880s when Ravenstein first proposed his "Laws of Migration". According to this law, migrants move from areas of low opportunity to areas of high opportunity. Following the work of Ravenstein, different theoretical frame works have been developed to explain decision and process of migration. Among the different theories of migration developed so far some are summarized as follows.

In the dual economy model Lewis (1954), stated that rural-urban labor transfer is an equilibrating mechanism from agricultural labor surplus to the labor deficit-manufacturing sector. The concept is based on agricultural-manufacturing sector distinction applied to the labor market differentials in rural and urban areas respectively. A subsistence low productive agricultural sector characterized by underemployment and a modern high productive industrial sector characterized by full employment. According to Lewis, the marginal labor productivity in subsistence agricultural sector is zero, individuals receive low wages equal to their cost of subsistence. On the other hand, wages in the modern urban sector are much higher (Oberai, 1987).

Lee (1966) developed a theoretical framework for analyzing the force that stimulate or retard migration. He divided the forces exerting an influence on migration perceptions into 'push and 'pull' factors. The former are "negative" factor tending to force migrants to leave origin areas, while the latter are "positive" factors attracting migrants to destination areas in the expectation of improving their lot (Oberai, 1987:37). It has been hypothesized that some migrants are primarily "pushed" out of a place of residence by combination of unfavorable forces that made continued residence there undesirable. Others are induced to leave their residence ("pulled" out) by attractive situations in other locations (Brown and Neuberger, 1977: 167).

In 1962 Sajaastad presented a theory of migration, which treat the decision to migrate as an investment decision involving individuals cost and return over times. This approach assumes people desire to maximize their net real incomes over their productive life by computing roughly their life time income streams in the present place of residence as well as all possible destinations (Oberai, 1987:39). Using this approach, the decision to migrate (or not to migrate) would be viewed as the outcome of the balancing of the benefit of migration against the costs of migration. By estimating the benefit and comparing them with the calculated costs, the potential migrants hypothetically arrives at an estimate of the net gain or loss that might come from migration (Brown and Neuberger, 1977:167).

As an extension of human capital approach of Sjaasted, Todaro (1969) postulates that migration proceeds in response to urban-rural differences in expected rather than actual earnings. The fundamental premise is that migrants consider the various labor market opportunities available to them in the rural and urban sectors and choose the one that maximizes their "expected" gains from migration. The expected stream of income depends on

both the prevailing urban wage and subjective estimate of the probability of obtaining employment in the urban modern sector.

Todaro's model considers urban labor force as distributed between the relatively small modern sector and a large traditional sector. Wage rate in the traditional sector are considered not subject to non-market forces that maintain high wage in modern sector but determined by competitively. Therefore, most in-migrants are assumed to be absorbed by the traditional sector while they seek employment opportunity in the modern sector (cited in Oberai, 1987).

1.4.2. Socio-demographic characteristics of migrants

Migrants do not generally represent a random cross-section of the population. Under any set of opportunity, it is not by accident that some individual chooses to migrate and some to stay. The migrant usually has characteristics that lead him/her to evaluate the grounds for going or staying differently from those who stay. In short, inducements, which might be expressed as push and pull factors, do not appear to exert their force equally on the population. Accordingly, the self-selection by which migrants differentiate themselves from the sedentary population has been the concern of a considerable body of demographic and sociological research which has focused primarily on such variables as age, sex, marital status, education, occupation, position in the family life cycle etc. (Shaw, 1975: 17).

Among migrants themselves, there are large differences between old-timers and new arrivals, rural and urban origins. Information on the nature and degree of such differentials is one of the principal bases for the analysis of determinant and consequences of internal migration. Study of characteristics of migrants involves their comparison with those of non-migrants at place of destination. It is important to know in what ways and by how much the migrants differ from

the non-migrants as it is to know how many or what proportion of migrants are illiterate, unskilled, and so on (Brown and Neuberger, 1977:127-128).

Regardless of the line of inquiry, research on migration generally corroborates the proposition that persons in their late teens, twenties, and early thirties are more migratory than their counterparts. The interpretation is that the young are able to adapt more easily to new situations. Also, as the young are close to the beginning of working life they are more readily disposed to take advantage of new opportunities that comes through migration. On the other hand, aged persons are apt to be restrained by a host of more permanent social and economic ties at their place of origin (Shaw, 1975: 18).

In Africa and much of Asia men predominate in rural-urban flows, while in Latin America and Some East Asian countries, such as the Philippines, most rural-urban migrants are women. Recently however, more women in Africa and South Asia are joining their husbands in towns or independently migrating to cities (Guest, 1998). Unlike the experience of other African countries, in Ethiopia females are predominant in migration to cities (Akin and Baker, 1995). Studies in Zimbabwe, Uganda, Nigeria And Mali have shown that autonomous female migration is directed towards attaining economic independence through self-employment or wage income (Caldewell, 1969).

One of the characteristics of migrants that have been studied is their marital status. The 1994 census data of Addis Ababa showed that there was high percentage (67.0 %) of single persons in the age group 10-29 among recent migrants than total migrants (41.7 %). Divorce and widowed were more prevalent among migrants than non-migrants. Comparing proportions of divorces and widowed among total migrants and recent migrants, the data indicated that the

divorced were more among recent migrants, while widowhood were more in total migrants (CSA, 1999: 176).

It is hypothesized that urban migrants are people with better educational attainment compared to the society from where they originated. What is controversial is educational attainment of migrants in relation to non-migrants at urban destination. Many scholars (for example, Pernia 1977; Okane, 1981; Herrick, 1965) contend that migrants' educational attainment is slightly lower than the non-migrants. However, migrants have better proportion of College and University education (Shegaw, 1993).

1.4.3. Reasons for Migration

To explain why people migrate is enormously difficult. The literature on migration is extensive but relatively inconclusive. Researchers have been reluctant to generalize their findings and to set forth-theoretical proposition. However, fragmentary studies provide some findings as to why people leave their place of residence, particularly migration to large cities. Numerous studies have confirmed that economic factors, especially increased income and employment opportunities, are the major determinants explaining migration moves. However the relationship between income and employment motivations on the one hand and migrants and household characteristics such as age, sex, education and household size on the other hand need further clarification. This relationship can be determined through analysis of reasons for migration by individual characteristics. At the same time, "non-economic" determinants, such as improved housing and public services, especially education and medical services, as well as urban recreational amenities, are widely considered to be important determinant of migration (UN, 1978).

The data usually collected as direct indicators of motivations for migration are "reason for moving" responses. Although tabulated in a wide variety of categories across studies, these types of information are always obtained from a survey question asking, "why did you move." Whether in an open-ended or fixed category form, the resulting data represent the post hoc reflection of migrants about their prior behavior (De Jong and Gardner, 1981:34).

Data based on this question provide some insights into how actual or perceived developmental opportunities affect migration. At the individual level, motives are an essential component of many models of migration decision making. Subjective data on reasons for moving have a particular role in relation to population distribution policies and provide essential baseline information for policy formulation. Reasons for moving are usually linked conceptually to a decision-making perspective on migration behavior. That is, the reason given in a survey are assumed to reflect (at least partially) the factors that are actually weighed by individual considering a move (De Jong and Fawecett, 1982).

In the analysis of reasons for migration in Thailand economic consideration constituted an important motivating factor in all migration streams, especially male rural-to-urban migrants, most of whose moves were motivated by the search of work. Urban places were also center of attraction of persons seeking more education. Moving because of change of marital status and moving to accompany someone in the household were important reasons, particularly, for female migrants (Goldstein and Goldstein, 1986: 41). The search for better employment and higher incomes were identified as the major motivation for people to migrate in Tropical Africa (Hance, 1970:61).

Deterioration of rural life as a result of rapid population growth among low-income groups in rural areas put pressure on land, fuel wood and water. These pressures may be intensified by large-scale resource intensive agriculture, and degradation of basic resources reduces the quality of rural life and forces migration to cities (UNFPA, 1996). The continuing attraction of cities seems to be due to their offering the grater array of occupation for persons at all skill levels, and particularly for those without "urban" skill (UN, ESCAP, 1977; cited in Premi and Tom 1985).

ILO (1998) cited the following economic reasons as the main causes of rural-urban migration in Africa and parts of Asia:

(i) The increasing rate of rural unemployment and underemployment;

(ii) Inequality of distribution of land and income, increasing landlessness,

(iii) Expansion of mechanization and capital intensive technology in rural areas;

(iv) Urban biased development policies, concentration of economic activities in urban areas;

(v) Rural violence (conflicts, insecurity and social tensions).

While economic reason is proposed to be the major factor for rural-urban migration, non-economic factors also proposed to motivate potential migrants. It is also clear that different population groups are motivated and give different reasons for their migratory movement. For instance, Brown (1977) proposed that adult males primarily migrated for searching job as they have better opportunity of obtaining job at urban destination than female migrants.

According to the AAMPO (1985) demographic and socioeconomic survey of Addis Ababa, it was found that more migrants from rural areas cited economic reason for migrating into the city than migrants from urban areas. It was also found that 67.7 percent of male migrants

reported economic reason while it was only 32.3 percent of the female migrants were motivated by economic factors (Arekebe, 1985: 6-8).

The other reason for migration to large cities is to continue further education. People from rural and small towns move to large cities for more education and vocational training which are mostly available in larger cities. Services and amenities are generally better in cities, education opportunities-particularly at levels above basic education and health services are more accessible and of higher quality. Urban life also offers the prospect of freedom from gathering fuel wood and carrying water (UNFPA, 1996).

The existence of friends and relatives in cities is another important factor for migration to cities. It is hypothesized that there is a positive relationship between rate of migration and existence of friends and relatives in cities. Evidence from Ghana reveals that the propensity to migrate is higher for potential migrants who have close relatives in urban centers (Caldwell, 1969).

It is further suggested that non-economic factors, such as socio-cultural issues including early marriage, death of spouse and divorce which usually result in cultural limitation for remarriage significantly contribute to rural-urban migration in Ethiopia, particularly among the young female group (MOLSA 1983; cited in Kebede, 1994:22).

1.4.4. Migration and Labor force participation

In the urban areas, perhaps the most discussed consequence of rural-urban migration is the aggravation of the problem of unemployment. Todaro and others consider migration as a major cause of urban labor surplus, increasing unemployment and underemployment, decrease

in urban wages, and growth of low productive informal sector. Nevertheless, it is not possible a prior to conclude that unemployment will rise, since much depend on whether migrants add more to the supply or to the demand (Oberai, 1987:57).

Labor force participation is probably the most frequently used indictor in studying migration consequences to the migrants. Are migrants more likely to be unemployed, as high unemployment in cities with heavy in-migration would suggest? Some studies find just the opposite: migrants have a lower unemployment rate than natives. On one hand, migrants are viewed as transferring rural poverty to cities, while on the other hand they are seen as contributing to their own success, and to urban development, through productive employment (Yang, 1994:588).

During the past decade or so, research has sharply qualified an earlier stereotype of urban migrants a merely enduring a miserable existence in rather squalid conditions in the cities of the less developed countries. The more optimistic picture which has emerged includes the suggestion that many migrants are economically better off as a result of their move, that many are relatively satisfied with urban life, and that the economic position of many migrants compares favorably with that of urban natives (Fuller, 1981:55).

Oberai (1987) concludes that the relationship between migration and labor force participation in urban areas is theoretically indeterminate. Some observers argue that migrants to urban areas are likely to have lower propensity to participate in the labor force than non-migrants. Migrants may be discriminated against in the search for work because of ethnic, religious and tribal differences from urban natives and lack of contacts may reduce their chances of finding employment. On the other hand, some empirical evidence suggests that migrants participate in the labor force to a greater extent than natives do.

This may arise for several reasons, Oberai (1987), stated the following possible reasons:

(i). Migrants are likely to have less support from friends and relatives in their destination areas and are, therefore, under greater pressure to join the urban labor force;

(ii). Migrants often have lower level of aspirations and expectation and are, therefore, likely to take up whatever jobs are available (Herric, 1965);

(iii). There is the view- not altogether impressionistic- that migrants are an achievement-oriented group and therefore have a higher participation rate (Oberai, 1987: 58).

(iv). Most migrants are believed to move to urban destinations after job is arranged by their relatives and friends living in towns.

In supporting the above propositions, Standing (1982) concluded that, theoretically, on balance the various arguments for expecting migrants to have higher labor force participation rate than non-migrants in urban areas seems stronger than those suggested the opposite (Standing, 1982:215).

Non-migrant school-leavers may be willing to wait for a "good" job because their parents will support them. Whereas migrants with lower aspiration, quickly take up whatever the job available and are not deterred by unemployment rate (Peil and Sada, 1984:127).

In Abidjan, mostly migrants fill unskilled jobs. The educated unemployed are primarily non-migrants (natives) who are not interested in taking unskilled jobs; non-migrants are not available to take low-status occupations. In the middle range of occupational scale, including white-collar jobs, there are more non-migrants than migrants (Lubell, 1974:67).

Migrants male and female, were more likely to be employed in Bangkok than were Bangkok natives. Almost all male and nearly 90 percent of female were employed in Bangkok at the time of the survey. Differences in employment levels between the two groups are partly a result of age structure, with migrants concentrated at young adult ages where labor force participation is highest (Guest, 1998:292).

According to the 1994 Census result of Addis Ababa, the labor force participation rates for non-migrants, total migrants and recent migrants were 42.8, 61.6 and 52.2 percent respectively. Similarly unemployment rates were 50.8, 25.4 and 33.9 percent for non-migrants, total migrants and recent migrants respectively. However, migrants both recent and long time residents in the city were clustering near the bottom of the occupational hierarchy, that is, in the low occupational status (CSA, 1999: 182-188). These figures show that total migrants had the highest labor force participation rate and the lowest unemployment rate, but engaged in low status occupations most of which could be grouped under the informal sector activities.

In his study of unemployment in Addis Ababa, Teshome (1998) found that the risk of being unemployed for migrants were lower by 20 percent for both sexes as compared to the non-migrants. This difference is also found to be statistically significant in logistic regression at one percent level of significant (Teshome, 1998:53).

Substantial proportions of migrants in Africa are self-employed workers and usually move into the urban informal sector where entry barriers are minimal. They are readily prepared to take up low-paid jobs, thus ensuring their quick absorption into the labor market (Adepoju, 1988: 115). The prospect of work in the informal sector, thus, attracts migrants from rural and small towns into large cities.

As many migrants could not find work in the urban formal sector they had to create their own informal way of working and earning a living. Since the activities performed were often poorly remunerated, the informal sector tended to be regarded as a transformation of rural underemployment into urban under employment (ILO, 1993:1).

Studies have shown that the majority of informal sector activities are precarious and included low-status occupations such as daily laborer, domestic worker, street vendors and so on. On the other hand, though small in number, there are participants in the sector (e.g. skilled self-employed Craftsmen, Shop owners) who are far better off and whose income exceed those of many formal sector workers (ILO, 1993:2).

Sethurman (1977), in supporting the above views, states that the large majority of migrants to a city who succeed in securing a job depend on the informal sector employment opportunities. According his study in Jakarta (Indonesia) migration survey, it was estimated that only about 16 percent of the fresh migrants seem to take up jobs in administration, finance and government activities. The rest being employed as petty traders, hawkers, street vendors, barbers and house-helpers. The proportion of persons becoming house-helpers is of course much greater among female migrants than males. These findings suggest that a majority of the new migrants to the labor force of the city become self-employed in the informal sector (Sethurman, 1977:186).

In recent years, employment in the public sector has been under strain in many developing countries owing to pressure by Structural Adjustment Programs (SAPs) on government to reduce public expenditure. The incapacity of the formal sector to create employment has shifted the burden of employment generation to urban informal sector (ILO, 1998).

1.5 Hypotheses to be tested

1. By and large individuals in the young adult age group (20-39 years), persons at higher educational attainment, and persons with some skills are more likely to be motivated by economic factors such as job searching to migrate into the city than their counterparts.

2. Migrants from rural areas are more likely to be motivated by job searching motive to in-migrate into the city than migrants from urban areas.

3. Most of in-migrants to the city are attracted by the presence of informal sector employment opportunity. Thus, recent migrants are more likely to be employed in the informal sector than long-term migrants and non-migrants in the city.

1.6. Organization of the Study

This paper is organized in to five chapters. The first chapter provides the introduction part of the study that contains the background of the study, statement of the problem, objective of the study, review of literature and hypotheses. The second chapter discusses data source, concepts and definitions, quality of the data, method of analysis and limitation of the study. Chapter three presents data analysis on Socio-demographic differentials between migrants and non-migrants, reasons for migration using both descriptive and inferential statistical methods. The fourth chapter includes analysis of labor force participation differentials and employment status differential between migrants and non-migrants. The last, fifth, chapter presents summary of the major findings of the study and recommendations.

CHAPTER II

2. MATERIALS AND METHOD OF ANALYSIS

2.1 Source of the Data

The source of the data is the National Labor Force Survey (NLFS) conducted in March 1999 by the Central Statistical Authority (CSA). The survey was based on household interviews by employing a two stage stratified random sampling procedure. At the first stage 72 Enumeration Areas (EAs) or Census blocks were selected and at the second stage about 2518 households were selected. Interviews were obtained from head of the household or another responsible member of the household in each randomly selected household. The survey covered all regions of the country including Addis Ababa, but only the Addis Ababa part of the data is used here and focuses on migrants' socioeconomic performance at the urban destination. Addis Ababa has six zones, which include urban and rural areas; the latter consists of the peripheral agricultural areas. For the purpose of this study only the urban part is included.

The survey collected demographic, social and economic data including information on migration and economic activity. The relevant questions asked in the survey for this study are: number of years continuously lived in the city, reason for migration, place of previous residence, and current and usual economic activity of individuals aged 10 years and above at the time of the survey. The data serve the main purpose of classifying the population into migrant and non-migrant groups. Furthermore it helps to classify migrants by reason for migration (as economic/non-economic), and into recent and long-term migrants as well by their place of last residence (rural/urban). With respect to their labor force participation status respondents of age 10 years and above were asked about the economic activity they performed

in the last seven days and the last twelve months prior to the survey time. Based on this information and the operational definition given in the survey respondents could be grouped into employed and unemployed, both on the current and the usual activity status. Only the latter approach, usual activity status, is used in this study.

2.2 Concepts and Definitions

Length of Continuous Residence refers to the number of years a person has continuously lived in Addis Ababa.

Migration is the form of geographical mobility between one geographical unit and another involving a permanent change of place of usual residence. For this particular study, *Migrants* are those who, in the course of their lives, have lived elsewhere other than Addis Ababa, while *non-migrants* are individuals who have resided in Addis Ababa continuously since birth.

Current Migrants: are migrants whose length of continuous residence in Addis Ababa was less than twelve months prior to the survey.

Recent migrants: are migrants whose length of continuous residence in Addis Ababa was less than five years prior to the survey.

Long-term migrants: are migrants whose length of continuous residence in Addis Ababa was five to ten years prior to the survey.

Primate city: is the largest city in which there is concentration of large number of people and modern activities, and is at least more than three times as large as the second largest city in a country (UN 1983, cited in Tegegne, 1997: 53)

Urbanization refers to the change in the proportion of a population living in urban areas. Urban growth, on the other hand, refers to the growth rate of urban areas themselves (Aklilu and Taddesse, 1993).

Economic activity: is defined as work that involves the production of marketable goods or services for sale or exchange for other commodities

Economically active (population in the labor force): defined as all persons age 10 years and above who were employed or unemployed but actively seeking a job or willing to work if they

were supplied by a job. Nevertheless, unpaid household chores such as preparing food, cleaning house, taking care of children were not considered to be productive activities.

In-active population, on the other hand, comprises those who were below 10 years and those aged 10 years and above but were not willing or unable to work, even if they had been supplied by a job. This could be because of different reasons such as being student, disability, pensioner, etc. during the reference period.

Employed: refer to a person who was 10 years and over and engaged in gainful activities in the twelve months prior to the survey (by usual status approach). However, persons who had regular job but did not work during the reference period because of poor health, social reason, annual leave or seasonality of a work were included as employed persons.
Unemployed refers to a person who was 10 years old and over and was not engaged in productive (gainful) activities during the reference period but was actively looking for work or was discouraged job seeker.

Informal sector the concept was first introduced in the ILO employment Mission reports on Kenya (ILO, 1972) which described the informal sector as follows: ease of entry for new enterprises; reliance on indigenous resources; family ownership of enterprises; small-scale operation; and unregulated and competitive market. However, for the purpose of this labor force survey the operational definition of "informal Sector" consists of all unregistered small-scale enterprises; with less than ten workers; and has no book keeping (book of account).

2.3 Quality of the Data

One of the most basic demographic characteristics regarding which information is collected in all demographic Surveys and Censuses is age of the person enumerated. Age data constitute a major source of demographic data because most of the characteristics of persons depend on age and are classified by age. Indeed, the quality of the age data could be considered as an index of the quality of the other data collected in a Survey or Census. The age reporting error has been common in a developing country like Ethiopia. The most common source of errors in

age reporting, however, appear to be the tendency to state age ending in certain digits while avoiding ages ending in other digits.

"The tendency of enumerators or respondents to report certain ages at the expense of others is called age heaping, age preference or digit preference. The latter term refer to preference for the various ages having the same terminal digit. The cause and pattern of age preference vary from one culture to another, but preference for ages ending in '0' and '5' is quite wide spread" (Shryok, 1976: 204).

The most common technique for determining the extent to which, and at what digits, age heaping is taking place is the method of "blended" an age distribution suggested by Myers (1940). Myers index is based on all the ten terminal digits (0 through 9) of single ages in two sets of ages, the first 10-89 and the second 20-89 are used for the computation of the index. Considering all digits is the advantage of this method over other methods of detecting error in age data. The assumption behind this method is that, the number of persons reporting ages ending in some digit, all else being equal, should be approximately equal to 10 percent of the total reporting age. If the sum for any digit is in excess of 10 percent, it indicates over selection of age ending in that digit or digit preference (UN, ESCAP, 1978).

An over-all measure of the extent of digit preference ("index of preference'), Which is obtained by adding, irrespective of sign, the deviation from 10 percent for each of the ten terminal digits. The theoretical range of Myers index is between 0 and 90. An index of 0 implies age data is perfectly accurate, while an index of 90 implies that all ages are reported at the same terminal digit-very poor age data quality.

In Myers index a value of less than 10 represents low digit preference, a value within range 10-20 represents a moderate level of digit preference and a value above 20 represents a high level of digit preference (IRD 1990). The Myers index of digital preference calculated for males and females on the bases of the age data recorded at the Survey is shown in table 2.1 below.

It will be seen that there is a tendency among both males and females to state their ages in digits ending in 0, 5 and 8 with the digit 0 being the most preferred. There seemed to greatest avoidance of those ages ending in 1, 4 and 9. It is also noted that the deviations of the terminal digit sum from 10 percent were greater for females than males. As the result of this difference, the index of digit preference for females (17.8) was approximately 16 percent greater than the corresponding index for males (15.3). The 1994 Census result for the Addis Ababa indicates similar index of digit preference, 18.4 for both sexes, 16.5 for males and 20.2 for females. In general, the Myers index calculated for the age data obtained from this survey indicates moderate level of digit preference.

Table 2.1 Myers index of Digit Preference for the sample Population, Addis Ababa: 1999

Ending Digit of Age	Deviation of percent from 10		
	Both Sexes	Male	Female
0	7.0	6.6	7.4
1	-4.5	-4.3	-4.6
2	-0.4	-0.1	-0.7
3	-2.3	-1.9	-2.6
4	-2.9	-2.5	-3.3
5	5.9	5.1	6.7
6	-2.0	-2.8	-1.9
7	-1.1	-0.9	-1.2
8	3.6	3.6	3.6
9	-3.2	-2.8	-3.6
Total	32.9	30.6	35.6
Preference index	16.5	15.3	17.8

2.4. Methods of analysis

Both the descriptive and inferential statistical methods are used in the analysis of the data. In the descriptive analysis simple frequency distribution and cross tabulations will be used. With respect to inferential statistics method bivariate and multivariate statistical techniques are used. In the bivariate analysis the chi-square test is employed to test whether there is statistical association between the dependent and an independent variable. In the multivariate analysis the relationship between the dependent and an independent variable will be investigated by controlling the effect of other independent variables in the model. Under the multivariate analyses two logistic regression models are estimated to explain

reason for migration and formal/informal sector employment differentials, respectively. The two dependent variables employed in each of the two models are entered as binary dummy variables that take a value of 1 or 0.

2.4.1 Variables

6.1.1 *Dependent variables*: The two dependent variables are:

(i). Model-1: Reason for migration (Job searching=1/Otherwise=0);

(ii) Model-2: Employment sector (Informal=1/Formal=0).

Information on reasons for migration was obtained through the question "why did you in-migrate to the city?" The survey employed structured questionnaire of a pre-coded set of answers to the question and migrants were encouraged to choose only the major reason for migration. In a logistic regression analysis, reason for moving can be used as dependent variable by collapsing responses into dichotomy or a dummy variable as job searching and other reasons.

In Model-1, analysis of reasons for migration by individual characteristics (age, sex, education etc.), Ethnic groups and rural/urban place of last residence used to ascertain the personal and situational correlates of economically (job searching) motivated moves. Model-2 employed to analyze formal/informal sector employment differentials and the extent to which migrants are drawn to the informal sector activities in the city.

2.4.2 *Independent variables*: in the multivariate analysis demographic and socioeconomic independent variables will be employed to explain the dependent variables mentioned above. Since all independent variables are either qualitative or interval scales, dummy

variables are constructed for each variable. To allow for non-linearity continuous variables such as age and education were categorized as a series of dummy variables.

Independent variables are:

1. Model-1

Sex: sex of the respondent (Male=1/Female=0)

Bage: broad age groups (10-19=1, 20-39=2, and 40+ =3)

Reln: relation to the head (relative=0, non-relative=1)

Marst: marital status (Ever-married=0, Never-married =1)

Ethnic: Ethnic group (Amhara=1, Oromo=2, Gurage=3, Others=4)

Educ: Educational attainment (no-schooling=1, 1-8 grade=2, 9-12 grade=3, above grade12=4)

Skill: skill of the respondent (skilled=1/unskilled=0)

Prvr: previous residence (Rural=1/Urban=0)

Region: Region of origin (Tigray and Amara, Oromiya, SNNP and other regions).

In Model-2 new independent variables household size (HHsz) and duration of residence (DurRes) are entered and Ethnic group (Ethnic) and previouse residence (PrvRes) are excluded, While other variables are the same as in Model-1, mentioned above.

2.4.3 Conceptual Framework

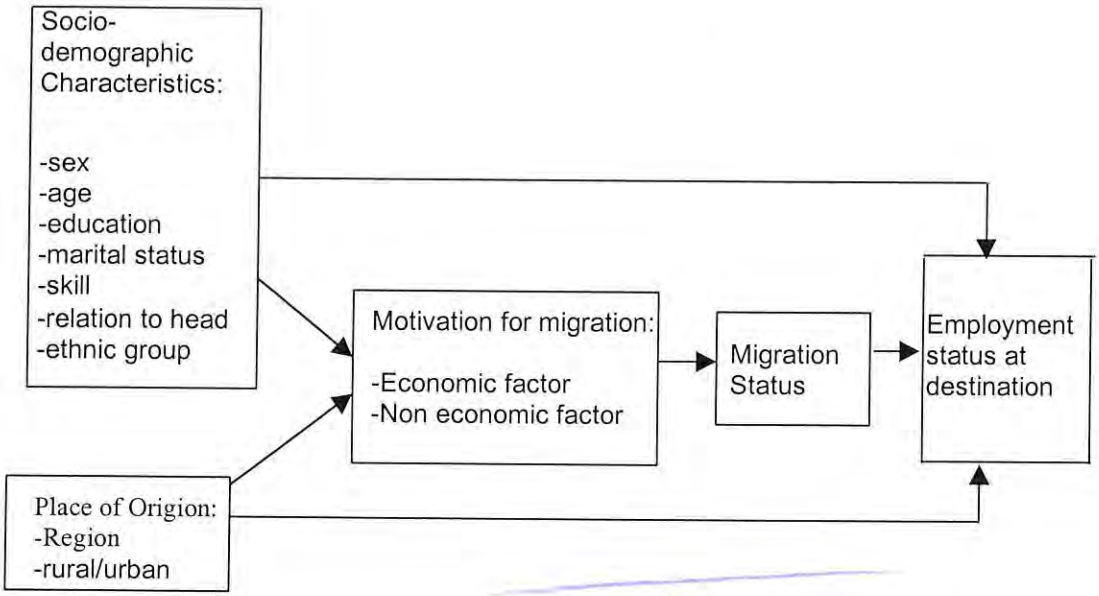
The socioeconomic and demographic factors associated with place of origin and destination influence personal decision to migrate. However, inducements that might be expressed as push and pull factors do not appear to exert their force equally. Individual socio-demographic characteristics and rural/urban place of origin influence motive factors for migration. Some

individuals motivated by economic factors while others are motivated by non-economic factors.

For instance, in his study of Reasons for Migration to Addis Ababa, Arkebe (1985) found that higher proportion of migrants from rural areas were motivated by economic factor than migrants from other urban areas. Adult males primarily migrate for searching job as they have better opportunity of obtaining job at urban destinations (Brawn and Neuberger, 1977). On the hand, Kebede (1994) suggested that the prime motive for young females is to free themselves from restrictive social and cultural environment. Thus, any examination of reason for migration should take into consideration differences in socioeconomic and demographic characteristics of individual migrants.

Furthermore, migrants' labor force participation and employment pattern at destination is determined by duration of residence, place of origin and personal socio-demographic characteristics. As duration of residence increases the probability of obtaining employment opportunity in urban destination also increases mainly due to access to job information and acquiring necessary skills through technical/ vocational training. With respect to individual characteristics educational attainment, skill, age and marital status influence migrants' employment opportunities. These relationships are portrayed in the diagram below.

Figure 1. Conceptual Framework of the study



2.4.4 The Model

People migrate for variety of reasons; some do it in search of job and better income, others for social reasons and due to disasters such as drought, conflicts, etc. Our emphasis here will be to investigate the effect of variables such as rural/urban place of last residence and individuals socio-demographic characteristics as the economic (job searching) motivational factors for migration to the city. In addition, to analyze labor force participation difference and employment patterns of migrants and non-migrants by controlling for such factors as age, sex, level of education, etc. The conceptual framework presented above summarizes the pattern of the relationship.

By applying an appropriate multivariate statistical technique the independent and net effect of each predictor may be assessed. The form of the data affects the choice of statistical

techniques to be employed. The dichotomous dependent variables: reason for migration (job-searching=1/other reasons=0) and employment sector (informal=1/formal=0) are dichotomous or binary dummies. A logistic regression is an appropriate model for analysis of dichotomous outcome and it is efficient over other multiple regression methods, hence, logistic regression model is employed here for multivariate analysis.

In logistic regression models, the presence or absence of association between or among variables can be determined on the basis of whether subjects who fall into respective categories of one variable differs appreciably in their response to the other variable (i.e., identification of differences between or among groups). For example, whether migrants and non-migrants have difference in labor force participation. Logistic analysis is a generalized approach to the analysis of categorical and/ or qualitative data in behavioral research. This method has a solid foundation in theoretical statistics through the work of Goodman, Bishop and others (House, 1985).

Logit (log of the odds) analysis uses a log transformation of the odds of an event occurring. The odds of an event occurring are defined as the ratio of the probability that it will occur to the probability that it will not. The mathematical formula is given by:
$\ln(P/1-P) = B_0 + B_1X_1 + ... + BnXn$. Where, P is the probability that an event will occur and 1-P the probability the event will not occur. Bi's are the regression coefficients of independent variables Xi's.

The regression coefficient of a particular explanatory variable is interpreted as the amount of change in the odds of an event associated with a one-unit change in the independent variable. In the case of categorical variable, the odds ratio of any one category of the

variable. In the case of categorical variable, the odds ratio of any one category of the variable is calculated by dividing the odds of an event for that particular category by the odds of the event for the category chosen as a reference category. The odds ratio of the reference category is one by definition. Such estimators are unbiased and efficient and therefore technically superior to those of ordinary least squares. Ordinary least square (OLS) estimation with a binary dependent variable yields unbiased but inefficient estimators because of the hetroskedastic disturbance term (House, 1985).

2.5 Limitation of the study

The survey was a cross-sectional Labor Force Survey conducted at national scale by CSA. As across-sectional study it has limited use in probing the dynamic pattern and process of migration. Some types of migrations such as circular and step-migrations are concealed from view. In addition the data were collected from conventional households which excludes homeless people who sleep on the pavement and live in temporal houses most of which are expected to be migrants.

In the survey migration was defined as permanent change of usual residence and deliberately excludes temporal migrants-who stayed in the city for less than six months. As the focus of the survey was on labor force participation of the population at the time of the survey no migration history data was collected to trace a migrant's socioeconomic characteristics before migration. Therefore, it is impossible to work out the migrants' characteristics before migration so as to compare the situation of migrants before and after migration. As a destination survey it has limitation to compare migrants' characteristics with non-migrants at origin, and hence comparison was made only with non-migrants at destination-Addis Ababa.

2.6 Background characteristics of the Study area

Addis Ababa, the capital city of Ethiopia, was founded in 1887 by Emperor Minilik II. It is located at the geographical center of national territory and covers an area of 530.14 square kilometer. The city situated on an average, at elevation of 2408 meters above sea level. The high altitude and its tropical location cause to have an ideal climate through out the year. The temperature varies from an average maximum of 21.7 °C to an average minimum of 10.7 °C (EMA; cited in Asseffa, 1997).

Being the capital city, Addis Ababa, is the seat of the federal government, and since it is also a region by itself, it is a seat of the regional government as well. It is also a diplomatic capital of Africa as it houses various international agencies such as OAU, UNECA and embassies. Five major radiating highways link the city with the rest of the country. The only railway line in the country run between the city and Djibouti. The city also has air connection with major towns of the country and many major cities around the World (Asseffa, 1997).

Most of the country's social services, industrial establishments and commerce are concentrated in the city. The city has a lion share of large and medium-scale manufacturing establishments of the country. However compared to manufacturing, trade and service sector are the dominant economic activities in the city, which generate large proportion of employment opportunities and the city's income.

According to the 1994 Census result, with the population size of 2,112,737, Addis Ababa accounted for about 4 percent of the total population of the country and over 28.5 percent of the urban population. The growth rate of the population between the 1984 and 1994 Censuses

was 3.25 percent. As of the 1994 Census, the sex ratio of 94 males per 100 females, indicates excess of females over males. The age structure of the population in Addis Ababa combines about 32 percent of children below age 15 and a very small (about 3) percent of old age people above 64 year. The proportion of the population aged 15-64 is usually high, constituting about two-third of the total population. This could be due to high in-migration of population in the working age group (CSA, 1999-Vol. II).

According to the 1994 Census, 53.0 percent of the population were born in the city while 46.7 percent were migrants. This indicates that nearly half of the population was migrants. It was also indicated that 51.7 percent of migrants were female and 48.3 percent were male and most of which were in the age group 10-39. Unemployment rate is staggeringly high, this is further aggravated by the demobilized army of the pervious government, displaced persons from different parts of the country due to ethnic conflicts and returnees from neighboring countries (Seyoum; cited in Melakeselam, 1997:142). Unemployment rate in the city was increased by 24.6 percentage points between the 1984 and 1994 Censuses, from 10.5 percent to 35.1 percent, respectively (CSA, 1999:136).

CHAPTER III

3. CHARACTERISTICS OF MIGRANTS AND REASONS FOR MIGRATION

3.1 Demographic and Social characteristics of Migrants

The consequence of migration both for place of origin and destination as well as for the migrants themselves depends, among other things, on socioeconomic and demographic characteristics of dominant in-migrants. Comparison of migrants' socio-demographic characteristics can be made either with non-migrants at place of origin or non-migrants at place of destination as reference group. However since the data used in this study was collected by the survey conducted at place of destination, comparison can be made only with non-migrants at place of destination (Addis Ababa). It helps to determine the extent that migrants differ from non-migrants on a range of characteristics.

With regard to the present study, the 1999 National Labor Force Survey collected information on socioeconomic and demographic variables from the sample population (both migrants and non-migrants). Thus, it is possible to obtain a clear picture of the characteristics of the migrants vis-a-vis the non-migrant population. Indices of differentials with respect to some specific socioeconomic demographic characteristics are used for the purpose of ascertain the magnitude of differences between the migrant and non-migrant segments of the population in Addis Ababa City.

In this section descriptive analysis of some important socio-demographic characteristics of migrants including factors such as age, sex, marital status, literacy status, educational attainment and geographical origin of migrants were made. These factors are compared with the same factors in the non- migrant population.

3.1.1. Age composition

The percentage distribution of migrants (both current and long-term) and of non-migrants by age groups is given in Table 3.1. It is seen from this table that more than half (55.6 %) of current migrants (migrants stayed in the city for less than 12 months prior to the survey) were in the middle age group (15-29 years). This is to be expected, as mobility is associated with those phases of the life cycle during which labor force entry, family formation or higher educational aspirations are the most important factors.

On the other hand, the age structure of total migrants (including long-term migrants) was found to be concentrated relatively in older age groups, more than half (56.6 %) were aged above 30 years. On the contrary, among non-migrants, children below age 15 constituted nearly half (45.7 %) of the non-migrant population. One possible explanation for high proportion of non-migrants in the age group 0-14 years could be due to the fact that the children born to migrants in the city were counted as non-migrants.

Table 3.1 Percentage Distribution of the Sample Population by Migration Status, Sex and Age: 1999

Age Group	*Current Migrants*				*All Migrants*				*Non-Migrants*			
	Mal	Fem	Tot	SR	Mal	Fem	Tot	SR	Mal	Fem	Tot	SR
0-14	22.1	27.6	25.6	47.7	6.8	9.3	8.2	41	47.5	44.1	45.7	101
15-29	50.7	57.8	55.1	52.2	30.9	38.6	35.2	64.3	38.9	41.4	40.2	88.1
30+	27.2	14.5	19.3	113	62.3	52.1	56.6	94.5	13.6	14.5	14.1	85.2
Total %	100	100	100		100	100	100		100	100	100	
(N)	95	159	254	60	2435	3078	5513	80	3225	3456	6681	93.3

SR: sex ratio

3.1.2. Sex composition

The sex ratio or the number of males per 100 females is one of the basic demographic factors that affects the structure and growth of a population. This measure is to a large extent determined by the relative levels of mortality among males and females, and by sex composition of migrant population. The overall sex ratio of current migrants was 60, which was lower than total migrants (80) and that of non-migrants (93.3). This indicates that migration to the city is female selective. This pattern seems to be established from the 1994 census data.

Further computation of age specific sex ratios shows that current migrants have much lower sex ratios in the lower age groups. This difference being more marked in the age group 0-14 years, however the age specific ratio increases as age increases. This suggests a higher mobility among females in the younger age groups than males.

One possible explanation for the substantial influx of teenage girls to the city and the smaller number of teenage boys, is that where as girls may expect or be able to secure low-wage domestic service employment, the job opportunities for boys of a similar age are minimal. In addition there are socio-cultural impositions in rural areas such as early marriage of girls without their agreement and its consequence of high divorce rate result in cultural limitation for remarriage. Thus, divorced young females are forced to migrate into cities so as to flee from cultural and traditional limitations.

3.1.3. Marital status

Change of marital status (family formation and dissolution) is an important characteristic of individual's life cycle, and hence conceivably migration propensity changes as an individual

moves from one stage of life cycle to the other (Abdurahman, 1987). Distribution of the sample population by migration status and marital status is given in table 3.2. The data on current migrants, however, can be taken fairly accurately to show the picture of marital status at the time of in-migration. The result shows that the proportion never married is considerably greater among current migrants (68.6%) than all migrants (38.0%). It is also observed that even higher proportion of non-migrants (84.5%) were single at the time of the survey.

The young age structure of non-migrant populations is primarily responsible for high proportion of singles among non-migrants. As non-migrants being much younger and relatively late age at first marriage, it is to be expected that non-migrants be characterized by much higher proportion of never-married persons. A sharp difference among current and total migrants, 68.6 and 38.0 percent never married, respectively, was mainly because the marital status of migrants changes through marriage after migration. Particularly, among females' marriage formation could be one of the reasons for moving. Proportion of single among female migrants declined from 71.4 percent for current migrants to 36.1% for all migrants.

The proportions of divorced and widowed were higher among current migrants (10.3 %) and total migrants (10.6 %) respectively, as compared to only 1.6 and 2.2 percent divorced and widowed for non-migrants, respectively. Further classification of current migrants by sex shows that the proportion divorced was much higher among females (13.6 %) than males (4.8%). This difference could be attributed to early marriage that results in high rate of divorce. The cultural limitations for remarriage force young divorced females to migrate to the city.

Table 3.2 Percentage Distribution of the Sample Population aged 10 year and above by Migration Status and Marital Status: Addis Ababa, 1999.

Marital Status	*current Migrant*			*All Migrant*			*Non-Migrant*		
	Male	Fem	Total	Male	Fem.	Total	Male	Fem.	Total
Unmarried	63.9	71.4	68.6	40.4	36.1	38.0	89.3	80.1	84.5
Married	28.9	9.3	16.6	53.1	38.6	45.0	9.2	13.9	11.6
Divorced	4.8	13.6	10.3	2.5	9.4	6.3	0.9	2.3	1.6
Widowed	2.4	5.7	4.5	3.9	16.0	10.6	0.6	3.7	2.2
Total %	100	100	100	100	100	100	100	100	100
(N)	83	140	223	2368	2978	5346	2291	2525	4816

3.1.4 Literacy and Educational attainment

Education is one of the most important factors that have association with migration propensity. Comparison of migrants with non-migrants on the basis of their literacy and educational attainment is presented in table 3.3. The result shows that there are observable differences among current migrants, all migrants and non-migrants. The highest proportion of illiterate (42.5 %) was observed among current migrants followed by all migrants (26.8 %). On the other hand, the proportion of illiterate among non-migrants was only 10.9 percent.

As indicated in table 3.3, educational attainment among migrants and non-migrants shows that the proportion of persons in elementary (1-6), junior (7-8) and high school (9-12) were highest among non-migrants than both current and total migrants. This difference is to be expected as

migrants are disrupted from education by migration, and either have no schooling or completed secondary school education.

It is interesting to note that, compared to 5.8 percent of non-migrants, a relatively higher proportion of all migrants (9.4 %) had attained educational levels corresponding to above grade 12 category. There are two possible explanations for this difference. First, it might be that individuals who have attained higher level of education have difficulty in finding employment position in rural areas and small towns, therefore, are more prone to migrate to the city. Second, individuals who came to the city in order to study in higher education remained in the city once their studies are completed attracted by the job offers they receive.

Table 3.3 Percentage Distribution of the Sample Population aged 5 year and above by Migration Status and Educational attainment, Addis Ababa: 1999

Educational Attainment	*Current Migrant*			*All Migrant*			*Non-Migrant*		
	Male	Fem.	Total	Male	Fem	Total	Male	Fem.	Total
Illiterate	25.3	52.6	42.5	13.6	37.3	26.8	10.3	11.4	10.9
Grade 1-6	29.7	19.9	23.5	25.7	23.9	24.7	32.1	31.8	32.0
Grade 7-8	7.7	8.3	8.1	11.6	9.8	10.6	15.2	16.1	15.7
Grade 9-12	12.1	11.5	11.7	28.2	17.6	22.3	32.8	31.7	32.2
Above 12	14.3	1.9	6.5	14.6	5.2	9.4	6.1	5.6	5.8
Non-regular	11.0	5.8	7.7	6.3	6.1	6.2	3.5	3.4	3.4
Total %	100	100	100	100	100	100	100	100	100
(N)	91	156	247	2419	3061	5480	2796	3015	5811

3.1.5 Geographical Origin of migrants

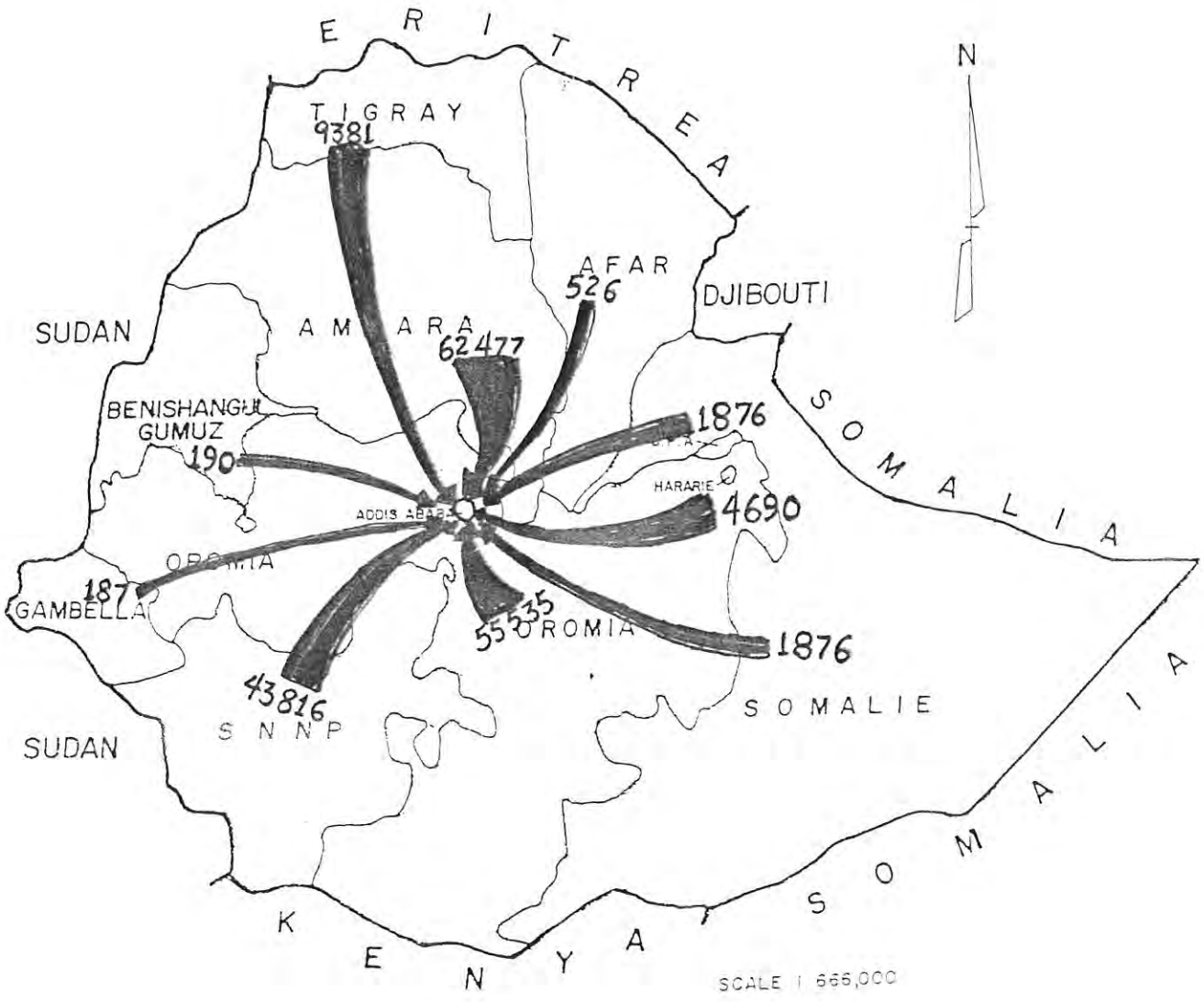
Examining migrants by their region of last residence help to understand the pattern of in-migration to the city and hence to formulate appropriate population distribution and migration policy. However due to the boundary reclassification after the change of the government in 1991, most old migrants could not locate their place of origin according to the present regional administrative structure. For this reason region of last residence was asked only from those migrants who have stayed in the city for less than five years prior to the interview.

The streams of migration are shown in figure 2, and the percentage distribution of in-migrants by region of origin is given in table 3.4. The result indicates that 33.3 percent of in-migrants came from Amhara region, followed by Oromiya (29.3 %), SNNP region (22.0 %), and Tigray region (5 %). Migrants from the rest of the regions accounted only for 10.4 percent of total in-migrants during the five years prior to the survey.

The possible explanation for the observed differences could be attributed to the following factors. Differences in population sizes of different regions, as the highest proportions of the country's population have been living in Oromiya, Amhara and SNNP regions. Nearness to the city and cost of transportation also affects the volume of in-migrants from different regions. It is also observed, in Table3.4, that the proportion of females is higher than males among migrants from Amhara and Oromiya regions, while male migrants predominate from other regions. This could be due to the fact that the two regions are nearer to the city than other regions.

Figure 2: Migration Streams to Addis Ababa during the years 1995-1999,

(weighted numbers of in-migrants)



Source: CSA

Table 3.4 Percentage Distribution of Recent migrants by Region of Previous Residence and Sex; Addis Ababa: 1999

Region	*Total*	*Male*	*Female*
Tigray	5.0	6.0	4.5
Afar	0.3	0.9	0.0
Amhara	33.3	27.4	36.8
Oromya	29.3	24.7	32.0
Somali	1.0	0.6	1.2
Ben.Gumuz	0.1	0.3	0.0
SNNP	22.0	28.3	18.4
Gambella	0.1	0.3	0.0
Harari	2.5	2.7	2.4
Dire Dawa	1.0	1.5	0.7
Out side Ethiopia	4.6	6.5	3.4
Not stated	0.7	0.9	0.5
All Regions %	100	100	100
(N)	918	336	582

3.2 Reasons for Migration

In this section an attempt is made to investigate reasons for migration to Addis Ababa, the Primate City of Ethiopia. The 1999 National Labor Force Survey of Ethiopia Collected information on reasons for moving to the city. Reason for moving statements may reflect pre-move motivations of potential migrants from rural and urban areas. This approach represents an attempt to identify motivational factors behind the continuing influx of migrants into the city. The responses obtained from the survey question, "why did you move?" could be grouped under "economic" and " non-economic" reasons. Economic reason includes job and job-related reasons, while non-economic reason includes social, psychological and political

motivations. Because old migrants have long since forgotten some of their perceived hopes and fears by the time of migration to the city, the information was collected only from migrants who have stayed in the city for less than five years prior to the interview date.

3.2.1 Economic Reasons

The percentage distribution of reasons for moving to the city by place of previous residence and sex of respondent is shown in table 3.5. Economic reasons (job searching and job transfer/obtain) constituted about 46.2 percent of all reasons cited for moving to the city. Comparison of male and female migrants shows that more male migrants (53.8 %) cited economic reasons as a motivational factor than female migrant (42 %).

Among the economic reasons, "job searching" was the most instrumental factor for migrating to the city. It accounted for 38.9 percent of all responses. Comparison by sex shows that more male migrants (40.5%) than female migrants (38.0%) reported this reason for moving to the city. As compared to other motive factors job searching constituted the highest proportion of all reasons for migration into the city for both male and female migrants. This indicates that economic consideration constituted an important motivating factor for migration into the city, especially among male migrants.

The possible reason for high percentage of migrants move into the city in search of job could be the concentration of economic activities, both public and private, and expansion of the informal sector in the city. The other economic reason, job transfer/obtain, accounted only for 5.4 percent of all reasons for move. However it was more important reason for male in-migrants (10.4%) than female in-migrants (only 2.6%).

3.2.2 Non-economic Reasons

While economic reasons are proposed to be the major factors for migration to cities, it is clear that the attraction of services and amenities are also important factors in motivating potential migrants. Non-economic reasons include wide ranges of factors such as social, psychological, ecological, political etc. As shown in table 3.5 non-economic reason constituted about 53.7 percent of all responses. However, this relatively higher proportion of non-economic reason than the economic reason may be attributed to the fact that more non-economic than economic factors were pre-coded in the structured questionnaire of the survey.

The most important non-economic reason for moving into the city was found to be the desire for education. It accounted for about 21 percent of all reasons reported. It is also observed from the table that more female migrants than male migrants cited this reason, 22.6 and 18 percent respectively. The presence of better educational facilities, particularly, at higher level of education, attracts migrants to the city. More females than males cited education as the reason for their move to the city may partly reflects the increasing participation of females in secondary and higher education.

Among other non-economic factors that motivate people to leave their place of residence the family related reasons are important. The present study indicates that "moving along with family", "to live with relative" and "return back to home" constituted about 11.6 percent, 7.9 percent and 6.2 percent of all responses of reasons for migration into the city, respectively. In an extended family society like Ethiopia, these factors play an important role in population mobility. Caldwell (1969), found a strong statistical association among both females and males in Ghana between presence of some rural household members in the town and the likelihood of other member visiting (Caldwell, 1969).

In general, job searching, desires for education and accompanying the family move have been found to be the three most important reasons for moving into the city in that order. Unlike rural-rural migration, marriage formation or dissolution accounted only 5.7 percent and was not as such important factor. However, as indicated in the table much more female in-migrants (7.8%) have moved because of marriage formation or dissolution as compared to only 1.8 percent of male in-migrants.

Understanding of differentials of motivational factors by rural/urban place of previous residence has important policy implication. Comparison by rural/urban place of last residence indicates that proportionately more rural migrants (52.7%) reported economic reasons than urban migrants (40.3%). On the contrary, higher proportion of urban migrants was attracted to the city by non-economic factors than rural migrants.

This may indicates that urban migrants are more likely to be attracted by modern way of life, recreational amenities and better social services that are present in the city. On the other hand, large number of landless young adults from rural areas migrate to the city mainly attracted by the proliferation of low status (marginal) occupations in the informal sector.

Table 3.5 Percentage Distribution of Recent Migrants (less than 5 years of residence) by Reasons for Migration, Previous Residence and Sex; Addis Ababa: 1999.

Reason for Migration	Total			Urban			Rural		
	Male	*Fem*	*Total*	*Male*	*Fem*	*Total*	*Male*	*Fem*	*Total*
Economic	**53.8**	**42.0**	**46.3**	**45.0**	**37.6**	**40.3**	**63.6**	**46.7**	**52.7**
Job Searching	40.5	38.0	38.9	25.7	31.9	29.6	58.4	45.1	49.9
Job Transfer/obtain	10.4	2.6	5.4	16.8	3.9	8.7	3.2	1.1	1.9
Non-economic	**46.2**	**58.0**	**53.7**	**55.02**	**62.4**	**59.7**	**36.4**	**53.3**	**47.3**
Education	18.2	21.6	20.4	22.3	20.1	20.9	13.6	23.6	20.0
Along with family	7.1	8.8	8.2	7.3	10.9	9.5	7.1	6.5	6.8
To live with relative	7.1	6.9	7.0	6.7	6.3	6.4	7.8	7.6	7.7
Return back home	6.0	6.4	6.2	8.4	7.6	7.9	3.2	5.1	4.4
Marriage Formation/ Dissolution	1.8	7.8	5.7	2.2	8.9	6.4	1.3	6.9	4.9
Unspecified	8.9	7.9	8.3	10.6	10.5	10.6	5.2	4.0	4.4
Total %	100	100	100	100	100	100	100	100	100
(N)	336	582	918	182	304	486	154	278	432

3.3 Multivariate Analysis of Reasons for migration

The above simple tabulations of reasons for migration present the most straightforward way to gain insight from categorical response data. Moreover, the analysis and interpretation of such tabulations would normally precede use of the data in multivariate model. However, such simple tabulations may produce misleading inferences because additional explanatory variables are not held constant. Therefore, there is a need to make use of a multivariate technique as well. As observed in the frequency distribution above job searching was cited by higher proportion of in-migrants than any other reasons. Hence, it is worthwhile to investigate

which population sub groups are more likely to migrate to the city in search of job. Before proceeding to the multivariate analysis it is necessary to test whether there is significant bivariate association between the dependent and each of independent variables using the chi square statistical test.

The variables employed in this study are categorical and the chi-square statistics is used to test the bivariate association between the dependent variable (reason for migration) and each independent variable. Table 3.6 shows the cross tabulation frequency distribution and significance of associations between each independent variable and the dependent variable. The chi-square tests of bivariate associations indicate that all variables except sex of migrant have significant statistical associations at one percent level of significant.

In the bivariate association analysis we can only examine the presence of statistical association, that is, whether an independent variable is associated with the dependent variable without controlling the effect of others. The observed association can be the result of a confounding effect caused by a third factor, called confounded. But the observed association can increase or decrease or disappear if a due account is taken to remove the effect of possible cofounders. This can be easily employed in a multivariate analysis that examines the effect of more than one variable simultaneously.

Thus the next step will be to use an appropriate multivariate statistical technique to control for the set of explanatory variables while estimating the net effect of each independent variable separately. The form of the data affects the choice of statistical technique to be employed. In this study reasons for migration can be used as a dependent variable by collapsing responses into a dichotomy or dummy variable as job searching=1/other reasons=0. Logistic regression

is an appropriate model with dichotomous dependent variable, it yields unbiased and efficient estimators and requires fewer assumptions than least square methods (House 1970).

3.6 Chi-square bivariate association test of each of the independent variables with the dependent variable

Independent variable	Reason for migration		Chi-square (χ^2)	*significant*
	Job search	*Other reasons*		
Sex				
Male	40.5	59.5	7.98	.08420
Female	38.0	62. 0		
Previous residence				
Urban	29.6	70.4	39.21**	.0022
Rural	49.9	50.1		
Age Group				
10-19	39.6	60.4	82.63**	.0000
20-39	44.2	55.8		
40+	13.0	87.8		
Marital Status				
Never-married	31.6	68.4	31.95**	.0000
Ever-married	42.2	57.8		
Literacy				
Non-schooling	35.4	64.1	291.44**	.0000
1-8 grade	20.9	79.1		
9-12 grade	15.8	84.2		
above grade 12	55.5	44.3		
Skill				
Skilled	41.5	58.5	35.26**	.0000
Unskilled	16.1	83.9		
Ethnic Group				
Gurage	53.0	47.0	20.11**	.0029
Amhara	37.3	62.7		
Oromo	34.3	65.7		
Tigraway	22.9	77.1		
Others	42.6	57.4		
Relation to head				
Relative	27.0	73.0	224.04**	.0000
Non-relative	81.0	18.9		

** Significant at P<0.01.

Thus, by applying a logistic regression it is possible to test the model in which variables such as age, sex, marital status, relation to head of household, ethnic group, educational attainment, skill and rural/urban last residence posited as explanatory variables of reason for migration. The result of logistic regression of reason for migration in relation to the independent variables mentioned above is presented in table 3.7.

Variance Inflation Factor (VIF) measures the extent of multicollinearity in the regression model. Sever multicollinearity is prone if VIF is greater or equal to 5. The VIF multicollinearity test of the model indicates that all VIF values, presented in Annex A1, are less than 5. Hence, there is no indication of multicollinearity in the model.

There are various ways to assess whether or not the model fits the data. One way to assess how the model fits is to compare the predictions to the observed outcomes. The classification table for the model is given in Annex A2. The result indicates that 437 migrants cited reasons other than job searching were correctly classified by the model. Similarly, 235 migrants cited job-searching reason were correctly predicted to have job-searching reason for migration. A total of 191 migrants were misclassified in the model, 72 migrants with reasons other than job searching and 119 migrants with job searching reasons. Of the migrants cited other reasons, 85.85% were correctly classified and of the migrants cited job-searching, 66.38% were correctly classified. Overall, 77.87% of 863 migrants were correctly classified. This implies that the model correctly predicted about three-quarter of the outcome.

In addition to classification table the model chi-square test also indicates the goodness of fit of the model. The test indicates that the model chi-square $(\chi^2=317.61)$ is statistically significant at $P< 0.01$. This also indicates that the model fitted or predicted the observed data very well.

3.3.1 Sex and reason for migration

Sex of migrants entered as binary dummy variable, female=0 and male=1. The motivational factors for males and females are expected to be different as social and economic roles in the society differ for males and females. Males are found to have higher job searching motivation for migration to the city than females. The regression coefficient or odds ratio Exp(B)=1.6931 for the males implies that the likelihood of in-migrating to the city for job searching is higher for males by 69.3 percent as compared to female in-migrants. The difference observed is statistically significant at one-percent level of significant.

This result is to be expected in a society like in Ethiopia where male is considered as income generator to a household while female's duties are considered mainly to be domestic activities such as preparing food and taking care for children etc. In explaining this phenomenon, Brown (1977) said that males primarily migrated for searching job as they have better opportunity of obtaining job at urban destination than female migrants.

3.3.2 Age and reason for migration

To allow for non-linearity, age was classified into three groups, namely, 10-19, 20-39 and 40 years or more, the last category was taken as reference group. The odds ratio (Exp (B)) of a category indicates a factor change occurs to the odds of moving for job searching reason for that particular category as compared to the reference category.

The odds ratio (Exp. (B)=3.9334) for the first age category indicates that in-migrants in this age category are 3.9 times more likely to migrate into the city for job searching as compared to migrants aged 40 years and over. Similarly, (Exp. (B)=7.7853) for age group 20-29 indicates that migrants in the age group cited job searching reason more than 7.8 times the reference

group or more than double for the age group 10-19. The odds ratios for both categories are statistically significant at P<0.01. This result is consistent with the bivariate analysis result and supports the first hypothesis young adults in-migrate to the city primarily for search of job.

The logistic regression result shows that in-migrants in the middle age group (20-39 years) have higher propensity of migrating to the city in search of job than younger and older age groups. This can be interpreted in two ways: migrants in the middle age group are at the peak period of labor force entry and are more likely to obtain jobs in the city than migrants in the younger and older ages groups. On the other hand, teenagers may in-migrate to the city to attend school or accompany their families and migrants in latter ages may be motivated by social reasons such as seeking better health facilities, and after retirement to live with relatives in the city.

3.3.3 Marital status and reason for migration

Marital status entered as binary dummies as ever married=0 and single=1. The odds ratio (Exp.(B)=2.1153) shows that the risk of migrating for economic reasons for single migrants is 2.1 times more likely than ever-married migrants. The observed difference is statistically significant at P<0.01. This difference might be attributed to the fact that married individuals migrate in accompanying their families or due to other family reasons, while single individuals motivated mainly in search of job as they are at the beginning of labor force entry.

3.3.4 Ethnic group and reason for migration

For convenience of analysis, ethnic group was categorized into five groups taking the four major ethnic groups in the city (Amhara, Oromo, Tigraway and Gurage) and the rest grouped under "others" category, Gurage ethnic group was taken as reference category. The results in

Table 3.7 indicate that no significant differences between Gurage ethnic and other ethnic groups in the category.

3.3.5 Relation to the head of household

The motivational factor for migration is also influenced by the presence of relatives in the city. Relation to the head of household is classified into, have relation=0 and no-relation=1. Individuals who have relation to the head of the household are less likely to be motivated for migration by job searching as compared to the non-relative group. The odds ratio (Exp.(B)=8.1842) indicate that in-migrants who have no relation to head are 8.2 times more likely to migrate into the city for job searching than those who have relation with the head. The difference is found to be statistically significant at $P< 0.01$.

The possible explanation for this result is that non-relatives are mainly migrates into the city to be either self employed or private employee in the informal sector. On the other hand, persons who have relation mainly in-migrate to the city either accompanying the head or to live with relatives and to attend school in the city.

3.3.6 Educational attainment and reason for migration

One of the factors that may have impact on motivational factors of migration is educational attainment of individuals. Educational attainment categorized into four groups as: No- formal education, grade1-8, grade 9-12 and above grade 12, the last category taken as reference group. The odds ratio (Exp. (B)=. 4444) for the "no-formal" education category indicates that migrants who have no formal education cited job searching reason about 55.6% less than that of above grade 12 group. Similarly, migrants attained 1-8 and 9-12 grades are 73.4% and 82% less likely of migrating to the city for job searching as compared to above grade 12 migrants.

The difference for each category is statistically significant at P< .001. The result is as expected and supports the hypothesis that migrants completed secondary school are more likely to be motivated for migration by economic consideration than the lower education groups. The possible reasons for this difference could be attributed to the higher job aspiration among secondary school-leavers mainly caused by the educational system that inspires urban modern way of life.

Myrdal (1968) notes that " even persons who have merely acquired some degree of literacy by going through primary school, or who have dropped out of secondary school before matriculation, often consider themselves educated and exempt from an obligation to work in agricultural activities in rural areas" (cited in Banerjee 1996).

3.3.7 Skill and reason for migration

Job searching migration to the city is expected to be higher among skilled individuals than unskilled ones. However, the logistic regression result indicates no significant difference between the two groups. Although, the difference is not significant, the odds ratio Exp. (B)=. 6574 suggests that job searching in-migration to the city is 34.2% lower among skilled than unskilled persons.

The unexpected result might be attributed to the presence of higher proportion of low status occupations in the city that are to be performed by unskilled migrants. This situation was also explained by UN (1977) as: " the continuing attraction of cities seems to be due to their offering the greater array of occupations for persons at all skill levels, and particularly for those without urban skill" (cited in Permi and Tom, 1985).

3.3.8 Place of last residence and Reason for migration

Rural/urban place of last residence is one of the factors that influence motivational factors for migration to the city. The odds ratio (Exp. (B)=1.1865) in the logistic regression model indicates that migrants from rural areas cited job-searching reason for migration to the city 1.18 times more likely as compared to migrants from urban areas. In other words, the propensity to migrate into the city for searching job is 18.6% higher among rural migrants than migrants from urban areas, but the difference is not statistically significant at P<. 05.

3.3.9 Region of Origin and reason for migration

Regions of Origin are categorized in to four groups, namely: Tigray and Amara regions together, Oromiya, SNNP and Other Regions. Tigray and Amara regions were taken together since they have similar culture and agro-ecology. The last group was taken as reference category in the logistic regression. The odds ratio (Exp. (B)=4.7440) for Tigray and Amhara regions shows that migrants from these regions are 4.7 times more likely to be motivated by job searching than the reference category. Similarly, migrants from Oromiya and SNNP regions are 3.2 and 4.6 times more likely of in-migrating for job searching as compared to the reference category. The results for Tigray and Amara regions and SNNP region are statistically significant at P<0.01, While the result for Oromiya region is not significant at P<0.01.

The possible explanations for the result could be the fact that the northern high land areas of Tigray and Amara regions, with rugged topography and over-population, seem to be most vulnerable and most affected by the problem of natural degradation and shortage of farmland. As these regions have been inhabited and cultivated for centuries, the natural cover of the land have been cleared from the land as a result of deforestation, overgrazing and over-cultivation.

Thus, the bare land of rock has been unproductive, and the populations in the areas have suffered from shortage of food, drought and famine. As a result of the above problems higher proportions of populations from these regions in-migrate to the city for search of job than other regions.

Similarly, in the SNNP region the increasing population pressures on limited land size has led to increasing number of land less people in the region. The 1999 Statistical Abstract of the CSA indicates that the region has high population density of 111.4 persons/km^2 (CSA, 2000:39). Land holding per household is so small that can not support members of a household; farmlands have been changed in to pieces of fragmented plots. In addition, as formerly formed households have already occupied all agricultural lands, members of the newly formed landless households has been forced to migrate to cities in search of non-agricultural works.

Table 3.7 Logistic Regression Result of Reason for Migration (MODEL-2).

Variables	B	SE	Significant	Exp.(B)
Sex				
Male	.5266	.1928	.0063	1.6931**
(Female)				1.0000
Age Group				
10-19	1.3695	.4399	.0019	3.9334**
20-39	2.0522	.4034	.0000	7.7853**
(40+)				1.0000
Marital Status				
Single	.7492	.2307	.0012	2.1153**
(Ever-Married)				1.0000
Relation to the Head				
Non-relative	2.1.022	.1851	.0000	8.1842**
(Relative)				1.0000
Education				
No-Schooling	-.8111	.2006	.0000	.4444**
1-8 Grade	-1.3246	.2978	.0001	.2659**
9-12 Grade	-1.7525	.5568	.0016	.1733**
(Above Grade 12)				1.0000
Skill				
Skilled	-.4195	.4083	.3043	.6574
(Unskilled)				1.0000
Ethnic Group				
Amhara	-.6502	.3787	.0860	.5219
Oromo	-.8051	.4152	.0525	.4471
Tigraway	-1.2250	.5078	.0158	.2938
Others	-.1352	.3811	.7228	1.1448
(Gurage)				1.0000
Previous Residence				
Rural	.1710	.1964	.3837	1.1865
(Urban)				1.0000
Region				
Tigray and Amara	1.5569	.5048	.0020	4.7440**
Oromiya	1.1815	.5279	.0252	3.2593*
SNNP	1.5474	.5814	.0078	4.6994**
(Others)				1.0000

Categories in the brackets are reference groups

** Significant at P< 0.01; * Significant at P< 0.05

CHAPTER IV

4. LABOR FORCE PARTICIPATION AND EMPLOYMENT STATUS OF MIGRANTS

4.1 Introduction

Migration to the city has been a leading factor to substantial addition to the city's labor force. Population of the working age group (above 10 year) increased at faster rate than the total population increased during the intercensal period of the 1984 and the 1994 Censuses. The bulk of this increase was attributed to the higher proportion of in-migrants in the working age groups. Further more, since virtually all of the in-migrants are at the peak of the working age group (15-39 years), one might reasonably expect the majority of them would seek to participate in the labor force.

In other words, migration played a dominant role in causing shifts in the supply of labor in Addis Ababa. However, the formal sector of the city's economy and the government sector have been far from adequate to absorb all additions to the labor force. A constant and intense migration to the city may contribute to a substantial rise in the rate of unemployment or maintenance of low productive informal sector. Using the survey data, comparison between migrants and natives with respect to their differentials and patterns of employment can provide some idea of the cumulative impact of migration on the city labor force structure and it's consequence to the migrants themselves. Therefore, in this chapter the impact of migration on labor force structure is examined by comparisons of migrants by length of continuous residence and natives in a cross sectional analysis.

4.2 Labor force Participation of migrants and non-migrants

The size of labor force depends on the number of persons in the working age groups and on the proportion of individuals in these age groups who are working or seeking work. These proportion in turn influenced by a number of factors, such as changing attitudes towards the type of jobs and amount of wage, age of entry to and withdrawal from labor force and the general level of labor demand. Internal migration may lead to considerable change in the structure and characteristics of labor force at destination as well as at place of origin.The labor force participation rate is defined as the ratio of economically active population aged 10 years and above (CSA 1999). Indices of labor force participation have two complementary functions, the firs being to provide a measure of labor supply, the second to indicate the extent of labor utilization (Standing, 1982: 25).

Comparison of labor force participation rates by duration of residence in the city shows a wide variation in the extent to which migrants (by duration of residence) and non-migrants participate in the economic activities. The overall participation rates indicate that about two-third (66 %) of migrants in the 0-4 years of residence, 73.2 % of migrants 5-9 years of residence and nearly three-quarter (74.8%) of migrants resided for 10 years and more were economically active during the twelve months prior to the survey. On the other hand, about one-half (52%) of non-migrants were economically active in the same reference period. These results depict that, among migrants, labor force participation increases as duration of residence increases, and non-migrants had lower participation rate than migrants of any duration of residence in the city. However, as the age structures of migrants and non-migrants were quite different, it would not be appropriate to compare the overall participation rates. Table 4.1 gives the labor force participation rates of migrants and non-migrants by sex and age groups.

Table 4.1 Labor Force participation Rates of the sample population by Duration of Residence, sex and age group; Addis Ababa: 1999

Sex and Age Group	Migrants by Duration of Residence			Non-Migrant
	0-4 years	5-9 years	10+ years	
Both Sexes				
All ages (10+)	**66.0**	**73.2**	**74.8**	**52.5**
10-19	50.8	41.9	37.9	24.2
20-39	84.8	89.0	86.5	85.6
40+	57.8	75.3	69.5	72.8
Male				
All ages(10+)	**74.1**	**83.6**	**83.7**	**55.4**
10-19	49.2	49.6	29.6	25.0
20-39	91.9	94.5	93.1	89.4
40+	77.4	90.6	83.0	90.0
Female				
All ages(10+)	**61.3**	**64.7**	**67.4**	**49.8**
10-19	51.4	38.0	44.2	23.4
20-39	79.8	84.3	81.9	82.1
40+	33.3	46.0	56.2	59.3

Age specific rates are given in three broad age groups (10-19, 20-39 and 40 years and over). In the younger age group (10-19 years) recent migrants had highest participation rate (50.8 %) as compared to 41.9 percent for migrants of 5-9 years of residence, 37.9 percent of migrants who stayed in the city for 10 years or more, and 24.2 percent of non-migrants. As all persons in the intermediate age group (20-39 years) were expected to be gainfully employed, there were little differences in the participation rates of different duration of residence groups. On the other hand, in the older age group (40 years and above) non-migrants tend to have relatively higher participation rate.

One possible explanation for lower participation rate among the younger age group (10-19 years) among non-migrants could be that young people spend their full time in education and their entry into the labor force being delayed. Age specific activity rates indicate that higher

overall labor force participation rate for migrants, compared with those of natives, appear to be due to the high concentration of migrants in the working age groups. Comparison of participation rate by sex indicates that, unlike in the other age groups, female recent migrants in the age group 10-19 years had higher participation rate (51.4 %) than male recent migrants in the same age group (49.2 %). This difference may be attributed to the attraction of domestic work for females in this age group, while there is no such occupation for males of the same age group.

The labor force comprises all persons aged ten years and over who were employed or unemployed but actively seeking a job or willing to work if they were supplied by a job. Unemployment rate is defined as percentage of unemployed to the total persons in the labor force (CSA, 1999). The rate of urban unemployment depends on the macro and micro-level determinants. At macro level, the economic structure to create new job opportunities to absorb the growing urban labor force. At micro-level, depends on personal socio-demographic characteristics and level of aspiration of individuals towards the type of job and level of wage.

The data show that unemployment rate of migrants in the city was below those of the natives, although the levels were high for both groups. The cross-tabulation and chi-square test of the association between migration status and unemployment rate is given in the Annex A3. The result indicates that unemployment rates for migrants in 0-4 years and 5 or more years of duration of continuous residence were 26.2 and 30.5 percent, respectively. On the other hand, about 49.4 percent of non-migrants were unemployed at the time of the survey, which is much higher as compared to the unemployment rates for migrants.

The Chi-square test of the association between migration status and unemployment rate shows that there is statistically significant association at P< .0001. However, the observed lower unemployment rate among migrants as compared to the non-migrants might be attributed to the view that a large majority of the migrants to a city who succeed in securing a job depend on a "marginal" occupation or the informal sector. Comparison of occupational distribution and formal/informal sector employment of migrant and non-migrant workers is, therefore, expected to shed more light on their placement.

4.3 Occupational Distributions of Migrants and Non-migrants

The occupational classification of migrant and non-migrant workers generally reflects the nature of the pull or attraction of the city's economic structure and the extent to which migrants and non-migrants differ with respect to occupational distribution. The percentage distribution of the sample population aged 10 years and over by migration status and major occupational groups is shown in table 4.2.

It is worth stressing here, however, that the survey data refer to employment status and occupation at the time of the survey, some time after migration had taken place, information about employment and occupation before migration were not collected. Hence, it is not possible to analyze changes accompanying the move.

Table 4.2: Percentage Distribution of the Sample population aged 10 years and over by Duration of Residence and Occupation status, Addis Ababa: 1999

Occupation	Migrants by Duration of Residence			Non-Migrant
	0-4 years	5-9 years	10+ years	
Professionals and Managers	5.0	8.1	8.2	6.3
Technician/Associate professionals	3.9	8.3	10.0	8.3
Clerks	2.8	5.7	7.6	11.2
Shop and Market sales workers	15.0	22.5	21.7	22.4
Crafts and related Workers	10.9	11.8	21.0	21.1
Plant and Machine Operators	3.0	5.2	7.6	8.0
Agricultural Workers	0.7	0.1	0.9	0.4
Elementary occupation	58.7	38.4	23.0	22.3
Total %	100	100	100	100
(N)	460	543	1821	1273

Analysis of the occupational distribution of migrant (by duration of continuous residence) and non-migrant workers show that significantly higher proportion of recent migrants than migrants of longer duration of residence and non-migrants were clustering near the bottom of occupational hierarchy. As observed from table 4.2, 58.7 percent of recent migrants were engaged in elementary occupations, as compared to 38.4 percent for 5-9 years of residence and 23.0 percent for 10 and above years of residence. Among non-migrants about 22 percent were in the elementary occupation category. Elementary occupation category includes low status

occupations, such as street vendors, shoe cleaning, domestic helpers, porters, garbage collectors and the likes. Most of these activities are performed in the informal sector.

As duration of residence of migrants increase the proportion of workers in prestigious white-collar occupations (the first two categories) increases. The results in table 4.2 indicate that 8.9 percent of recent migrants, 16.4 percent of migrants in 0-4 duration of residence, 18.2 percent of migrant in the 10 years and above group were in the first two white-collar occupation categories. On the other hand, 14.6 percent of non-migrants were working in these occupational categories. Higher occupational status of long-term migrants might be attributed to their relatively higher educational attainment than recent migrant and non-migrant groups. Relatively large numbers of non-migrant workers, on the other hand, were engaged in the clerk, market sales and as a production process worker in the crafts, plant and machine operator categories.

Nevertheless, the data show that migrants do try to move towards more preferred occupations as their length of stay in the city increases. A greater proportion of those in-migrated some time ago, for example, were moved upward in the occupational hierarchy as compared to recent migrants. The proportion of workers in the elementary occupation category decreased from 58.7 percent for 0-4 years of residence to 38.4 percent for 5-9 years of residence and to 23.0 percent for 10 years and above residence. This indicates that as duration of residence increases migrants tend to move from the bottom to higher hierarchy of occupational category. Presumably because over a period of time they could acquire the necessary skills and experiences.

In the case of female migrants, though not shown in the table due to small number of cases as distributed in each cell, the proportion in elementary occupation decreases among those stayed longer and correspondingly rises in other occupations like clerking and related activities. In general, a close comparison of occupational composition of long-term and recent migrants enables one to conclude that there seems to have an occupational mobility from lower to higher level of occupational hierarchy as duration of residence extends.

This evidence is consistent with view that traditional (informal) sector serves as a point of transition for new migrants to the urban labor market who want to brake into the formal sector. The migrant wishing to get a formal job has to spend some time searching in the urban labor market. The income he gets participating in the informal sector finances his period of search (Mazumdar, 1977).

Table 4.3 shows that 64.6 percent of migrants in the 0-4 duration of residence, 43.8 percent of migrants in the 5-9 duration of residence and 40 percent of non-migrants were private employee as petty trader, daily laborer, domestic servant and other elementary occupations. The presence of easy entry of the informal sector activities in Addis Ababa has no doubt considerably minimized unemployment rate among the migrants in the city. Migrants are more likely to be absorbed in the elementary occupations as they have lower job aspiration than non-migrants. In the contrary, most native young adults, particularly those who have completed secondary school, are influenced by social stigma attached to elementary occupations, are not willing to work such occupations and thus become dependent on their parents or other close relatives.

Table 4.3 Employment Status of the sample population by Migration status and Duration of Residence, Addis Ababa: 1999.

Employment Status	Migrants by Duration of Residence			Non-Migrants
	0-4 years	5-9 years	10+ years	
Gov. Employee	10.5	24.7	34.9	27.5
Private Employee	64.4	43.8	30.3	40.0
self-employed	20.9	25.7	31.3	24.3
Family Worker	3.3	4.9	1.8	7.6
Unspecified	0.9	0.9	1.7	0.6
Total %	100	100	100	100
(N)	455	534	1790	1256

The operational definition of "informal sector" for this particular survey was defined as "unregistered (unlicensed) enterprise with less than 10 workers and has no bookkeeping. That is, it has to fulfill the three criteria: Unregistered, less than 10 workers and has no bookkeeping. This definition seems rather to be conservative one because it excludes many small enterprises from the informal sector simply because they failed to fulfill any of the three criteria.

Chi-square statistics was employed in order to determine whether or not there is significant difference between migrants (by duration of residence in the city) and non-migrants with respect to formal/ informal sector employment distribution at the time of the survey. As shown in Annex A3, the result of chi-square test suggests that there is significant difference (χ^2 = 297.2, P< .0001) between migration status groups. That is, more migrants were employed in

the informal sector than non-migrants. From the result it is also observed that migrants have shifted to the formal sector as their length of residence in the city increased. The proportion of migrants in the informal sector decreased from 68.6 percent among migrants in 0-4 years of residence to 47.2 percent of migrants in 5-9 years of residence, and to 31.7 percent for migrants who stayed for more than 10 years. On the other hand, the proportion of non-migrants in the informal sector was 26.9 percent.

4.4 Multivariate analysis of Informal sector employment differentials

While the chi-square test can serve a useful purpose of uncovering simple bivariate associations, it dose not enable us to separate out the independent influence of each variable on the dependent variable (Formal/Informal sector employment). Thus, it is useful to employ a multivariate analysis so as to control confounding effect of other independent variables. In this section an attempt will be made to examine the association between sector of employment and length of continuous residence in the city while controlling the effect of background characteristic variables (sex, age, education, skill, household size, marital status).

A logistic regression model was employed here for the multivariate analysis because it is an appropriate statistical method for binary dependent variable like the one used here (Formal=0/Informal=1). The result of logistic regression is presented in the Table 4.4. It is not desirable to deal with all migrants regardless of how long they stayed in the city. Length of residence was categorized into four groups such as: recent migrant (0-4 years of residence), migrants stayed 5-9 years, migrant stayed for 10 years and more and non-migrants. The interest is to observe the effect of length of residence on the probability of being employed in the informal sector taking non-migrants as reference group.

Beta coefficients for all migrant groups, irrespective of their length of residence, are positive but with different magnitudes, this indicates that in-migration is positively associated with employment opportunity in the informal sector. The odds ratio (Exp. (B)=3.3678) for recent migrants implies that recent migrants are 3.3 times more likely to be employed in the informal sector as compared to non-migrants. On the other hand, the odds ratios for migrants who stayed in the city for 5-9 years and 10 years and over were (Exp. (B)=2.3924) and (Exp. (B)=1.4324) respectively. These odds ratios show that migrants in the corresponding groups are more than 2 times and 1.4 times more likely to be employed in the informal sector, respectively, as compared to the non-migrants. The result supports the hypothesis that migrants are more likely to join the informal sector than the natives.

As migration is selective of individuals with respect to their age, sex, marital status, education and skill that greatly influence the chance to be employed in the informal sector, it is worth while to see the effects of these control variables.

The chance of being employed in the informal sector is not equal for male and female workers. The result of logistic regression (Exp. (B)=0.7714) indicates that females are 22.8 percent more likely to be employed in the informal sector than males. The difference is statistically significant at P< .0001. It is to be expected as women posses lower socioeconomic status in the society. The lower educational level, inferior skill, low job experience limit women's access to the formal sector employment. Furthermore, their role in the domestic service such as preparing food, take care of children is compatible with activities in the informal sector, which are performed around the home.

Age of individuals also determine their employment sector, as work experience and skill acquiring vary by age groups their employment patterns is also expected to be different. Workers are categorized into three broad age groups, namely, 10-19 years, 20-39 years and 40+ years. The logistic regression result shows that persons in the younger age group (10-19) were 2.69 times more likely to be employed in the informal sector as compared to those aged 40 years and over, the difference is significant at P< .001. The chance of being employed in the informal sector for persons in the age group 20-39 years is 14.2 percent higher than that of persons aged 40 years or more, but the difference is not statistically significant. Lower work experience and skills among younger age group could be one possible reason for higher participation of teenagers in the informal sector than people in the older age group. Similarly, as indicated in table 4.4, other control variables: household size, literacy and skill are also found to have significant association with the dependent variable. That is person from larger family size, illiterate individuals and unskilled persons are more likely to work in the informal sector than their corresponding counterparts.

Table 4.4 Results of Logistic Regression of Formal/Informal Sector Employment

(MODEL-2)

Variables	B	SE	Significant	Exp.(B)
Length of continuous residence				
0-4 years	1.1841	.1446	.0000	3.2678**
5-9 years	0.8723	.1269	.0000	2.3924**
10 years and over	0.3593	.1042	.0006	1.4324**
(Non-migrant)				1.0000
Sex				
Male	-0.5188	.0797	.0000	0.5952**
(Female)				1.0000
Age Group				
10-19	0.9897	.1724	.0000	2.6903**
20-39	0.1323	.1149	.2495	1.1415
(40+)				1.0000
Marital Status				
Never Married	0.0478	.1089	.6610	1.0489
(Ever Married)				1.0000
Household Size				
1-3	-0.6881	.1311	.0000	0.5025**
4-5	-0.3142	.1315	.0169	0.7304*
(6+)				1.0000
Literacy				
Illiterate	1.2863	.1105	.0000	3.6193**
(Literate)				1.0000
Skill				
Skilled	-1.4745	.1148	.0000	0.2289**
(Unskilled)				1.0000

Note: Categories in brackets are reference Categories
** Significant at P< .01; * Significant at P< .05

CHAPTER V

5. SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Summary

Urban growth in Ethiopia has been consisted chiefly in the emergence of the Primate City Addis Ababa. The population of the city represented about 29.8 and 28.5 percent of the urban population in the country during the 1984 and the 1994 censuses. According to the 1994 Census, the population of the city was over 12 times as large as the country's second largest city, Dire Dawa. The available evidence suggests that net migration contribute about half of the annual population growth rate in the city. For instance, Asseffa (1997) indicated that net migration contributed about 66.7, 62.2 and 52.9 percent during the periods 1961-67, 1967-78 and 1978-84, respectively.

This paper dealt with migration to the Primate City, Addis Ababa. The study focused on the explanation of motivational factors for migration to the city based on subjective responses for straightforward question of reasons for migration. Furthermore, labor force participation and employment status of migrants as compared to non-migrants in the city was analyzed in the paper. The data were obtained from the 1999 National Labor force survey of Ethiopia conducted by the Central Statistical Authority (CSA).

The survey collected data on duration of continuous residence in the city so as to identify migrants and non-migrants, place of previous residence and reason for migration, social and demographic characteristics and economic activities of individuals in the city at the time of the survey. With respect to the quality of the data Myers index was employed to check for

digit preference on age reporting. The indices found to be 16.5 for both sexes, 15.3 for males and 17.8 for females. The result indicates that the data has moderate level of digit preference.

The result from this study indicates that 46.3% of the sample population constituted of migrants, of which 56.1% and 43.9% were females and males, respectively. This result is consistent with the 1994 census result that indicates migrants constituted 46.7% of the total population enumerated in the city. The result also indicated that 53% and 47% of the in-migrants during the five years prior to the survey came from Urban and rural areas, receptively.

As motivational factors as well as consequences of migration depend on the characteristics of migrants, analysis of characteristics of migrants and comparison with non-migrants (natives) in the city was made in chapter III. A universal feature of migration is its age selectivity. This was also revealed in this study, migrants are concentrated in the young adult age group (15-29 years). About 55.6 percent of recent in-migrants were in the age group 15-29 years. On the other hand 56.6 percent of long-term migrants were concentrated in older age group (over 30 years), while non-migrants were concentrated in the younger age group, about 47% found to be under 15 years.

The result also showed sex selectivity of migration to the city; females were over represented in current migrants. The sex ratio for current migrants was 60, which reflects the predominance of females at the time of in-migration. A comparison of the migrant and non-migrant segments of the population shows that migrants have much lower sex ratio in the lower age groups, suggesting a higher in-migration among females in the lower age groups.

With respect to marital status, the study revealed the existence of higher proportion of single among non-migrants than migrants in the city, 68.6 percent of current migrants, 38.0 percent of total migrants and 84.5 percent of non-migrants were single, respectively.

Analysis of literacy status and educational attainment indicated that higher proportion of illiterate (42.5%) among current migrants than total migrants (26.8%) and non-migrants (10.9%). With respect to educational attainment, non-migrants were over-represented in elementary (1-6 grade), Junior (7-8 grade) and high school (9-12 grade) compared to migrants. On the other hand, long-term migrants constituted higher proportion in the higher level of education (above grade 12). The result indicated that 9.4% of long-term migrants and 5.8% of non-migrants were in above grade 12 category.

Examining migrants' region of previous residence showed that 33.3% came from Amhara region followed by 29.3% from Oromiya region and 22.0% from SNNP region. Migrants from the above three regions together accounted for 85% of in-migrants to the city while migrants from the remaining 7 regions and from out side the country constituted only 15% of the in-migrants.

The study investigated reasons for migration to the city. However, as old migrants have long since forgotten some of their perceived hopes and fears by the time of in-migration to the city, the information was collected from recent-migrants who have stayed for less than five years. Among all recent migrants 46.2% reported economic reason for their in-migration to the city. The remaining 53.8% cited non-economic reasons for migration to the city. However, the structured questionnaire on reasons for migration included more categories under non-economic factor than economic factor, and it could the main reason for lower proportion of economic motive than non-economic motive responses in the survey.

Nearly 54% of male in-migrants and 42.0% of female in-migrants cited economic reason for migrating to the city. This difference found to be statistically significant in the logistic regression analysis after the effects of other factors were controlled. This difference indicates that female migrants were motivated more by non-economic than economic factors such as accompanying their husbands and other family reasons while male migrants were mainly in-migrated to the city for economic reason, particularly job searching.

Comparison of reason for migration by rural/urban place of previous residence showed that 53% of rural migrants and 40 % of urban migrants cited economic reason as motive factor for migration to the city. The logistic regression out put, though not significant, revealed that the relative risk of in-migrating for job searching is 18.6% higher among rural migrants than urban migrants.

With respect to educational attainment, the result indicates positive association between educational attainment and propensity of job searching migration to the city, particularly among those who have completed secondary school. Similarly, higher proportion of single (unmarried) migrants cited job-searching reason for migration than migrants who are ever married. Comparison of reason for migration to the city by marital status of migrants indicates that about 68.4 percent of single and 57.8 percent of ever-married migrants in-migrated for job searching reason. The difference further confirmed in the logistic regression analysis and found to be significant at one- percent significant level.

Relationship to the head of the household in the city also has influence on motivational factors. Persons who have relation to the head of the household mainly in-migrated to live with relatives in the city. In the contrary, persons who have no relation to the head of the

household mainly in-migrate to the city in search of job. The likelihood of in-migrating to the city for economic reason was higher among migrants in the age group 20-39 years than younger (10-19 years) and older age group (above 40 years). The logistic regression result indicates that migrants in the age group 10-19 and 20-39 years cited job searching reason more than 3 times and 7 times that of migrants aged 40 years and more, respectively.

The overall labor force participation rate among migrants and non-migrants indicates that about 66% of recent migrants, 73.2% of migrants in the 5-9 years of duration of residence and 52.5 % of non-migrants were economically active during the 12 months prior to the time of the survey. With respect to age specific participation rates, recent migrants had higher participation rate (50.8%) in the age group 10-19 years than long-term migrants and non-migrants, 41.9% and 24.2%, respectively. On the other hand, long-term migrants had higher participation rate in the middle age group (20-39 years), while non-migrants showed higher participation rate in 40 years and over age group. Comparison of unemployment rate by migration status revealed that migrants in general had lower unemployment rate than natives.

Further examination of occupational distribution of migrants and non-migrants revealed that more than half (58.7%) of recent migrants were in elementary occupational categories than long-term migrants (38.4%) and non-migrants (22.3%). Proportionately more long-term migrants were found in the professional and associate professional occupation categories than recent migrants. This suggests that the majority of new in-migrants become self-employed or private employee as petty trader, daily laborer, domestic servant etc.

The informal sector does provide employment opportunity for new in-migrants. Higher proportion of recent migrants was in the informal sector than long-term migrants and non-

migrants. About 68.6% of recent migrants were employed in the informal sector and the proportion decreased to 41.25% for migrants stayed 5-9 years and to 31.7% for migrants stayed for 10 years and more, while it was only 26.9% for non-migrants. This indicates that large number of recent migrants have been absorbed in the informal sector and have shifted to the formal sector as their duration of residence in the city increases.

The odds ratios in the logistic regression model provide the relative risk of being engaged in the informal sector among migrants of different length of residence as compared to the non-migrants, the reference group. Recent migrants are more than 3 times as likely to be employed in the informal sector than non-migrants. Similarly, migrants who have stayed in the city for 5-9 years and 10 years and more are more than twice and 40% higher than the non-migrants, respectively.

5.2 Conclusion

Addis Ababa has most of the country's services, administrative, commercial and industrial establishments. The concentration of economic activities and social services attract large number of in-migrants from all over the country. The city has been critically suffering from shortage of housing, inadequate sewerage and waste disposal, unemployment and underemployment. Overcrowding of population in slum areas causes poor sanitary and jeopardize the health and well being of inhabitants of the city.

The result showed selectivity with respect to age, sex, marital status and education. Persons in the age group 15-29 and females were over represented among recent in-migrants, at the time of arrival. The sex and age composition of the city has been affected by the selectivity of migration into the city. The concentration of migrants in the working age group suggests that

most of them would participate in the labor force. However, the stagnant economy in the city unable to absorb the increasing labor force and causes high unemployment rate and growth of marginal occupations in the informal sector in the city.

In rural Ethiopia the present high population growth and its consequence of increasing landlessness acting as a push factor. In addition to landlessness drought is the major cause of rural out-migration. The study indicated that majority of the migrants from rural areas were motivated by economic factors. Motivational factors of in-migration to the city vary for different population subgroups, Higher proportion of adult males, educated and migrants from rural areas are primarily motivated by economic factor, mainly job searching.

5.3 **Recommendations**

1. Migration streams to Addis Ababa, unlike other African Cities, are dominated by young female migrants. To obtain their subsistence the female migrants are forced either to be employed in the lower bottom of the informal sector or to be commercial sex workers in the city. The expansion of prostitution has been the leading cause for the spread of HIV/AIDS. To reduce influx of young females it is important to avoid the push factors at places of origin such as early marriage of girls, low school enrolment and females' school drop out.

2. The formal education system is not oriented towards self-reliance or blue-collar jobs. The system produces thousands of graduates with expectations of white-collar job. The education system need to be reviewed so as to sensitize the school leavers to realize that the paid employment in both public and private sectors is diminishing. Thus, the government has to promote vocational education and training institutions aimed at

providing entrepreneurial and technical skills that prepare the youth to consider self-employment as a first viable option and to be job creators instead of job seekers.

3. The informal sector activities in the city create employment opportunities for new migrants, the youth and females. Thus, so as to increase it's productivity and labor absorbing capacity, the sector need to be promoted by facilitating access to micro-credits, infrastructures, providing skill upgrading and avoiding unnecessary harassment by government agents.

4. Poverty alleviation strategy in Addis Ababa City may be designed in parallel to small and medium city promotion efforts. Adopting poverty alleviation strategy based on urban infrastructure construction that could serve as a means of job creation as well as improving the poor infrastructure of the city.

5. Encouraging and facilitate rural-rural migration and creating favorable conditions for resettlement program from low agricultural productive northern high land areas to agriculturally potential low land frontier areas to redirect migration flow to the city. However, resettlement program should be designed very carefully so as to avoid environmental degradation and inter ethnic tensions.

6. Promoting both governmental and NGOs investment activities on small and medium sized irrigation farm schemes to minimize rainfall dependency and to overcome the recurrent drought in the country and to reduce influx of displaced people to the city.

7. In addition to efforts to increase agricultural productivity, introducing off-farm non-agricultural activities help for diversification of employment opportunities in rural areas. Promoting non-crop husbandry sectors (dairying, poultry, forestry and fisheries) so as to absorb the surplus labor in rural areas.

8. Major obstacle inhabiting formulation of appropriate population distribution policy is the limited information base currently available to planners regarding migration. To gain more insights into causes and consequences of continuing influx of migrants into Addis Ababa City a more detailed migration data is needed. Information on all types of migration (circular, multiple, temporary and permanent) and detailed migration history data should be collected through properly designed migration survey.

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Annex A1: VIF Multicollinearity Diagnostics OutPut

IN MODEL-1

* * * * M U L T I P L E R E G R E S S I O N * * * *

Equation Number 1 Dependent Variable.. MOTIVE1 migration for job searching

---------- Variables in the Equation ----------

Variable	B	SE B	Beta	Tolerance	VIF	T
SEX1	.040471	.030720	.039972	.890346	1.123	1.317
SKILL	-.215483	.050297	-.132685	.854512	1.170	-4.284
MARST	.141574	.036917	.134279	.668498	1.496	3.835
AGEGR	-.033075	.027770	-.044591	.584750	1.710	-1.191
ETHNIC	.026452	.009288	.084178	.938280	1.066	2.848
SCHOL	.039818	.011164	.107737	.898298	1.113	3.567
RELAT	.416860	.029399	.420594	.931525	1.074	14.179
PRVRES	.123005	.029929	.125764	.875325	1.142	4.110
(Constant)	-.032730	.072141				-.454

IN MODEL-2

* * * * M U L T I P L E R E G R E S S I O N * * * *

Equation Number 1 Dependent Variable.. SECR employment sector

---------- Variables in the Equation ----------

Variable	B	SE B	Beta	Tolerance	VIF	T
SEX1	-.086987	.014111	-.089396	.894134	1.118	-6.164
SKILL	-.228784	.015876	-.208844	.895359	1.117	-14.411
MARST	-.005175	.018155	-.005370	.529658	1.888	-.285
LITRACY	.286867	.019461	.226848	.793975	1.259	14.741
HHSZ	.070299	.011620	.104516	.630038	1.587	6.050
CONR	-.075269	.007368	-.147466	.902459	1.108	-10.216
AGEGR	-.086159	.013809	-.111646	.587303	1.703	-6.240
(Constant)	.439867	.051634				8.519

Annex A2: Chi-Square test of association between Migration Status and Employment Status.

EMPST1 Employment status of Economicaly Active by MIGST migration status

MIGST Page 1 of 1

EMPST1	Count / Col Pct	recent migr. (0-4) 1.00	all migrants 2.00	non-migrant 3.00	Row Total
.00 unemployed		159 / 26.2	1049 / 30.5	1222 / 49.4	2430 / 37.2
1.00 employed		447 / 73.8	2395 / 69.5	1253 / 50.6	4095 / 62.8
Column Total		606 / 9.3	3444 / 52.8	2475 / 37.9	6525 / 100.0

Chi-Square	Value	DF	Significance
Pearson	255.05482	2	.00000
Likelihood Ratio	253.67989	2	.00000
Mantel-Haenszel test for linear association	226.29234	1	.00000

Annex A3: Chi-squared association test of formal/informal sector employment and migration status

SECR employment sector by CONR LEN. OF CONTINUOUS RESIDENCE

CONR Page 1 of 1

SECR	Count / Col Pct	0-4 YEARS 1.00	5-9 YEARS 2.00	10 YEAR AND ABOV 3.00	NONMIGRANT 4.00	Row Total
.00 formal		143 / 31.4	284 / 52.8	1233 / 68.3	920 / 73.1	2580 / 63.6
1.00 informal		313 / 68.6	254 / 47.2	573 / 31.7	339 / 26.9	1479 / 36.4
Column Total		456 / 11.2	538 / 13.3	1806 / 44.5	1259 / 31.0	4059 / 100.0

Chi-Square	Value	DF	Significance
Pearson	297.61664	3	.00000
Likelihood Ratio	289.61389	3	.00000
Mantel-Haenszel test for linear association	265.57124	1	.00000

Annex A4: Logistic regression OutPut of Reason for Migration (Model-1).

Variable(s) Entered on Step Number

1.. SEX1 sex of the person
SKILL vocational training
SCHOL number of schooling years
MARST marital status
ETHNIC ethnic group
AGEGR age group
RELAT have relation to the head?
PRVRES privious residence
REGION Region of previouse residence

Estimation terminated at iteration number 4 because
Log Likelihood decreased by less than .01 percent.

-2 Log Likelihood	850.770
Goodness of Fit	881.529

	Chi-Square	df	Significance
Model Chi-Square	317.612	17	.0000
Improvement	317.612	17	.0000

Classification Table for MOTIVE1

		Predicted: other reasons o	Predicted: job searching j	Percent Correct
Observed				
other reasons	o	437	72	85.85%
job searching	j	119	235	66.38%
			Overall	77.87%

---------- Variables in the Equation ----------

Variable	B	S.E.	Wald	df	Sig	R	Exp(B)
SEX1	.5266	.1928	7.4611	1	.0063	.0684	1.6931
SKILL	-.4195	.4083	1.0553	1	.3043	.0000	.6574
SCHOL			26.8927	3	.0000	.1337	
SCHOL(1)	-.8111	.2006	16.3544	1	.0001	-.1108	.4444
SCHOL(2)	-1.3246	.2978	19.7810	1	.0000	-.1234	.2659
SCHOL(3)	-1.7525	.5568	9.9053	1	.0016	-.0823	.1733
MARST	.7492	.2307	10.5419	1	.0012	.0855	2.1153
ETHNIC			8.5545	4	.0733	.0218	
ETHNIC(1)	-.6502	.3787	2.9477	1	.0860	-.0285	.5219
ETHNIC(2)	-.8051	.4152	3.7596	1	.0525	-.0388	.4471
ETHNIC(3)	-1.2250	.5078	5.8207	1	.0158	-.0572	.2938
ETHNIC(4)	.1352	.3811	.1258	1	.7228	.0000	1.1448
AGEGR			34.1608	2	.0000	.1607	
AGEGR(1)	1.3695	.4399	9.6912	1	.0019	.0811	3.9334
AGEGR(2)	2.0522	.4034	25.8865	1	.0000	.1430	7.7853
RELAT	2.1022	.1851	128.9746	1	.0000	.3297	8.1842
PRVRES	.1710	.1964	.7588	1	.3837	.0000	1.1865
REGION			10.9090	3	.0122	.0648	
REGION(1)	1.5569	.5048	9.5125	1	.0020	.0802	4.7440
REGION(2)	1.1815	.5279	5.0085	1	.0252	.0507	3.2593
REGION(3)	1.5474	.5814	7.0844	1	.0078	.0660	4.6994
Constant	-3.8439	.7067	29.5892	1	.0000		

Annex A5: Logistic regression OutPut of Formal/Informal Sector Differentials (Model-2).

Variable(s) Entered on Step Number

1..	CONR	LEN. OF CONTINUOUS RESIDENCE
	SEX1	sex of the person
	BRAGE	broad age group
	MARST	marital status
	FMSZ	FAMILY SIZE
	LITRACY	litracy status
	SKILL	vocational training

Estimation terminated at iteration number 4 because
Log Likelihood decreased by less than .01 percent.

-2 Log Likelihood	4160.686
Goodness of Fit	4113.927

	Chi-Square	df	Significance
Model Chi-Square	1102.839	11	.0000
Improvement	1102.839	11	.0000

Classification Table for SECR

		Predicted formal f	Predicted informal i	Percent Correct
Observed formal	f	2238	326	87.29%
informal	i	669	787	54.05%
			Overall	75.25%

---------- Variables in the Equation ----------

Variable	B	S.E.	Wald	df	Sig	R	Exp(B)
CONR			90.9473	3	.0000	.1270	
CONR(1)	1.1841	.1446	67.0873	1	.0000	.1112	3.2678
CONR(2)	.8723	.1269	47.2377	1	.0000	.0927	2.3924
CONR(3)	.3593	.1042	11.8989	1	.0006	.0434	1.4324
SEX1	-.5188	.0797	42.3196	1	.0000	-.0875	.5952
BRAGE			46.3556	2	.0000	.0897	
BRAGE(1)	.9897	.1724	32.9539	1	.0000	.0767	2.6903
BRAGE(2)	.1323	.1149	1.3258	1	.2495	.0000	1.1415
MARST	.0478	.1089	.1923	1	.6610	.0000	1.0489
FMSZ			28.5635	2	.0000	.0683	
HHSZ(1)	-.6881	.1311	27.5444	1	.0000	-.0697	.5025
HHSZ(2)	-.3142	.1315	5.7050	1	.0169	-.0265	.7304
LITRACY	1.2863	.1105	135.6000	1	.0000	.1593	3.6193
SKILL	-1.4745	.1148	165.0902	1	.0000	-.1760	.2289
Constant	-1.6718	.2454	46.4144	1	.0000		

DECLARATION

The thesis is my original work, has not been presented for a degree in any other university and that all sources of material used for the thesis have been duly acknowledged.

Name Kassahun Asres

Signature

Date 16/06/2000

This thesis has been submitted for examination with my approval as university advisor.

Advisor

Signature

Date June 16, 2000