

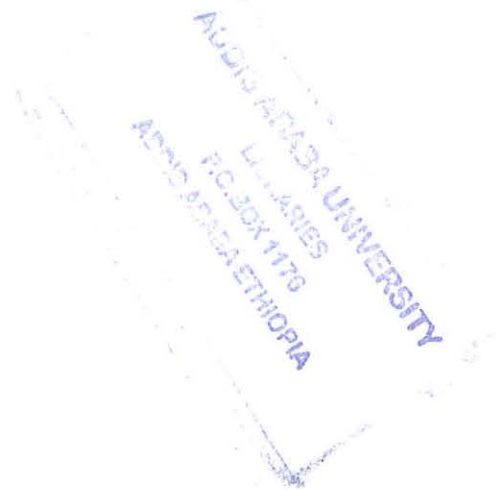
**ADDIS ABABA UNIVERSITY**  
**SCHOOL OF GRADUATE STUDIES**



**ETHIOPIAN WOMEN LABOR EMIGRANTS TO THE  
MIDDLE EAST: PERCEIVED CAUSES, SOCIAL  
INFLUENCE, AND LEVEL OF READINESS**

By:

Gebeyehu Beyene

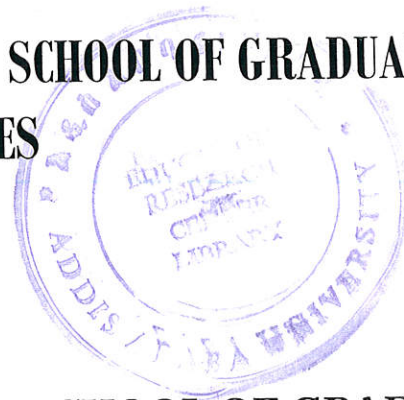


July 2007

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STUDIES**



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FULFILLEMENT OF THE REQUIREMENTS FOR THE  
DEGREE OF MASTER OF ARTS IN SOCIAL  
PSYCHOLOGY**

**By:**

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**JULY 2007**

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## Acronyms

|        |                                                     |
|--------|-----------------------------------------------------|
| ATP    | Anti Trafficking Program.                           |
| ILO    | International Labor Organization.                   |
| IOM    | International Organization for Migration.           |
| MoLSA  | Ministry of Labor and Social Affairs                |
| UAE    | United Arab Emirates.                               |
| UN     | United Nation.                                      |
| UNFPA  | United Nations Fund for Population Agency.          |
| USA    | United States of America.                           |
| USAIDS | United States Agency for International Development. |

## **Abstract**

*Researchers and scholars in the field have substantively asserted that economic factor is the main cause for labor migration. Eventhough this is an undebatable and is the central cause of migration, the contribution of social pressures for migration was not given due emphasis in different fields of study and research. It was assumed that diverse social influences could account for the migration of Ethiopian women labor to the Middle East.*

*The primary concern of this study was therefore to asses the perceived causes, social influence and level of readiness of Ethiopian women labor Emigrants to the Middle East.*

*To this end, descriptive survey method was employed. The data was gathered from 312 emigrants facilitating their process of migration at MOLSA and legal private employment agents. In order to select the required sample, availability and simple random sampling techniques were utilized. Questionnaire and focus group discussions were the principal data gathering instruments. The data was analyzed by the help of percentage, weighted mean score, one sample t- test, one way ANOVA and Scheffe's post hoc comparison.*

*The investigation has shown that it was difficult to tell the attitudes of the emigrants towards the job to be performed, the culture, employers, language and to do in Middle East. However, observation at each factors of attitude indicated that they have unfavorable predisposition towards essential attitude objects. On the other hand, Emigrants have no adequate knowledge and were not ready with respect to language of communication at destination country. This will create communication barrier with the employer and have an adverse effect for the overall adjustment of the Emigrant and in promoting safe migration. Their skill for the work to be performed and their readiness with respect to the values and norms of religion, dressing style and eating cultural food were found to be poor. But they know the difficulty level of the job and abused Ethiopian returnees. All these indicated the presence of some inducement from the society for their migration.*

*Emigrants have ample and diverse information both at destination and country of origin. Family, kin group and friends both at origin and destination country and legal agents from country of origin are their main source of information. This shows that they have firm social network established at sending and receiving country. They have also different friends, families and relatives living in Middle East and have established channel by the help of different media of communication. Therefore, it is possible to draw that diverse social network subject the Emigrants to some form of social influence.*

*As indicated above, findings have displayed the possible presence of social influence for Ethiopian women migration. As per the endeavor made to detect the form of social influence, obedience-a change of behavior due to the direct commands of others, did not take a significant role for migration. However, the presence of compliance –effort to get others to say yes to various request and conformity- yielding to group pressure to act as every one else does, even when no direct request has been made, are the major identified forms of social influence for their migration. Hence, in addition to conformity, the provocation, initiation and convincing of the society have a remarkable contribution for the migration of Ethiopian women labor Emigrants to the Middle East.*

*Religion and educational status are variables that have shown a significant mean difference across the majority of the identified dependent variables. However, the reverse is true for age and residence.*

# CHAPTER ONE

## Introduction

### 1.1 Background of the problem

Migration is a pervasive and multidimensional problem of the community that challenges contemporary policy makers and social workers. "It is a multifaceted and complex global issue, which today touches every country in the world" (IOM, 2005:12). The number of people counted as living outside their country of birth has almost doubled during the last 50 years increasing to 1991 million in 2005 (UNFPA, 2006). Research indicates that at the start of the twenty first century, one out of every 35 persons worldwide is an international migrant (IOM, 2003).

World wide, people engaging in external migration who are migrating by crossing the frontier of their country takes the largest share of total migration. Massey and Taylor (2004) stated that the total world population of immigrants-people living outside their country of birth or citizenship is increasing at alarming rate. If the people were united in a single country, they would create a "nation of immigrants" with the six largest population on earth. They further indicated that the world's population of immigrants has increased at a rate exceeding world population growth.

Spatial mobility is a fundamental social and historical aspect of African life. Indeed, Africa is rooted in migration, evidence suggests that the human race began there and migrated outward (Adepoju, 2004). Some observers amply described Africa as a "continent perpetually on the move". More appropriately, the people of Africa are perpetually on the move perhaps more so than other regions in the world. Significantly, the movements are both intra and inter-continental migration (Adepoju, 1995). Schmidt (in Adepoju, 2004) stated that Africans constitute half of the world's international migrants.

It is argued that large economic and demographic imbalances between developed and developing countries predict rising rates of immigrations to developed countries because developing countries will be incapable of absorbing the projected increase in the labor force (Zlotnik, 2004). In Africa spiraling population growth and unemployment lie at the root of much international migration. This population growth combined with unstable politics, escalating ethnic conflict, persistent economic decline poverty and environmental

deterioration shape trends and patterns of international migration in Africa (Adepoju, 2004).

Currently, there is a changing pattern of migration in Africa. Since the 1980's, emigration to Europe, North America and oil rich countries of the Middle East has been intensified (Adepoju, 2004). IOM (2005) also asserted that the significant outflows of sub-Saharan Africa migrants were mainly directed towards Western Europe, but also to North America and the Arab regions.

In sub-Saharan Africa inter continental migration has diversified and increasingly includes poorly educated labor migrants, who are emerging in significant to Europe, the middle east and Asia (IOM, 2005) and modern migrations are migrations of labor, not of people (Baker and Aina, 1995). Massey and Taylor (2004) indicated that Saudi Arabia and United Arab Emirates appear on the upper distribution list of current labor importing countries that have been experiencing the largest absolute gains through immigration.

The traditional pattern of migration in Africa that was male dominated is increasingly feminizing. Anecdotal evidence reveal a striking increase in migration by women, who had traditionally remained at home while men moved around in search of paid work (Adepoju, 2004). By the year 2005, there were slightly more female than male immigrants in all regions of the world. Today, women constitute almost half of all international migrants worldwide-95 million (UNFPA, 2006). Evidences showed that the proportion of females among international migrants in Africa has increased steadily and faster than at the world level. Today female migrants account for almost 47% of stock of migrants in Africa (IOM, 2005). The report further indicated that in 2000 the proportion of women migrants takes half (49%) of the stock migrants globally. Of the prominent destination of poorly educated women labor emigrants, Middle East is prioritized along with Europe and North America.

The sending of remittance by migrants is one of the strongest and most pervasive phenomena in Africa migration system. Propelled by economic crises, migration has become central as a coping mechanism to secure family survival (Adepoju, 2004).

Women migrants are sustaining families at home through their remittance. Indeed, they tend to remit more of their income than male migrants both as international and internal migrants (IOM, 2005). Surveys focusing on the remittance mechanism point out the fact

that migrants often remit up to 60 percent of their earnings, regularly to the home place through formal and informal channels (Adepoju, 1995).

As pointed out by Adepoju (2004), Ethiopia is one of African countries that experience village to town, town to city, country to country or continent to continent migration in response to the “pull of opportunity” and the “push of poverty”. The push object of poverty is more compelling than the pull of better living conditions abroad.

In recent years, the volume of women migrant workers from Ethiopia to the Arab countries has greatly increased (Lalem, 2004) and the destination countries of the emigrants are getting diversified from time to time. According to the Ethiopian Herald (2006), Bahrain, Lebanon (Beirut), United Arab Emirates, Abu Dhabi, Kuwait, Qatar, Saudi Arabia and Yemen are the major destinations of the Ethiopia women who migrate to find work.

Ethiopian prospective women emigrants to the Middle East use the service of private intermediaries, public employment service or illegal means to reach the host countries. In Ethiopia there are forty six private employment agencies licensed by Ministry of Labor and Social Affairs. According to the statistical evidence of MOLSA, there are a total of 29,498 Ethiopians employed abroad through private employment agencies from September 2001 to September 2006, to which 29,187 are women. The data shows that the numbers of women emigrants are increasing at alarming rate in each subsequent year. For instance, the number of emigrants in the year 2006 is about four times the year of 2005.

The Lebanese Al-Hayat newspaper in November 1999 as cited in Lalem (2004) indicated that the number of illegal Ethiopian women migrants in Lebanon had reached 17,000. Whether the Ethiopian women migrants use legal or illegal channels to migrate, they face many challenges because of the inherent structural weakness of the system of international labor migration. As stated by IOM (2005) and Adepoju (2004), this relatively new phenomena of female migration constitute an important change in gender roles in Africa, creating new challenges for public policy, and have an adverse effect on the development process of the continent.

## 1.2 Statement of the Problem

Migration remains very much a 'family matter' with non-migrant of the family intimately involved in and affected by migration decision making (Adepoju, 2004). This migration decisions are not made by individual actor; but rather, within large units of related people –families, households, even communities (Massey and Taylor, 2004). Baker and Aina (1995) asserted that kinship, lineage ties, information and contacts are all important in relation to migration. They also indicated that the 'escape' from the village is viewed as a 'collective enterprise' and female friends, mothers and grand mothers act as accomplices. These immense social influence- efforts by one or more individuals to change the attitudes, beliefs, perceptions or behaviors of one or more others (Baron and Byrne, 2004) has considerable contribution for the increased migration of Ethiopian women labor emigrants.

There are many aspects of social influence. The major ones are conformity- behaving in ways that are viewed as acceptable or appropriate in our group or society, compliance- effort to get others to say yes to various requests, and obedience- a form of social influence in which one person simply orders one or more others to do what they want (Baron and Byrne, 2004).

Castles and Miller (2003) disclosed that it seems absurd to treat migrants as individual market players who have full information on their options and freedom to make rational choice. They have also limited and often contradictory information. Historians, Anthropologists and Geographers have publicized that migrants' behavior is strongly influenced by family and community dynamics.

In Ethiopia, the number of women labor migrants to the Middle East countries are increasing at alarming rate. Evidences depicted that access to information, presence of intermediaries, economic factors, and influence from peer, household, families, and establishment of social networks both at destination and country of origin have contributions for their migration. For instance, a migrant Ethiopian woman who has been living in Yemen managed to receive four of her sisters from Ethiopia (UNFPA, 2006).

In spite of all these facts, female migrants are more vulnerable to human rights abuse, since they frequently work in gender segregated and unregulated sectors of the economy, such as domestic work, the entertainment and the sex industry, unprotected by labor



legislation or social policy (IOM, 2005). The UN World Survey of 1999 as depicted in IOM (2005) stated that they are becoming primarily wage earners and taking jobs in domestic work, cleaning restaurants and hotels, child rearing and care of elderly. Likewise, there are an estimated 12,000-14,000 Ethiopian women currently working in Lebanon mainly as servants (IOM, 2001).

Moreover, women make up the majority of victims of trafficking in persons in the world (IOM, 2005). Between 1997 and 1999, 67 Ethiopian women died while working in Arab countries, many others have never been heard again. Some women have managed to return home but with broken legs, arms, and backs or with acid burns and other physical abuse (IOM, 2001).

Taking the above facts into consideration this study was aimed to investigate the perceived causes, social influence and level of readiness of Ethiopian women labor emigrants to the Middle East prior to their departure. Accordingly, the following basic questions were raised with an intension of achieving the purpose of this study.

1. Is there any readiness in attitude, knowledge and actual behavior of engaging in preparation for migration to the Middle East?
2. Is there any social network established with destination country that solicits prospective migrants to leave their area of origin?
3. Do family, relatives, households and community influence at country of origin trigger prospective migrants to leave their area of origin?
4. What are the major sources of information for Ethiopian women to migrate to the Middle East?
5. What are the major perceived causes (reasons) for the migration of Ethiopian women?
6. Is there any significant difference in level of readiness as well as family, relatives, household and community influences due to difference in age, religion, residence, marital status, and educational level?

### 1.3. Objectives

The objective of this study is to investigate the perceived causes, social influences, level of readiness of emigrants to the Middle East countries. More specifically, the study attempts to:-

- ❧ Asses pressures from parents, relatives, friends and households for the migration of women in different aspects of social influence- conformity, compliance and obedience.
- ❧ Explore perceived causes that trigger Ethiopian women to migrate to the middle East
- ❧ Identify the presence of social networks at destination country that helps them to leave their area of origin.
- ❧ Find out emigrants major source of information and whether it facilitates their migration.
- ❧ Investigate Emigrants state of readiness for migration.
- ❧ Determine how background factors make a difference in social influence, causes and level of readiness.

### 1.4. Significance

Migration and gender is still under researched field of enquiry both methodologically and in substantive terms (Baker and Aina, 1995; IOM, 2005). Particularly, studies with respect to the psychological aspects of women emigrants' in international migration is almost scant. On the other hand, women migration to the Middle East is one of the current vibrant issues of the community in our country. Hence, this study will have various importances in assessing the social influence of emigrants.

In general, the findings of this study will help policy makers and those organizations who are working on this issue as a valuable resource to deal about women emigrants particularity to the Middle East countries. It also enriches the existing literature of social psychology and international migration of women. Moreover, it will encourage interested educators, researchers, psychologists and social workers to conduct further and detail study in this area.

### 1.5. Delimitation

The scope of the study is delimited to Ethiopian women Labor emigrants to the Middle East countries who are facilitating their process of migration at MoLSA and private employment agencies. It did not incorporate women returnees from the Middle East and who are found at the destination country. It is restricted to Middle East countries because it is the major destination area of emigrants next to United States of America and Europe. And now a day, the trend of number of women emigrants to the Middle East is increasing at alarming rate.

Statistical figures from MoLSA have shown that the number of male emigrants and white-collar peoples who are migrating to the Middle East countries are negligible. Thus, the study focuses on women emigrants who are migrating for blue-collar jobs.

Moreover, it is worth doing if different psychological variables of emigrant's are investigated. However, due to the constraints of financial and time factors, the study was primarily delineated to the analysis of emigrants' social influence taking conformity, compliance and obedience in focus. Emigrants' readiness in attitude, knowledge and some areas of preparation as well as their perceived causes of migration was also explored.

### 1.6 Limitation of the study

The study was such a challenging and was not without limitation. Lack of adequate past and present research findings on the problem is one of limiting factor for this study. On the other hand, emigrants who were taking pre-departure orientation at MoLSA were not stable to provide the necessary information because they were not pre-informed about the existence of the orientation. They sent from the private employment agencies to sign the contractual agreement and they were at the finishing line of their flight. Moreover, the unwillingness of emigrants to cooperate for providing information was also the confounding factor for this investigation. Thus, these factors could have limitations on the finding and conclusion of the study

### 1.7 Operational Definition

**Middle East Countries** – refers to countries like Saudi Arabia, U.A.E, Lebanon, Qatar, Yemen, Kuwait, Bahrain, Abu Dhabi.

**Women Labor Emigrants** – refers to those who are above 18 years old and facilitating their process of migration at Ministry of Labor and Social Affairs (MoLSA) as well as private

employment agencies to migrate to the Middle East so as to engage in domestic works or manual works that is characterized largely by physical exertion, distinguished from white collar or professional works. All women who want to migrate to the Middle East legally sign contractual agreement at MoLSA. Before they sign the agreement the available emigrants are provided with a 1:30-2:30 hour pre-departure orientation every day at the hall of MoLSA. Therefore, it indicates those women who are available at private employment agencies while they are processing their migration to the Middle East or at MoLSA while taking a pre-departure orientation. It doesn't focus on those who are in destination countries and returnees from the Middle East.

**Readiness of Women Labor Emigrants** – this refers to emigrants' strength of attitude, level of perceived knowledge, and their actual preparation or behavior to migrate to the Middle East.

- **Attitude** – the favorable or unfavorable predisposition of women labor emigrants towards the work to be performed at the destination country, towards the religion, dressing styles, eating and preparing cultural foods and employers of destination country.
- **Perceived Knowledge**- refers to emigrants' knowledge regarding the nature and skill of work to be performed, language of communication, religion, abuse Ethiopian women returnees and culture of destination country.
- **Actual Preparation** – Emigrants are going to do in the environment which is drastically different from their previous experience. Hence, actual preparation refers to their actual behavioral preparation for language of preparation, dressing styles, religion, to eat cultural food, jobs to be performed, to accept bad and good events and to make interaction with the employer at the destination country.

**Social Network** – channels established families, friends, relatives, or husband at the destination country. It incorporates exchange of information through mail and telephone, financial support for processing of migration and sending visa for the Emigrants.

**Social Influence** – refers to efforts by families, friends, relatives, neighbors, and legal or illegal Agencies to change the attitudes, beliefs, perceptions or behaviors of women labor Emigrant. It has different forms.

- **Conformity** – Emigrants yielding behavior to others behavior to other pressure to act as every one else does when no direct request has been made. The migration of numerous women from neighbors, the improvement of living standards of returnees, confronting difficulty to make migration decisions or making their migration decision public, the ambiguity of information about the over all migration and presence of best friends with whom migration decision is made are issues considered in facilitating conformity.
- **Compliance** – is efforts to get others to say yes to various request (Baron and Byrne, 2004). Accordingly, it refers to the pressure from friends, families, Kin group, neighbors, legal and illegal Agencies to change the attitude and behavior of women labor emigrants to the Middle East by convincing and providing persuasive arguments.
- **Obedience** – refers to the command or order from family, husband, friends or elders for the migration of emigrants to the Middle East.

**Perceived Cause of Migration** – this refers to reasons contributing for the migration of women to the Middle East. This incorporates economic factors like limited or absence of job opportunity locally (IOM, 2005), remittance (UNFPA), low payment of wages locally and promising place of destination country for better payment (UN population division, 2006). It also refers to gender related issues like to flee from abusive marriage and patriarchal tradition that limit opportunity and freedom and discrimination made against them (IOM, 2005). Technical convenience that incorporates access to information, ease of processing, low expenditure and cost of transport for migration are considered as perceived causes of migration. Finally, it refers to factors like cultural and religious similarities with destination country.

**Migration** – The movement of people across a specified boundary for the purpose off establishing a new or semi permanent residence. It is divided into international migration (migration between countries) and internal migration (migration between countries) and internal migration (migration within a country).

**Emigration** – the process of leaving one country to take up permanent or semi permanent residence in another.

**Immigration** – the process of entering one country from another to take up permanent or semi-permanent residence.

## CHAPTER TWO

### Review of Related Literature

#### 2.1. Migration: An Overview

Migration is the movement of a person or group of persons from one geographical unit to another across an administrative or political border, wishing to settle definitely or temporarily in a place other than their place of origin (IOM, 2003). Since the very dawn of humanity, people have migrated. Exodus and migratory flows have always been an integral, as well as a major determinant, of human history (UNFPA, 2006).

The movement of people takes many forms. People migrate as manual workers, highly qualified specialists, entrepreneurs, refugees or as family members (Castles and Miller, 2003). This movement is being shaped by multiple pull and push factors-primarily among them are economic development and its disparities, population trends, the existence of migratory networks, access to information, the ease of travel today, armed conflicts, environmental deterioration and human right violation (IOM. 2003).

Migration is a process which affects every dimension of social existence, and which develops its own complex dynamics. Therefore, findings pointed out that research on migration is intrinsically interdisciplinary: sociology, political science, history, economics geography, demography, psychology and law are all relevant (Casters and Miller 2003).

Migration can be both the causes and result of poverty. It is often seen simply as a flight from poverty. Since there are no opportunities available locally, so people migrate in order to survive (IOM, 2005). In relation to this the increasing of labor demand and widening disparities between countries encourage would be migrants to move to wealthier countries in order to improve their prospects. And even though aspiring migrants are often unable to carryout their proposed move legally, they will do regardless (UNFPA, 2006).

There are several reasons to expect what we term the age of migration to endure. Growing in equalities in wealth between the North and the South are likely to impel increasing number of people to move in search of better living standards; political, ecological and demographic pressures may force many people to seek refuge outside their own countries; increasing political or ethnic conflict in a number of regions could lead to future mass



flights; and the creation of new free trade areas will cause movement of labor (Castles and Miller, 2003). IOM (2003) highlights that the last quarter of the 20<sup>th</sup> century constituted 'an era of migration' and demonstrated that no continent is beyond the reach of global migration streams.

Traditionally, the reasons encouraging an individual to migration were categorized as "push" or "pull" factors. Globalizations has introduced a third set called "network" factors, which include free flow of information, improved global communication and faster and lower cost transportation while network factors are not a direct cause of migration they do facilitate it /Valley, S (no date). And each migrant has different circumstances and motivations-poverty, adventure, calculation, desperation. People up root themselves to work in foreign lands with all kinds of hopes and plans (<http://pstalker.com>)

Today migration has become a routine process for persons wishing to improve their material living conditions and find greater security (IOM, 2003) and an individual moves if he or she believes that the benefits will exceed the costs (Clark, 1986). Most people migrate for labor, family reunification or marrying. The demand for labor migrants-those searching for better economic opportunities abroad has been a major factor in rising levels of migration to developed countries (UNFPA, 2006).

The world migration landscape has undergone sweeping changes in the past decade or so. The enduring impact of globalization has brought significant consequences for the socio-economic phenomena of migration (IOM, 2003). Global cultural interchange, facilitated by improved transport and the proliferation of print and electric media, also lead to migration (Castles and Miller, 2003).

People tend to move not individual, but in groups. Their departure may have considerable consequences for social and economic relationships in the area of origin. Remittance money sent home by migrants might improve living standards and encourage economic development (Castles and Miller) migration thus affects not only the migrants themselves, but the sending and receiving societies as a whole. Hence, it is a collective action, a rising out of social change and affecting the whole society in both sending and receiving areas.



Research with regard to the social and demographic characteristic of migrants revealed that young adults between the ages of 20 and 35 are among the most migratory segments of the population and by the middle of 30s the rates for migration drop considerably (Clark, 1986). This is to some extent consistent with UNFPA (2006) report that a significant proportion of migrants are aged 15 to 30 years. Regarding the educational attainment of migrants Clark (1986) indicated that the higher the level of education of an individual or household, the greater the likelihood of a move. This is true for developed countries and may hold in lesser developing countries as well.

## **2.2 Patterns and Trends of Migration**

### **1. Feminization of Migration**

The traditional pattern of migration that was male dominated is increasingly feminizing. Evidences reveal a striking increase in migration by women, who had traditionally remained at home while men moved around in search of paid work (Adepoju, 2004). Castles and Miller (2003) have also indicated that in the past, most labor migration and many refugee movements were male dominated, and women were often dealt with under the category of family reunion. However, since the 1960s, women have played a major role in labor migration. Therefore, now a day they are increasingly migrating on their own and are the principal wage earners who remit money to their families in their countries of origin (Jones, 2005).

Over the last 40 years, almost as many women have migrated as men (UNFPA, 2006). Women representation among all international migrants has risen from 46 percent in 1960 to 49 percent in 2000 (Jones, 2005). By the year 2005, there were slightly more female than male immigrant in all regions of the world. Today, women constitute almost half of all international migrants worldwide 95 million (UNFPA, 2006). Evidences shows that more and more women are moving independently not simply accompanying husband or other family member (IOM, 2005).

Every year millions of women working millions of jobs overseas send hundreds of dollar in remittance funds back to their homes and communities. These funds go to fill hungry bellies, clothe and educate children, provide health care and generally improve living standards for loved ones left behind (UNFPA, 2006). Hence, it is important to oversight

that one has broad consequences not only for the women who migrate, but also for families and communities left behind (UN population division, 2006).

In addition to responding to the global demand for their services, women make the decision to move abroad because of a host of 'push' factors in countries of origin. These include family obligations, unemployment, low wages, poverty, limited social and economic opportunities and the desire to expand their horizon. Women generally face greater decision-making and financial restrictions than do men, which can pose obstacles or freedom of movements (UN population division 2006).

UNFPA (2006: 22) asserted that "women are on the move in all parts of the world, drawn by the opportunities and forces of globalization." While most women historically migrate for marriage or family reunification, the past decades have seen an increase in women married and unmarried who migrate alone or in the company of other women or fellow migrants outside of their family cycle (UN population division, 2006). Women also migrate to flee abusive marriages and patriarchal traditions that limit opportunity and freedom. Discrimination against certain groups of women widows or divorces-also drives many to move elsewhere (IOM 2005).

While migrant women and men are both in demand, the latter are more likely to occupy highly skilled and better-paid jobs. Women, on the other hand, are often restricted to traditionally 'female' occupations such as domestic work in the service sectors (waitressing etc.), and sex work (UN population division, 2006). These are frequently unstable jobs marked by low wages, the absence of social services and poor working conditions.

According to the report of IOM (2003), many female migrants are more vulnerable to human rights abuse since they work in gender segregated and unregulated sectors of the economy, such as domestic work entertainment and the sex industry, unprotected by labor legislation or policy. The report further clarified that many women are in unskilled jobs with limited prospects for upward mobility; they earn low wages, work long hours, and have little or no job security or rights to social benefits. They are frequently unaware of their rights and obligations, and hesitate to lodge formal complaints against employers or others, preferring to suffer harassment and violence.

Women migrants are among the most vulnerable to human rights abuses both as migrants and as females. UNFPA (2006) stated that from the modern day enslavement of trafficking victims to the exploitation of domestic workers, millions of female migrants face hazards that testify to a lack of adequate opportunities to migrate safely and legally.

## **2. International Migration**

International migration - the crossing of one or several international borders (IOM, 2003), began in the 16<sup>th</sup> century with the expansion of Europe and the settlement of colonies (UNFPA, 2006). On the other hand as indicated by Castles and Miller (2003), international population movements constitute a key dynamics in globalization, which is a complex process that is intensified from the mid 1970s onwards.

The number of people counted as living outside their country of birth has almost doubled during the last 50 years increasing to 199.1 million in 2005 (UNFPA, 2006). Research indicates that at the start of the twenty first century, one out of every 35 person world wide is an international migrant (IOM, 2003).

Today, the number of people living outside their country of birth is larger than at any time in history. International migrants would now constitute the world's fifth most populous country if they all lived in the same place- after China, India and United States and Indonesia (UNFPA, 2006). In some countries, including Arab oil producing states, the numbers of foreign workers contribute to as much as 50 percent of the labor force (Clark, 1986). Zolberg (2001) pointed out that although there has been some transnationalization of the labor market, labor migration is substantial in some areas of the world such as the Middle East.

Immigration is a source of low cost labor for host countries, while the remittance of emigrant workers can be an important source of foreign exchange for sending countries (Valley, no date). IOM estimates that there are about 14 million international migrants, mostly laborers, and six million refugees in the Arab Middle East. Saudi Arabia has the biggest migrant population in the region, with large numbers also found in the United Arab Emirates and Kuwait (IOM, 2005)

People do not be induced to emigrate commencing from the vacuum. Zolberg (2001:2) attested that "immigration begets immigration". This tendency for immigration to generate immigration is well explained by the formation of 'networks' particularly those established on the basis of kinship. However, the presence of networks alone does not automatically result in international migration. They foster a disposition to migrate, and a lowering of the costs involved-by providing financial sponsorship, know-how, the assurance of hospitality, and the likelihood of psychological support-an additional necessary condition in the possibility of movement.

In considering the enormous influences that urges migrates to move Castles and Miller (2003) asserted that:

*It seems absurd to treat migrant as individual market players who have full information on their options and freedom to make rational choices. Historians, Anthropologists, Sociologists and Geographers have shown that migrant's behavior is strongly influenced by historical experience as well as by family and community.*

Migrants have limited and often contradictory information and are subject to range of constraints (Castles and Miller, 2003). Research conducted by Nasution (no date) on Indonesian workers in Malaysia revealed that family in Indonesia, family in Malaysia, kin group in Indonesian, kin group in Malaysia, friend in Malaysia, friend Indonesia, illegal agencies, legal agencies News paper Radio and TV are identified as a source of information for migrants. Of these, kin group in Indonesia is ranked as a primary source of information. Next, legal agencies, family in Indonesia, and kin group in Malaysia are ranked as the second, third and fourth sources of information respectively. However, TV, Radio, and newspaper are the least sources of information for migrants.

Regarding reasons for migration of Indonesian's migrants to Malaysia, the majority of them said that the advice of their family as primary reason and secondly they stated that Malaysia was considered as a promising place to find better jobs for those who were having difficulty finding jobs in Indonesia. Only a small number of them choose Malaysia because of the similarity of its culture and religion. On the other hand the suggestions of illegal agencies and securing good salary have a prominent place for their migration (Nasution, no date)

### 3. International Migration of Women in some Countries

In a number of labor exporting countries, women account for the majority of emigrants (IOM, 2003). In Asia, a distinctive feature of migration is the extensive involvement of women. Among immigrant to developed countries, women outnumber their males. The main sources for female migration are the Philippine, Indonesia, Sri Lanka, Thailand, and Bangladesh. In the 1950s, they mainly went to the Middle East, but more recently, they have included Hong Kong, Singapore and Malaysia among their destination. By the early 1990s, some 1.7 million Asian women were estimated to be working as maids outside their home country (Hugo, 2004).

In countries like the Philippines and Bangladesh, women are increasingly the main source of family support, contributing substantially to economic growth through their earning and remittance (IOM, 2003). Despite this feminization, gender has been neglected as a topic in Asia Migration research (Hugo, 2004), and as a subject of study by researchers of international migration they have been rendered as invisible or stereotyped (Boyd, 1989).

In recent years, the Arab Middle East has received over 10 percent of the world's migrants (IOM, 2005). For instance, by the mid 1990s an estimated 800,000 Asian women were migrating to the Middle East annually mostly as domestic workers and in 2005, over 65 percent of the nearly 3000 Filipino that left the country every day for work or residence abroad are women (UNFPA, 2006).

The demand for female migrants in the Middle East has increased, practically in the service industries, through the creation of low and unskilled jobs that migrant women are willing to take, while the local population is reluctant to do so. These jobs are filled by women from the developing countries of Asia, principally Sri Lanka, Indonesia, Thailand, Bangladesh, Pakistan and India (IOM, 2005). As per the report of ILO many of them are over qualified for this work. Thirty six percent of Filipino women who migrated for domestic work were either college graduates or persons with some college education (IOM, 2005).

As indicated by Brettell and Simo (1989), USA is also the major destination country of women migrants. The history of women immigrants in united states showed that they came to escape the economic, political, and religious oppressions that all immigrants faced in their native lands, but many also migrate to escape forms of oppressions unique to them

as women, some fled sexual harassment, others unequal wages and working conditions that were more difficult than those endured by their male counterparts.

The increased migration by Asian women would appear to offer them social and economic improvement (Hugo, 2004). As stimulated by IOM (2005), the economic significance of female migration is so high for some Asian governments that female labor export targets are included in their development programs. In Bangladesh for example, the remittances of women migrants are important not only for the survival of their families, but also for the economic stability of the country. In 2006, 67 percent of Sri Lanka's overseas workers were women and the majority of them worked in the Middle East. In that year, remittances from the region made up 63 percent of Sri Lanka's total.

Women domestic workers are often subjected to exploitation and sexual abuse. The big attraction for workers is the wages. Unskilled workers from Sri Lanka earn eight times more in the Middle East than at home, while Bangladesh earn 13 times more. In processing their migration, many migrant workers are exploited by agencies and brokers, who take large fees (up to 25 percent of their pay). Agencies sometimes fail to keep their promises of providing work and transport, and wages and working conditions are often considerably inferior to those originally offered (Castles and Miller, 2003).

Studies among Turkish women in West Germany describes that traditionally trained non-migratory motivated women were strongly urged by their fathers, husbands, or their relatives to take up industrial jobs in foreign countries and they entered urban jobs without knowledge what constitute city life., highly disciplined working hours, or working norms (Brettel and James, 1989). On the other hand, the main reasons given by respondents of Greek women to emigrate to Australia is hardship of village life and inadequate spending money, and especially their parents' inability to provide dowry large enough to attract suitable grooms (Appleyard and Amenta, 1989). The activities of recruiters are also important in persuading potential migrants to move in immigration industry of Asia (Hugo, 2004).

Surveys regarding the demographic and social composition of Greek women to Australia indicates that 70 percent of the government sponsored respondents were under 20 years age, all were unmarried, 54 percent had left school before reaching age 12, and 43



percent were not gainfully employed. About one half of the group had been born in villages or small towns, which they had never left, and a further one-third had grown up in villages but later moved to towns in Greece (Appleyard and Amena, 1989).

However, despite the increasing international visibility of female migrants and their contribution to the global economy, they remain vulnerable to marginalization and gender based discrimination and exploitation in the segregated labor markets of Middle East (IOM, 2005). This forms of abuse ranging in the extreme to bonded labor and forced prostitution (IOM, 1997). As disclosed by Brettel and James (1989) and IOM (2005b), female immigrants experience double or triple discrimination by virtue of their sex, birth place, and/or class status. As foreigners, immigrants, and women they occupy the lowest levels in the labor hierarchy, working primarily as poorly paid domestics, cleaners in public buildings, waitresses, or serving machine operators.

Trafficking in person remains a global problem embedded in a web of poverty, conflict, population displacement, political transition, inadequate female education, and economic opportunity and the low value placed on women (USAIDS, 2002). Because of its underground nature, experts caution that trafficking data is rough and hard to gauge. The ILO estimates that at least 2.45 million trafficking victims are currently toiling in exploitative conditions and that another 1.2 million are trafficked annually both across and within borders. The US department of state estimates a total of 600,000 and 800,000 women, man and children are trafficked across international boarders of which 80 percent are women and girls (UNFPA, 2006). Like wise, USAIDS (2002) estimated that some where between 700,000 and 4 million, children and men are trafficked each year in to modern forms of slavery worldwide.

As stated by IOM (2005), the key reasons for the trafficking of women are insufficient support from sending and receiving countries and policy gaps at both ends, as well as insufficient monitoring of employment agencies that act as middlemen. Prevailing labor laws and sponsorship systems, as well as the behavior of employment agencies, all contribute to the particular vulnerability of female migrants in Asia.

Some countries have sound policies and migration management experiences. For instance, the Philippine oversea employment administration has gone beyond simply



regulating and registering recruits and workers; it actively promotes the export of Philippine workers abroad. It and private agencies are together responsible for the fact that million of emigrants spread across different countries (Hugo and Stahl, 2004).

Pre-departure orientation helps in empowering migrants in their process of migration and employment in destination countries. In Philippines the contents of the pre-departure orientation includes information on migrant's rights and responsibilities, on travel documents and procedures. Advice on how to cope with the difficulties of living and working overseas and counseling on to prevent occurrence of welfare problems and facilitate their smooth adjustment in the worksite as well as information on personal well-being, including health, sexuality, HIV/AIDS and laws of the host countries are provided for emigrants (IOM, 2005b).

IOM (2005b) also indicated that practical tips on communication and management of finance and banking, and cultural differences and means of dealing with them are part of pre-departure orientation in Philippines. Foreign language training, social relation and family well being, workplace and personal safety employment agreement, remittance transfer etc. are included in the orientation. This may be compulsory or voluntary (IOM, 2003b).

In Philippines, various stakeholders and organizations are involved in pre-departure orientation. NGO's, licensed agencies, churches provide pre-departure information program through the mass media and community based programs. In Sri Lanka, a common syllabus for pre-departure training has been implemented and is being conducted through a network of public and private training facilities. NGO's and Labor organizations are also becoming more involved in training programs and a awareness building initiatives (IOM, 2003b).

#### **4. International Women Migration in Ethiopian Context**

The international Migration of people from Ethiopia is a recent phenomenon. It is generally believed that, it all started with in the coming into power of the Military government (Bisrat, 2006). Different literatures pointed out that before the time of the military government very few Ethiopians choose to migrate to other Countries. If they get an opportunity of migration,

they do not have an interest to live permanently in receiving country because it is considered as denying the Sovereignty of ones own country. However, during the Derg regime international migration is used as a means of escaping from the dictatorial rule of the government.

Currently, there is a trend of feminization of migration in Ethiopia particularly to the Middle East. As indicated by Regt (no date) until the early 1990s few Ethiopians except those of Muslim/Arab origin were interested in going to the Middle East. After the authoritarian regime of Magistu Hailemariam in 1991, Ethiopians were given the right to free movement.

Ethiopian women migrants use legal and illegal channels to arrive the Middle Eastern Countries. Recently, Private employment agencies that are licensed by MOLSA are emerged as intermediaries. Until 2003, there are only two private employment agencies, and Lebanon and Saudi Arabia are the receiving Countries of Ethiopian migrants. However, now a day the migration industries are spurred and hence, the number of private employment agencies involved in this 'industry' is increased to thirty. Consequently, the number of destination in Middle Eastern and Gulf States are diversified.

According to the information secured from MOLSA, Saudi Arabia, Lebanon, Kuwait, UAE, Bahrain, Syria, Qatar are some of the destination countries of migrants. Regt (no date) Claimed that even a relatively poor country Such as Yemen attracts many female Ethiopian migrants who take up paid domestic work. From the Year 2001 to 2006 a total of 29,498 Ethiopians are employed in these Middle Eastern countries through private employment agencies. Among these Only 311 are male and the remaining are female. However, evidences shows that the numbers of employers who are illegally recruited by agencies are not as much less than those who ate legally recruited.

Women in Ethiopia have less opportunity to receive an education than do men. As a result, women also have less opportunity for employment (Emebet, no date). Research conducted by Gashaw,et al (2004) revealed that various factors including poverty and the search for employment, and promising marriage prompted the migrants to leave their country. Intermediaries, relatives and friends have also a significant place. The case study conducted by Lalem (2004) also indicated that migrant women are recruited either

through employment agencies or through a network of friends, relatives and illegal brokers both in Ethiopia and at the Destination Country.

Migrants are attracted to the Countries of the Middle East by the potential economic gains. Their earnings as migrant works are at least 100 USD per month, and some earn as much as 200-300 USD per month (Lalem, 2004). Data from MOLSA also indicated that from 8543 Ethiopian women permitted to work in Saudi Arabia and Lebanon from July 8, 2002 to July 7, 2003, 7,978 have earned a salary ranging from 100 to 150 USD per month, and the marital status of 7,853 female was Single. As Shown by Lalem (2004), their earnings are only enough to cover their basic needs and the needs of their families back home for the education of their Siblings and in providing subsistence for parents.

The case studies of Lalem (2004) revealed that the push factors also have an economic motive in which the majority of the migrants came from the lower rungs of the economic scale. Their social and economic progress was blocked in Ethiopia, because they are unable to pursue educational goals, and hence a chance for a better life. Many of them are dropouts because of failing grades. They were not able to get good grades because of the work they had to do around the house taking care of their parents, male siblings and extended family members. Thus, after doing the necessary houses chores, there was often too little time left to devote to studies, and the only way they could escape from such culturally prescribed strenuous obligations was by emigrating. Besides, Emebet (no date) indicated that Feminization of poverty, lack of access to resources and the growing rates of unemployment and insecurity contribute more for Ethiopian women migration.

Study conducted by Gashaw, et al (2004) with respect to the profile of respondents reveal that the age of the majority ranges from 18 to 14 years and most of them are never married. Almost all of the migrant's place of residence at the time of migration is urban and most of them are from Addis Ababa. Seventy two percent of them are Orthodox Christian, and the educational level of the majority of migrants was found between 1-8 grade levels. Moreover, the study indicates that the educational level of parents, average monthly family income and family size could have contributed to their decision for migration

Thousands of young Ethiopian Women Working as domestics in the Middle East. This work occurs under Conditions of virtually Slavery with women suffering from exploitation (ATP, 2003), and are being abused by their employees (Orthant, 1999). These include Sexual molestation, beating, color discrimination, isolation, long hours of work, denial of salary and others (Gashaw et al, 2004). Despite a massive awareness Campaign by the Ethiopian media, the numbers flocking to the Middle East are still huge (Orthant, 1999). Some of the migrants preparing to migrate stated that, however bad the real situation at the destination countries might be, they would go and see for themselves, because no alternatives are available to them with in the country (Emebet, no date).

## **2.3 Theories of Migration**

There is no general theory for explaining migration as a whole. However, there are theories based on some identified variables such as the behavior of persons or households, or economic, societal and political influences. Rather than being exclusive of one another, these theories have been seen as complementary in their approach.

### **1.. Dual –Labor Market Theory**

The dual labor market theory showed the importance of institutional factors as well as race of gender in brining about labor market segmentation (Castles and Miller, 2003). It states that migration is not generated as a result of push factors in the origin country rather it is the result of the demand by companies of the host countries of cheap labor (Massey et al, 1993).

This theory links immigration to meeting the structural needs of modern industrial economies and therefore it places the emphasis on immigration motives in the host countries (IOM, 2003). The permanent demand for immigrant labor is the direct outcome of a number of features characterizing industrialized societies and underlying their segmented labor market.

According to Massey et al. (1993) migrants labor forces are categorized into primary and secondary segments. The primary segment of labor force is characterized by proficient and higher level of education. This category encompasses capital intensive productions who are skilled and trained for the job (IOM, 2003). On the other hand, the secondary segment of labor force is characterized by a labor intensive method of production, which requires

little knowledge to perform the task. It is associated with motivational problem. This actual motivational problems arise at the bottom of the job hierarchy because there is no status to be maintained and there are few avenues for upward mobility (Massey, et al, 1993).

Prompted by the opportunity to transfer funds to their countries of origin, immigrants from low-wage countries are inclined to accept jobs in the secondary sector because wages in that sector are still higher than in their home countries (IOM, 2003). Historically women and teenagers are the two sets of people who are recruited to fulfill the secondary segment. However, due to demographic and social changes in modern industrial societies the two sources of secondary labor force were minimized resulting in labor shortages at the bottom of the job hierarchy. This forced employers to look for immigrant labor (Massey et al 1993).

## **2. The Neo- Classical Economics Theory**

This theory of migration combines a macroscopic approach focused on the structural determinates of migration and a microscopic approach based on the study of individual behavior (IOM, 2003).

At macroscopic level, migration results from the uneven geographical distribution of capital and labor. This reflects disparities in wages and standards of living and migration is therefore generated by supply push and demand pull. Migrants will go where jobs, wages and other economic factors are most advantageous (IOM, 2003). As indicated by Castles and Miller (2003), the mere existence of economic disparities between various areas should be sufficient to generate migrant flows.

The microscopic approach to the neo-classical theory examines the reasons prompting individuals to respond to structural disparities among countries by migrating. Migration therefore flows from an individual decision taken by rational players anxious to improve their standard of living by migrating to places that offer higher wages (IOM, 2003). De Jong and Gubhaju (2005) further stated that the neoclassical microeconomic theory of migration decision-making posits that migration is an individual choice where by the rational actor is motivated to move to maximize his/her own personal gains, whether in terms of monetary or human capital utility.

The theory assumes that individuals maximize utility by 'searching' for the country of residence that maximizes their well being (Castles and Miller, 2003). The decision is voluntary and based on full awareness of the facts after a comparative analysis of the costs and benefits of migration. Migrants will therefore choose the destination where expected net benefits would be the greatest (IOM, 2003).

### **3. The New Economics Theory of Migration**

The new economics theory of migration is based on the neoclassical tradition and emphasizes the role of the migrant's household or family in the process leading to migration and it focuses specifically on the causes of migration in countries of origin (IOM, 2003).

Proponents of this theory argue that migration decisions are rarely made by individual actors but rather by large units such as families or households. Within this framework, an individual's decision to migrate is not based on maximizing one's own expected utility but rather for the benefit of the household and other family members. The focus thus shifts from individual independence to mutual interdependence, and it has been argued that this perspective is particularly salient for developing countries (De Jong and Gubhaju, 2005). Hence, the theory helps us to understand why community members that could be apt candidates for migration, (IOM, 2003).

Migration needs to be explained not only by income differences between two countries, but also by such factors as the chance of secure employment, viability of investment capital, and the need to manage risk over long periods (Castles and Miller, 2003). It also underscores the role of financial remittances and the complex interdependence between migration and the specific socio-cultural context in which it takes place (IOM, 2003).

### **4. The World System Theory of Migration**

Migration systems theory suggests that migratory movements generally arise from the existence of prior links between sending and receiving countries based on colonization, political influence, trade, investment or cultural ties (Castles and Miller, 2003). As explicitly stated by IOM (2003), this theory postulates that international migration is a consequence of globalization and market penetration. The penetration of all countries by modern capitalism has created mobile labor that can move about in search of better opportunities.



For world systems theories, labor migration was one of the main ways in which links of domination were forged between the core economics of capitalism and its underdeveloped periphery. Migration was as important as military hegemony and control of world trade and investment in keeping the third world dependent on the first (Castles and Miller, 2003).

Migration therefore acts as a gigantic mechanism that regulated world wide labor supply and demand and allows for interaction based on migration flows. Movements between former colonies and former colonial powers are one example (IOM, 2003). For instance, the Algerian migration to France (and not Germany) is explained by the French colonial presence in Algeria, and the migration from India, Pakistan and Bangladesh to British colonial presence on the Indian sub continent (Castles and Miller, 2003).

## **5. The Migration Networks Theory**

Massey et al (1993) defines migration network as a composite of interpersonal relations in which migrants interact with their family, friends or compatriots who stayed in their country of origin. The links cover the exchange of information, financial assistance, help in finding a job and other forms of assistance. These interactions make migration easier by reducing the costs and inherent risks.

As stipulated by Castles and Miller (2003) any migratory movement can be seen as the result of interacting macro- and micro-structures. Macro structures refer to large scale institutional factors which include the political economy of the world market, interstate relationships and the laws, structures and practices established by the states of sending and receiving countries to control migration settlement, while micro structures embrace the networks, practices and beliefs of the migrants themselves. These two levels are linked by a number of intermediate mechanisms, which are often referred to as 'meso-structures'

The microstructures are the informal social networks developed by the migrants themselves, in order to cope with migration and settlement (Castles and Miller 2003). The network paves the way for establishing and perpetuating migration channels, given their multiple effects (IOM, 2003). Research on Mexican migrants in the 1970s showed that 90 percent of those surveyed has obtained legal residence in the USA through family and employer connection (Portes and Bach as cited in Castles and Miller, 2003).

Informal networks include personal relationships, family and household patterns, friendship and community ties, and mutual help in economic and social matters (Castles and Miller, 2003). Some informal networks enable migrants to finance their travel, to find a job or even accommodation (IOM, 2003). Today many authors emphasize the role of information and cultural capital knowledge of other countries capabilities for organizing travel, finding work and adapting to a new environment in starting and sustaining migratory movements.

The family and community are crucial in migration networks. Research on Asian migration by Hugo as mentioned in Castles and Miller (2003) has shown that migration decisions are usually made not by individual but by families.

In situations of rapid change, a family may decide to send one or more members to work in another region or country, in order to maximize income and survival chances. In many cases, migration decisions are made by the elders-especially men, and younger people and women are expected to obey patriarchal authority. The family may decide to send young women to the city or overseas, because the labor of young man is less dispensable on the farm. Young women are also often seen as more reliable in sending remittance (Castles and Miller, 2003). They further indicate that such motivations correspond with increasing international demand for female labor as factory worker for precision assembly or as domestic servants, contributing to growing feminization of migration.

Castles and Miller (2003) have indicated that once migratory movement is established the migrants mainly follow 'beaten paths' and are helped by relatives and friends already in the area of migration. Networks based on family or on common origin help provide shelter, work, and assistance in coping with bureaucratic procedures and support in personal difficulties. These social networks make the migratory process safer and more manageable for the migrants and their families. Migratory movements, once started, become self-sustaining social processes.

The intermediate 'meso-structures' have been attracting increasing attention from researchers in recent years. Certain individuals, groups or institutions may take on the role of mediating between migrants and political or economic institutions. A 'migration industry' emerges, consisting of recruitment organizations, lawyers, agencies, smugglers and other

intermediaries (Castles and Miller, 2003). Such people can be both helper and exploiters of migrants. Especially in situations of illegal migration or of oversupply of potential migrants the exploitative role may predominate. IOM (2003) disclosed that this illegal migration has been underway by criminal networks of professional traffickers who act as smugglers. Traffickers may even demand tens of thousands of dollars for services and migrants who use these networks must frequently repay a debt asked on the salary they receive in the host country. They also be subjected to pressures, violence and intimidation.

Macro, meso and micro-structures are intertwined in the migratory process and there are no clear dividing lines between them. No single cause is ever sufficient to explain why people decide to leave their country and settle in another. Therefore, it is essential to try to understand all aspects of migratory process (Castles and Miller, 2003).

## **6. Transnational Theory**

This theory that emphasizes new linkages between societies based on migration has attracted much attention in recent years, leading to the emergence of a new body of theory on 'transnationalism' and transnational communities' (Castles and Miller, 2003). One aspect of globalization is rapid improvement in technologies of transport and communication, making it increasingly easy for migrants to maintain close links with their areas of origin. These developments also facilitate the growth of circulatory or repeated mobility, in which people migrate regularly between a number of places where they have economic, social and cultural linkage (Castles and Miller, 2003).

The notion of transnational community puts the emphasis on human agency. In the context of globalization, transnationalism can extend previous face-to-face communities based on kinship, neighborhood or workplaces into far-flung virtual communities, which communicate at a distance (Castles and Miller, 2003).

## **2.4 Social Influence**

Social influence is the area of social Psychology Concerned with Situations in which the actions of an individual or group affect the attitude or behavior of others (Feldman, 1994). It involves the exercise of social power by a person or group to change this attitude or

behavior in a particular direction (Franzoi, 2000). There are many techniques for exerting social influence. Some of these are obvious but others are more subtle.

## **1. Conformity**

Conformity is a type of social influence in which individuals change their attitudes or behaviors in order to adhere to existing social norms (Baron and Byrne, 2004). It is a yielding to perceived group pressure by Coping the behavior and belief of others (Franzo, 2000) and this change in behavior or belief can be a result of real or imagined group pressure (Myers, 1987). Muzafir Sherif's work on norm development, Solomon Ash's work on group pressure, and Stanley Schachter's work on how people react to non-conformists are cited as some of the classic conformity research.

### **When Do People Conform**

The study of Muzafir Sherifs on norm development showed that the more uncertain people are about the reality of the situation, the more they are influenced by other's opinions. He also indicated that when people are uncertain about how to define reality, they were highly influenced by others who appeared confident. Not only people conform to others view of reality but also they are likely to continue to use others perspective in rendering judgments even in their absence (Franzo, 2000).

Different Researches have discovered that conformity was indeed heightened if the judgments required were difficult to make or if the subject were led to feel incompetent. The more insecure we are about our judgments, the more influenced we are by others' judgment (Myers, 1978). Besides, Conformity is high when we are concerned about being negatively evaluated by others (Franzo, 2000). Other studies have also indicated that different factors determine the extent to which we 'go along' with others.

The nature of the group is a detrimental factor for conformity. Conformity is highest when the group is three or more, unanimous, cohesive, and high in status (Myers, 1987). When cohesiveness-the tendency we like and admire some group of person is high, pressures to wards conformity are magnified (Baron, and Byrne, 2004). Moreover, several experiments have found that when a group's unanimity is punctured, so also is its social power (Myers, 1987)

Conformity is high when the response is public and made without prior commitment (Feldman, 1994). As pointed out by Myers (1987), people conform more when they must respond in the presence of others than when allowed to write down their answer privately and once people have committed themselves to a position, people seldom yield to social pressure.

### **Why People often Choose to “Go Along”?**

Several factors determine whether and to what extent conformity occurs. Most people conform to the norms of their groups or societies much, if not most, of time. People often choose to go along with social results or expectations instead of resisting them because of the powerful motives possessed by all human beings. These are the desire to be liked or accepted by others, and the desire to be right, to have accurate understanding of the social world and cognitive processes that leads us to view conformity as fully justified after it has occurred (Baron and Byrne, 2004). Deutsch and Gerard as cited in Franco; (2000) called these two sources of group pressure as normative and informational influence.

Normative influence is based on a person's desire to be liked and accepted by the group. It is 'going along with the crowd' to avoid rejection, to stay in peoples' good graces, or to gain their approval (Myers, 1987) and involves altering our behavior to meet others expectations (Baron and Byrne, 2004).

Information influence occurs in situations of ambiguity, where a person is in doubt and is likely to use other's responses as guideposts as to what is going on (Smith, 1995). Research evidence suggests that because our motivation to be correct or accurate is very strong, informational social influence is very powerful source of conformity (Baron and Byrne, 2004).

### **Who Conforms?**

For many years, there was a prevailing wisdom that women were more easily influenced than men. However, more recent studies find little, gender differences (Feldman, 1994).. What ever small gender differences exist in susceptible to influence appear to be due to

the social roles that men and women traditionally been socialized to assume in our culture, and to their concerns about self-presentation (Franzo; 2000)

Franzoi (2000) indicated that although specific personality traits related to conformity have been difficult to identify, research does suggest that conforming to group pressure is related to our values and self-concept. In relation to this Myers (1987) disclosed that people with chronically low self-confident will be generally more Conforming than people whose self-esteem is high.

Scholars asserted that it is possible to predict how people are conforming by the help of their cultural background. Franzoi (2000) explained that people from collective cultures are more concerned than individualists with gaining the approval of their group and feel shameful if they fail to get it. A person from an individualist culture, on the other hand, has a higher need or preference for autonomy from the group and a desire to feel unique. As a result of these different orientations, people from collectivist cultures tend to be more conforming to their own group than individualists.

## **2. Compliance**

Compliance is a behavior that occurs in response to direct social pressure (Feldman, 1994). Franzoi; (2000) states that positive moods, reciprocity and giving reasons are some of the factors that foster compliance. People who are in good moods are simply more likely to be active and, thus, are more likely to engage in a range of behaviors, and pleasant moods activate pleasant thoughts and memories. Thus, people in good mood are easily complying than other.

Baron and Byrne (2004) claimed that in reciprocity we feel compelled to pay people back in some way for what they have done for us. On the other hand, in granting some one's request, we often require some reason for complying. As indicated by Franzoi (2004), giving reasons may be important because of our habitual desire to explain others' actions and our use of cognitive heuristics or 'mental short cuts' in arriving at these explanations.

We are more willing to comply with requests from friends or from people we like than with requests from strangers or people we do not like. With respect to authority, we are also more willing to comply with requests from someone who holds legitimate authority or who simply appears to do so (Baron and Byrne, 2004). They also further indicated that once we



have committed ourselves to a position or action, we are more willing to comply with requests for behaviors that are consistent with this position or action than with requests that are inconsistent with it. More over, we are more willing to comply with requests for some action if this action is consistent with what we believe persons similar to our selves are doing or thinking.

Various two step compliance strategies are employed by different people. For instance, foot-in-the -door technique-a technique when a small request leads to a large one, door-in-the-face technique where a large request leads to a small request can be mentioned as strategies (Feldman, 1994).

### **3. Obedience**

Obedience is the legitimate accorded to some one's right to command others, simply because he or she has been appointed to a leadership role (Smith, 1995) and is a change in behavior due to the commands of others (Feldman, 1994)

Many social influence pressures like conformity processes and compliance strategies are relatively hidden. However obedience differs from these other types of influence because it is overt and easily recognized as an exercise of power (Franzoi, 2000). When people are ordered by an authority figure to engage in a particular behavior, we might expect that their need for personal control would result in a good deal of disobedience (Myers, 1987).

## CHAPTER THREE

### Methods and Procedures

The main objective of this study was to investigate the perceived causes, knowledge, and actual readiness of Ethiopian women labor emigrants to the Middle East. To accomplish this objective different methods and procedures were employed. Therefore, in this chapter, research design, population and sampling, instruments and procedures of data collection and methods of data analysis are presented.

#### **3.1 Research Design**

Descriptive survey research method was employed to undertake this investigation because it enables to mirror the social influence of the emigrants. It is an appropriate research method because it helps in securing information about the influence of families, relatives, friends and neighbors and social networks both at destination and country of origin. It also helps to obtain data regarding emigrants' state of readiness in attitude and knowledge of destination countries nature of work, language, etc.

#### **3.2 Population and Sampling**

The target population was Ethiopia women labor emigrants to the Middle East. It incorporated those women emigrants who are facilitating their process of emigration at Ministry of Labor and Social Affairs (MoLSA) and private employment agencies.

Ethiopian women migrate to the Middle East through licensed private employment Agencies or by themselves through their established network at destination country. The migration of emigrants was confirmed when they sign the contractual agreement at MoLSA. Before they sign the agreement, every available emigrant was provided with a 1:30-2:30 hour pre-departure orientation. This was underway every day and an average of thirty five to fifty emigrants participates in the orientation.

On the other hand, there are forty-six private employment agencies that are licensed by Ministry of Labor and Social Affairs (MOLSA). All of them are found in Addis Ababa. The majority of women who have an information and initiative to migrate to the Middle East

through private employment agencies come from the different scene and corner of Ethiopia and deal with those agencies. Firstly, they register and wait until the availability of the job is confirmed at destination country and their visa is processed. When those all are fulfilled, they are called through their address and finalize the necessary requirements and sent to MoLSA to sign contractual agreement.

A total of 312 subjects 112 from MoLSA and 200 from private employment Agencies were selected for this study. Firstly data was gathered from MoLSA and then after two weeks stay the collection of data was underway from legal private employment agencies. Although availability sampling was the principal sampling technique, an attempt was also made to use simple random sampling to enhance the representativeness of the sample.

At MoLSA from the list of emigrants who were available and registered to take pre-departure orientation every day, sixteen subjects were selected by simple random sampling. Accordingly, a total of 112 emigrants were selected for seven days at the third and fourth week of April and used as respondents.

From the forty-six private employment agencies, twenty of them were selected by using random sampling technique. A total of 200 sample representatives 10 respondents from each employment agencies were selected for the study at the third and fourth week of May. Availability sampling was employed at each randomly selected private employment agency until the required sample is fulfilled (see Appendix F, the randomly selected private employment agencies from which the sample was drawn).

### **3.3 Instruments**

#### **1. Questionnaire**

Questionnaire was the principal instrument to secure pertinent data from the respondents. It has six parts. The first part consists of items which were related to the socio-demographic characteristics variables of the respondents. The second part, emigrants level of readiness incorporates three sets of items-attitude, knowledge and actual preparation. The third part was intended to measure the information sources of emigrants. It incorporates two sets of items, information source from origin and destination country. Part four addressed the social network of emigrants at destination country. Items intended

to assess the social influence of emigrants was presented under part five. This part consists three sets of items namely items of conformity, compliance and obedience. Finally, part six of the instrument was aimed to measure the emigrants' perceived causes of migration to the Middle East.

A three point Likert type that consists of disagree (1), uncertain (2), and agree (3) were used to measure the attitude and knowledge of the emigrants as well as their level of conformity, compliance and obedience. Values of the weight mean score 2.0 and above were interpreted as favorable attitude, having knowledge and as the presence of conformity, compliance and obedience. However, scores below 2.0 were interpreted in the other way (Abebe, 2000).

To measure the information source of emigrants both at the destination and country of origin, and perceived causes of migration a four-point rating scale ranging from very high (4) to none (1) was utilized. Finally, dichotomous alternatives (yes and no) were used to measure the actual preparation for migration and social network of emigrants at destination country (Refer to Appendix B and C). For the purpose of the interpretation the obtained weighted mean score were interpreted as: 0.05-1.49 (none), 1.50-2.49 (low), and 2.50-3.49 (high) and above 3.50 (very high) (Jeilu, 2001).

## **2. Focus Group Discussion**

To cross validate and substantiate the study focus group discussion was used as supplementary instruments. A series of four focus group discussions that incorporates a group of 6-8 members was held on the identified themes and guide questions. A good rapport was made with the discussant, and accordingly the discussion was underway freely and in conducive environment. (Refer to Appendix D and E)

### **3.4 Procedure**

The instruments of data collection were prepared from review of the related literature as per the objectives and basic questions intended to be achieved. Both instruments-questionnaire and focus group discussion were primarily prepared by English. Backward and forward translations of formulated instruments were made by two postgraduate language students from English to Amharic and then from Amharic to English to maintain

the synonymity of the instrument. Then an arrangement was made in terms of their logical order and sensitivity.

After the backward and forward translations were made, a pilot study, in which its primary goal is to test and improve the instrument was conducted on 35 subjects from the legal private agencies and MOLSA for the purpose of determining the reliability of the instruments. Twenty subjects from legal private employment agencies, fifteen from MOLSA were randomly selected for the test. Respondents from MOLSA were gathered in one room and instructions were clarified orally. Some ambiguous items were also made clear. Regarding respondents from private employment agencies five of them were selected randomly and four subjects from each was selected from the available list on random basis. As per the arrangements made with employment agencies the necessary clarifications were made for respondents and at the same time the instruments were administered to secure the data. Finally the responses of the subjects were computed for Cronbach Alpha for their reliability. The following table indicates the general description and reliability index of the subscales.

**Table-1. Subscales, number of items, and reliability indices of the Questionnaire.**

| Major categories of scales      | Name of subscales                            | Number of Items |       | Description                                                                 | Reliability Index |
|---------------------------------|----------------------------------------------|-----------------|-------|-----------------------------------------------------------------------------|-------------------|
|                                 |                                              | Original        | Final |                                                                             |                   |
| Measures of level of readiness  | <i>Attitude</i>                              | 8               | 8     | Modification was made on two items because of ambiguity                     | 0.78              |
|                                 | <i>Knowledge</i>                             | 13              | 12    | Dropped because of having a sense of repetition with other items            | 0.74              |
|                                 | <i>Actual Preparation</i>                    | 7               | 7     | Accepted as it is                                                           | 0.86              |
| Information source              | <i>Country of origin</i>                     | 10              | 10    | Accepted as it is                                                           | 0.93              |
|                                 | <i>Destination Country</i>                   | 8               | 8     | Accepted as it is                                                           | 0.84              |
| Social network                  | <i>Social network at destination country</i> | 9               | 7     | Two items were dropped because of having repetitive nature with other items | 0.91              |
| Social influence                | <i>Conformity</i>                            | 12              | 11    | One item was dropped because it creates ambiguity                           | 0.81              |
|                                 | <i>Compliance</i>                            | 6               | 6     | One item is rephrased                                                       | 0.92              |
|                                 | <i>Obedience</i>                             | 7               | 6     | One item was dropped because it was double barreled                         | 0.72              |
| Measures of causes of migration | <i>Perceived causes of migration</i>         | 15              | 13    | Two items were dropped because they were ambiguous                          | 0.87              |

The refined and finalized data-gathering instruments were administered to the subjects at the twenty randomly selected private employment agencies and at MOLSA. The administration of the questionnaire was done with the help of two research assistants who were graduates of Bachelor Degree in psychology. They were given short-term training for one day on how to administer the instrument. They were oriented on the purpose of the study, content of the questionnaire, method of creating rapport with the respondents, how the questionnaires are to be returned and administration of group discussion.

Before distribution, the necessary rapport and clarification of the objectives of the study was made with the subjects. They were told that provision of responses for the questionnaire do not harm or provide them any benefit. Moreover, they were ascertained that their response was kept confidentially. Sufficient time was given for the subjects to contemplate on the implication of the item and provide accurate information. Moreover, conducive time and situations was arranged so as to avoid hurried and unthoughtful responses. Close supervision and aid was provided while the assistants were administering the questionnaire.

To conduct focus group discussion, appropriate time, place and situation was arranged with the group members. The objectives of the discussion were briefed and appropriate rapport was established with the group members. The subjects were assured that their responses were kept confidentially. All the focus group discussions was moderated by the principal investigator with two trained assistant in which their main task was tape-recording and taking notes of all discussions.

### 3.5 Data Analysis

After the raw data was tallied and structured, they were subjected to scrutiny for analysis by using various statistical methods. Both descriptive and inferential statistics were used for analysis of the data. The software statistical package SPSS version 13.0 was employed for analysis. The total scores for each sub scale were obtained by computing each item by the help of the SPSS.



Firstly, percentage and weighted mean scores were utilized to see the general patterns of the variables. Next, one sample t-test was employed in order to examine the state of emigrants attitude and knowledge as well as the presence of conformity, compliance and obedience.

Third, one way analysis of variance (ANOVA) was calculated to find out the existence of significant difference of means of dependent variables in each identified independent variables (age, residence, religion, educational and marital status). Finally, Scheffe's post hoc comparison of means was also used to see the difference of mean in each category of independent variables.

## CHAPTER FOUR

### DATA PRESENTATION AND ANALYSIS

In this section, the data secured through questionnaire were presented and analyzed. The information obtained through focus group discussion was also analyzed along with the questionnaire. In order to investigate the data percentage, weighted mean score, one sample t- test, ANOVA, and Sheffe post hoc multiple comparisons were employed.

For ease of analysis, this section is divided into six parts. The first part deals with the socio-demographic characteristics of the respondents. The second presents emigrants state of readiness to migrate to the Middle East. Respondents' source of information both at destination and country of origin was addressed in part three. Part four and part five deal about respondents' social network at destination country and social influence at country of origin respectively. Finally, part six analysis emigrants perceived causes or reasons for migration.

#### 4.1. Background of Respondents

The following table presents the socio-demographic characteristics of the respondents. The age, residence, religion, educational and marital status of respondents was discussed under this table.

Table -2. Socio- Demographic Characteristics of the Respondents

| Variables          |                          | Frequency | percentage |
|--------------------|--------------------------|-----------|------------|
| Age                | Below 20                 | 60        | 19.2       |
|                    | 20-26                    | 159       | 51.0       |
|                    | Above 26                 | 93        | 29.8       |
|                    | Total                    | 312       | 100        |
| Residence          | Urban                    | 192       | 61.5       |
|                    | Rural                    | 120       | 38.5       |
|                    | Total                    | 312       | 100        |
| Religion           | Muslim                   | 54        | 17.3       |
|                    | Orthodox Christian       | 195       | 62.5       |
|                    | Catholic                 | 15        | 4.8        |
|                    | Protestant               | 48        | 15.4       |
|                    | Total                    | 132       | 100        |
| Educational Status | Unable to read and write | 45        | 14.4       |
|                    | Able to read and write   | 66        | 21.2       |
|                    | Grade 1-8                | 39        | 12.5       |
|                    | Grade 9-10               | 93        | 29.8       |
|                    | Above Grade 10           | 69        | 22.1       |
|                    | Total                    | 312       | 100        |
| Marital status     | Single                   | 222       | 71.2       |
|                    | Married                  | 39        | 12.5       |
|                    | Divorced                 | 36        | 11.5       |
|                    | Separated                | 15        | 4.8        |
|                    | Total                    | 312       | 100        |

As presented on the Table-2, the majority of the respondents (51%) are found with in the age range of 20-26. The remaining 19.2% and 29.8% are aged below 20 and above 26 years respectively.

The largest portion (61.5%) respondents of potential emigrants are residing in urban while only 38.5% re from rural areas of the country.

With respect to religion, Orthodox Christian constitutes 62.5% which is the largest proportion and followed by Muslim (17.3%). On the contrary the numbers of catholic respondents are negligible. They constitute only 4.8% of the respondents. The other 15.4% of the respondents are followers of protestant.

The table also depicts that 51.9% respondents of the prospective migrants are grade 9 and above in their educational achievement, of which 29.8% are grade 9-10 and 22.1% are above grade 10. The educational status of 12.5% of the informants is between grade 9-8, and those who are not able to read and write is 14.4% while those who are able to read and write but not attend modern education accounts 21.2% of the respondents.

As shown in the Table the marital status of most of the respondents (71.2%) are single. On the other hand separated Emigrants constitute the lowest number (4.8%). Married and divorced Emigrants constitute 12.5% and 11.5% of the respondents respectively.

## 4.2. Analysis of Respondents Level of Readiness for Migration

Labor migration-searching for better economic opportunities abroad has been rising. In this era of feminization of migration, particularly the number of females migrating to the Middle Eastern countries holds the largest share and almost all of the migrants are engaged in domestic work. Hence, readiness in attitude, knowing the culture and nature of job of the destination country is prerequisite to cope with the environment easily and minimize unexpected risks and confrontations. There fore, in this part of the analysis the attitudes, knowledge and preparation of Emigrants on some areas would be presented.

To measure the extent of the attitude and knowledge of emigrants a three point Liker-scale (1-Disagree, 2-Uncertain and 3-Agree) was used. The mean score of each item is calculated and the value of the weighted mean score of 2.0 and above was interpreted as a favorable attitude while below 2.0 was interpreted as unfavorable predisposition.

Although it is difficult to tell emigrants state of attitude, as shown below on Table-3, except their desire to know Arabic language ( $\omega=2.54$ ) and interest to do in Middle East ( $\omega=2.25$ ), the remaining attitude factors lie below the weighted mean score of 2.0. Accordingly, it has to be noted that emigrants have holding unfavorable predisposition towards the work to be performed, cultural dressing style, to eat Arab's cultural food, Arab's employers, religion, and also they don't have a wish for her sisters or daughters of her uncle or aunt to migrate to the Middle East. Hence, migrating by having unfavorable attitude on the aforementioned factor might have an adverse effect on emigrants coping and in maximizing benefits.

Table-3. Attitude of Respondents towards the Job, Employers and Culture of Destination countries.

| Attitude Questions                                                               | Respondents             |                |           |      |
|----------------------------------------------------------------------------------|-------------------------|----------------|-----------|------|
|                                                                                  | Rating Scores (Percent) |                |           | ①    |
|                                                                                  | N=312                   |                |           |      |
|                                                                                  | N(%)                    | n(%)           | n(%)      |      |
|                                                                                  | 1<br>Disagree           | 2<br>Uncertain | 3<br>Agee |      |
| Have desire to know Arabic language                                              | 34(10.9)                | 75(24)         | 203(65.1) | 2.54 |
| Ready to do every job commanded by employer                                      | 156(50)                 | 51(16.3)       | 105(33.7) | 1.84 |
| Have Interest to do in middle east                                               | 69(22.1)                | 102(32.7)      | 141(45.2) | 2.23 |
| Have Interest of changing wearing style as Arab culture                          | 142(45.5)               | 101(32.4)      | 69(22.1)  | 1.64 |
| Ready to eat Arab's cultural food                                                | 156(50)                 | 63(20.2)       | 93(29.8)  | 1.79 |
| Arab employers are more sympathetic than Ethiopians                              | 147(47.1)               | 108(34.6)      | 57(18.3)  | 1.74 |
| Wish for her sisters and daughter's of her relatives to migrate to Middle East   | 156(50)                 | 66(21.2)       | 90(28.8)  | 1.79 |
| No matter how different the religion is, it doesn't alter my interest of working | 118(37.8)               | 99(31.7)       | 95(30.4)  | 1.93 |
| Average mean Score                                                               |                         |                |           | 1.94 |

ω - weighted mean score

As presented on Table-4 below, the one sample t-test yields that the observed mean is not significant ( $t=1.145$ ,  $p>0.05$ ). It means that the emigrant's attitudinal readiness is not strong.

Table-4. One Sample t-test to See the Attitude of Emigrants towards the Jobs to be Performed, the Culture and Employers at Destination Country

| Sample Size | Expected Mean | observed Mean | SD    | SEM   | t     | Sig.  |
|-------------|---------------|---------------|-------|-------|-------|-------|
| 312         | 16            | 16.28         | 4.302 | 0.244 | 1.145 | 0.253 |

$P>0.05$ ; SD-Standard deviation  
SEM-standard error of mean

The result of one way ANOVA in Table- 5 shows that Age ( $F=2.572$ ,  $df=311$ ,  $P>0.05$ ) and Residence ( $F=2.433$ ,  $df=311$ ,  $P>0.05$ ) do not make statistically significant difference in the attitudes of Emigrants towards the culture, employers and the jobs performed in Arab Countries. However, religion ( $F=3.799$ ,  $df=311$ ,  $P<0.05$ ), marital status ( $F=6.176$ ,  $df=311$ ,  $P<0.05$ ) and educational status ( $F=8.698$ ,  $df=311$ ,  $P<0.05$ ) exhibit significant mean difference of attitude.

Table-5. Summary of One Way ANOVA of Attitudes for some Selected Independent Variables.

\* The mean difference is significant at the .05 level. **df**=degree of freedom

Scheffe's multiple comparisons for religion indicate that the significant difference of mean

| VARIABLES          |                | Sum of Squares | df  | Mean Square | F      | Sig.  |
|--------------------|----------------|----------------|-----|-------------|--------|-------|
| AGE                | Between Groups | 94.264         | 2   | 47.132      | 2.572  | 0.078 |
|                    | Within Groups  | 5662.476       | 309 | 18.325      |        |       |
| RESIDENCE          | Between Groups | 44.832         | 1   | 44.832      | 2.433  | 0.120 |
|                    | Within Groups  | 5711.908       | 310 | 18.426      |        |       |
| RELIGION           | Between Groups | 205.402        | 3   | 68.467      | 3.799* | 0.045 |
|                    | Within Groups  | 5551.339       | 308 | 18.024      |        |       |
| MARITAL STATUS     | Between Groups | 19.092         | 3   | 63.697      | 6.176* | 0.011 |
|                    | Within Groups  | 5565.648       | 308 | 18.070      |        |       |
| EDUCATIONAL STATUS | Between Groups | 585.979        | 4   | 146.495     | 8.698* | 0.000 |
|                    | Within Groups  | 5170.761       | 307 | 16.843      |        |       |

exists between Muslim and orthodox Christian and Muslims have more favorable attitude than Orthodox. The attitude difference with regard to marital status shows that single emigrants are significantly different from divorced and separated emigrants. The test indicated that single respondents have more favorable attitude than divorced and separated emigrants. With respect to educational status post hoc test revealed that the difference was displayed between emigrants who are above grade 10 level and those who are unable to read and write, between grade 1-8 and grade 9-10. The result pointed out that above grade 10 Emigrants have less mean score than the other (refer to Appendix-A).

Knowledge of the culture, language of communication and culture of the destination country are essential for the migrants to narrow the gap of their expectation and what they will encounter. This is also helpful for easy adaptation of emigrants at destination country. The following table presents emigrants level of knowledge.



Table -6. Analysis of Respondent Perceived Knowledge

| Knowledge Questions                                                                                                                                                   | Respondents             |           |           |      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------|-----------|------|
|                                                                                                                                                                       | Rating Scores (Percent) |           |           | (1)  |
|                                                                                                                                                                       | N=312                   |           |           |      |
|                                                                                                                                                                       | n (%)                   | n (%)     | n (%)     |      |
|                                                                                                                                                                       | 1                       | 2         | 3         |      |
|                                                                                                                                                                       | Disagree                | Uncertain | Agree     |      |
| Have enough information about the work to be done                                                                                                                     | 100(32)                 | 125(40.1) | 87(27.9)  | 1.96 |
| Able to speak Arabic language                                                                                                                                         | 227(72.8)               | 27(8.7)   | 58(18.6)  | 1.45 |
| Have Knowledge of the culture of destination country                                                                                                                  | 207(66.3)               | 63(20.2)  | 42(13.5)  | 1.47 |
| Able to speak English language                                                                                                                                        | 135(43.3)               | 87(27.9)  | 90(28.8)  | 1.85 |
| Ambiguity of information regarding the work to be done<br>(Scoring reversed)                                                                                          | 105(33.7)               | 81(26)    | 126(40.4) | 1.93 |
| Able to write Arabic language                                                                                                                                         | 246(78.8)               | 30(9.6)   | 36(1.33)  | 1.99 |
| All Ethiopian women migrants to Arab states return<br>back to their homeland peacefully(Scoring reversed)                                                             | 104(33.3)               | 112(35.9) | 96(30.8)  | 2.03 |
| Able to write English                                                                                                                                                 | 83(26.6)                | 135(43.3) | 104(30.1) | 2.04 |
| Have no apprehension because there is a possibility of<br>having access to Amharic as communication language<br>at the vicinity of work environment(Scoring reversed) | 90(28.8)                | 93(29.8)  | 129(41.3) | 1.88 |
| Have proper Skill for the work to be done                                                                                                                             | 165(52.9)               | 81(26)    | 66(21.2)  | 1.68 |
| The work to be done is not as much handsome                                                                                                                           | 126(40.4)               | 114(36.5) | 72(23.1)  | 2.17 |
| Have knowledge and experience about what city life<br>constitute                                                                                                      | 115(36.9)               | 79(24.9)  | 118(38.2) | 2.10 |
| Average mean Score                                                                                                                                                    |                         |           |           | 1.87 |

As shown above from Table- 6, most respondents 72.8% and 43% are not able to speak Arabic and English language respectively. The mean score for their ability to speak Arabic language is 1.45 while English language is 1.85. Likewise, 78.8% of the emigrants are not able to write Arabic language and the mean score (1.33) also indicates the absence of the skill. However, an average of respondents (30.1%) with weighted mean score of 2.03 have a skill of writing English language. Besides, 78.8% (ω=1.33) were not able to write Arabic language. One thing to be emphasized is that the greater part (41.3%) of the respondents reported that they have an expectation of having access Amharic language at the vicinity or work environment and will not face communication problem.

The information gathered by participating in pre-departure orientation that was held at the hall of MoLSA particularly from returnees who were sharing their experience of Middle East again indicated that communication with the employer is under way with sign language for months until the Arabic language is experienced. In focus group discussion, participants

regarding the language skill replied they have information that Arabic language can be learned easily and will not face language problem. This all reveal that the state of readiness and language skill of the emigrants can be labeled as poor. Consequently, it will create communication gap and incompatibility between the employer and the emigrants.

Concerning the knowledge of jobs to be performed at destination country, 32% have no any knowledge and 27.9% have adequate knowledge. The mean score (1.96) indicates relatively their poor knowledge about the work to be done. Similarly, the largest portion (52.9%) replied that they don't have any skill about the work to be performed at destination country. The weighted means score (1.68) shows the insignificance of their skill for the work to be performed. However, most of the respondents (40.4%) have know-how about the difficulty level of the work. The result of focus group discussion also confirms that they have knowledge about the difficulty of the job. One of the participants of the focus group discussion said "I know the difficulty level of the work to be done even the absence of rest periods in a day, but I have to go."

Table- 6 also displayed that the significant proportion (33.3%) of the informants has knowledge of abused Ethiopian returnees from Arab states. On the contrary, 30.8% have no knowledge of abused Ethiopian women. The mean score (2.03) also confirms their knowledge. Moreover, the mean score 2.10 about what city life constitutes indicates their knowledge and experience.

In general, when we see the average weighted mean score (1.87) it couldn't be alleged that the emigrants have proper knowledge.

To consolidate the extent of emigrants knowledge described under Table-6 above, t-test was computed. Accordingly, as it can be seen from Table-7 below, the observed mean is significant ( $t=-23.293$ ,  $p<0.05$ ). This shows that there is a significant difference between the sample mean and expected mean. It also indicates that the expected mean was quite greater than the observed mean. Therefore, emigrants have no adequate knowledge about the destination country.

Table-7. One Sample t- test to see the Knowledge of Emigrants regarding Language Skill, Jobs to be Performed and Abused Migrant Ethiopians

| Sample Size | Expected Mean | Observed Mean | SD    | SEM   | t        | Sig.  |
|-------------|---------------|---------------|-------|-------|----------|-------|
| 312         | 36.5          | 27.58         | 6.765 | 0.383 | -23.292* | 0.000 |

\*P<0.05 (2-tailed)

The one way ANOVA for emigrants Knowledge regarding language of communication, jobs to be performed and migrant's well-being on Table-8 below exhibits significant mean difference for religion ( $F=5.77$ ,  $df=311$ ,  $P<0.05$ ) and educational status ( $F=9.568$ ,  $df=311$ ,  $P<0.05$ ). On the contrary, age ( $F=0.41$ ,  $df=311$ ,  $P>0.05$ ), residence ( $F=0.855$ ,  $df=311$ ,  $P>0.05$ ) and marital status ( $F=0.063$ ,  $df=311$ ,  $P>0.05$ ) do not make statistically significant mean difference of knowledge.

Scheffe's post hoc test of religion shows significant difference between Protestant and Catholic as well as Protestant and Orthodox. The result indicated that Orthodox and Catholic have ample knowledge than Protestant. Regarding educational status, emigrants who are found above grade 10 have significantly different knowledge with all other classified educational levels. The extent of knowledge of emigrants above grade 10 level have relatively more knowledge of the jobs to be performed, language of communication and culture of the destination country than the other (see Appendix-A).

Table -8. Analysis of ANOVA Results of Perceived Knowledge

| VARIABLES          |                | Sum of Squares | df  | Mean Square | F      | Slg.  |
|--------------------|----------------|----------------|-----|-------------|--------|-------|
| AGE                | Between Groups | 37.706         | 2   | 18.853      | 0.410  | 0.664 |
|                    | Within Groups  | 14196.448      | 309 | 45.943      |        |       |
| RESIDENCE          | Between Groups | 39.151         | 1   | 39.151      | 0.855  | 0.356 |
|                    | Within Groups  | 14195.003      | 310 | 45.790      |        |       |
| RELIGION           | Between Groups | 757.425        | 3   | 252.475     | 5.770* | 0.001 |
|                    | Within Groups  | 13476.729      | 308 | 43.756      |        |       |
| MARITAL STATUS     | Between Groups | 380.522        | 3   | 126.840     | 2.819  | 0.063 |
|                    | Within Groups  | 13853.632      | 308 | 44.979      |        |       |
| EDUCATIONAL STATUS | Between Groups | 1577.840       | 4   | 394.460     | 9.568* | 0.000 |
|                    | Within Groups  | 12656.314      | 307 | 41.226      |        |       |

\* The mean difference is significant at the .05 level

The actual preparation that emigrants made for migration was assessed under the following table. Their actual preparation with regard to language of communication, jobs to be performed, culture, and psychological readiness was presented.

Table- 9. Respondent State of actual behavior of making Preparation for Migration on some Selected Issues

| Would you be ready or in state of readiness in the following areas to migrate? | Respondents |           |
|--------------------------------------------------------------------------------|-------------|-----------|
|                                                                                | (Percent)   |           |
|                                                                                | N=312       |           |
|                                                                                | Yes         | No        |
|                                                                                | n (%)       | n(%)      |
| Language                                                                       | 105(33.7)   | 207(66.3) |
| Dressing style                                                                 | 129(41.3)   | 183(58.7) |
| Religion                                                                       | 94(30.1)    | 218(69.9) |
| Eating culture                                                                 | 102(32.7)   | 210(67.3) |
| Jobs to be Performed                                                           | 156(50)     | 156(50)   |
| To accept good and bad events                                                  | 168(53.8)   | 144(46.2) |
| Interaction with employer                                                      | 165(52.9)   | 147(47.1) |
| <b>Total</b>                                                                   |             |           |

As presented on Table-9, question were administered to know whether the emigrants are ready or in state of readiness for migration. Accordingly, they confirm that the majority of them 66.3% are not ready or state of readiness with respect to language communication while 33.7% are ready or state of readiness. Besides, the largest proportion of the emigrants- 58.7%, 69.9%, 67.3% and 67.3% are not prepared or state of preparation on aspects of dressing style, the norms and values of the religion, for eating cultural foods and jobs to be perform at the destination country respectively. However, 53.8 % are ready or state of readiness to accept good and bad events while 46.2% are ready but 47.1% are not ready or state of readiness for migration.

Table-10 below depicted that no significant statistical mean difference of actual preparation be present for age ( $F=0.108$ ,  $df=311$ ,  $P>0.05$ ), residence ( $F=1.325$ ,  $df=311$ ,  $P>0.05$ ) and educational status ( $F=2.575$ ,  $df=311$ ,  $P>0.05$ ); while significant mean differences was displayed in religion ( $F=8.997$ ,  $df=311$ ,  $P<0.05$ ) and marital status( $F=11.148$ ,  $df=311$ ,  $P<0.05$ ).

The post hoc analysis for religion reveals that Muslims have shown significant mean difference with Orthodox and Catholic. The mean difference indicated that Muslims have higher mean score than Orthodox and Catholic. Concerning marital status, single emigrants are significantly different from married and separated. Significant difference is also exhibited between married and divorced emigrants in their state of preparation in identified areas of readiness. The Scheffe's test exhibited that married emigrants are more ready than divorced and single Emigrants. Moreover, separated emigrants state of preparation is greater than single ones (refer to Appendix-A).

Table -10. Summary of One Way ANOVA for Emigrants State of preparation

| VARIABLES          |                | Sum of Squares | df  | Mean Square | F       | Sig.  |
|--------------------|----------------|----------------|-----|-------------|---------|-------|
| AGE                | Between Groups | 1.034          | 2   | .517        | .108    | 0.897 |
|                    | Within Groups  | 1475.039       | 309 | 4.774       |         |       |
| RESIDENCE          | Between Groups | 6.282          | 1   | 6.282       | 1.325   | 0.251 |
|                    | Within Groups  | 1469.792       | 310 | 4.741       |         |       |
| RELIGION           | Between Groups | 118.925        | 3   | 39.642      | 8.997*  | 0.005 |
|                    | Within Groups  | 1357.149       | 308 | 4.406       |         |       |
| MARITAL STATUS     | Between Groups | 144.583        | 3   | 48.194      | 11.148* | 0.000 |
|                    | Within Groups  | 1331.491       | 308 | 4.323       |         |       |
| EDUCATIONAL STATUS | Between Groups | 47.916         | 4   | 11.979      | 2.575   | 0.152 |
|                    | Within Groups  | 1428.158       | 307 | 4.652       |         |       |

\* The mean difference is significant at the .05 level.

### 4.3. Respondents Source of Information to Migrate to the Middle East

In this part of the analysis two categories of information sources - destination and origin country were identified and a four stage rating scales which constitutes 4-very high, 3-high, 2-low and 1-none were used to assess the extent to which they contributed in providing information for the migration of emigrants. For the purpose of interpretation the weighted mean value was calculated and taken as 0.05-1.49 as none, 1.50-2.49 low, 2.50-3.49 high and above 3.50 very high.

Accordingly, Table - 11 illustrates that the contribution of family, kin group and fiends both at origin and destination country in providing information found to be high. The contribution of legal agencies at origin Country is also high as rated by respondents. Legal agencies at origin country and friends at destination country with weighted mean of 2.92 and 2.64 took the primary position in giving information for migration.



The look at Table -11 also conveys that the contribution of illegal agencies, Television and Newspaper both at origin and destination country as wells Internet and neighbors at origin country reported as low. The contribution of Radio, neighbors and Television at origin country with mean score of 2.06, 2.26 and 2.26 respectively as well as legal Agencies at destination country are not be neglected in providing information.

Table -11. Analysis of Emigrants Source of Information for Migration

| Information Source | Respondents             |           |          |          |      |                              |          |          |          |      |
|--------------------|-------------------------|-----------|----------|----------|------|------------------------------|----------|----------|----------|------|
|                    | Rating Scores (Percent) |           |          |          |      |                              |          |          |          |      |
|                    | Origin Country<br>N=312 |           |          |          |      | Destination Country<br>N=312 |          |          |          |      |
|                    | n (%)                   | n (%)     | n (%)    | n (%)    | ω    | n(%)                         | n (%)    | n (%)    | n(%)     | ω    |
|                    | 1                       | 2         | 3        | 4        |      | 1                            | 2        | 3        | 4        |      |
| Family             | 33(10.6)                | 108(34.6) | 78(25)   | 93(29.8) | 2.74 | 69(22.1)                     | 90(28.8) | 69(22.1) | 84(26.9) | 2.54 |
| Kin group          | 42(13.5)                | 84(26.9)  | 99(31.7) | 87(27.9) | 2.74 | 78(25)                       | 72(23.1) | 81(26)   | 81(26)   | 2.53 |
| Friends            | 33(10.6)                | 87(27.9)  | 72(23.6) | 120(38)  | 2.89 | 54(17.3)                     | 81(26)   | 99(31.7) | 78(25)   | 2.64 |
| Illegal Agencies   | 129(41.3)               | 114(36.5) | 39(12.5) | 30(9.6)  | 1.90 | 183(58.7)                    | 66(21.2) | 48(15.4) | 15(4.8)  | 1.28 |
| Legal Agencies     | 27(8.7)                 | 81(26)    | 93(29.8) | 111(35)  | 2.92 | 147(41.1)                    | 60(19.2) | 27(8.7)  | 78(25)   | 2.12 |
| News paper         | 120(38.5)               | 114(36.5) | 51(16.3) | 27(8.7)  | 1.79 | 156(50.7)                    | 105(33)  | 18(5.8)  | 33(10.6) | 1.84 |
| Radio              | 132(42.3)               | 78(25)    | 51(16.3) | 51(16.3) | 2.06 | 177(56.7)                    | 75(24)   | 15(4.8)  | 45(14.4) | 1.77 |
| In ternate         | 207(66.3)               | 63(20.2)  | 24(7.7)  | 18(5.8)  | 1.53 | -                            | -        | -        | -        |      |
| Neighbors          | 75(24)                  | 54(17.3)  | 120(38)  | 63(20.2) | 2.26 | -                            | -        | -        | -        |      |
| Television         | 96(30.8)                | 99(31.7)  | 57(18.8) | 60(19.2) | 2.26 | 186(59.6)                    | 51(16.3) | 21(6.7)  | 54(17.3) | 1.82 |
| Average mean Score |                         |           |          |          | 2.30 |                              |          |          |          | 2.06 |

The focus group discussion that was held with respondents indicated that posters posted in different scene and corner of Addis Ababa city have had lots of contribution in providing information. Relatives, friends, neighbors and families have also a prominent place. One of the participant of the discussion disclosed "I am a grade 10 graduate. While I was in despair due to joblessness, one of my relatives told me that there is job opportunity in Middle East countries. Accordingly I began striving to secure information in how to process the migration." There are also respondents who have been occasionally following IOM program transmitted by radio and Television about trafficked and abused Ethiopian women's. They said that it is a matter of destiny; let's try the opportunity.



Observation at Table-12 below informs that Age ( $F=0.82$ ,  $df=311$ ,  $P>0.05$ ) and educational status ( $F=0.347$ ,  $df=311$ ,  $P>0.05$ ) do not make statistically significant difference in source of information at origin country. But emigrants residence ( $F=14.952$ ,  $df=311$ ,  $P<0.05$ ), religion ( $F=4.236$ ,  $df=311$ ,  $P<0.05$ ), marital status ( $F=5.185$ ,  $df=311$ ,  $P<0.05$ ) are found to be statistically significant.

Scheffe's post hoc comparison of religion reveals that Orthodox Christians have significant mean difference with Catholic and Protestant. The result of the test indicated that the mean score of Orthodox Christian was greater than Protestant and Catholic. Concerning marital status married emigrants are significantly different from single and separated in their source of information in country of origin. The mean score of married emigrant's source of information at country of origin was less than both separated and single emigrants. Therefore, married emigrants have no adequate and diverse source of information as compared to separated and single emigrants.

Table -12. One Way ANOVA Analysis of Emigrant s' Source of Information from Country of Origin.

| VARIABLES          |                | Sum of Squares | df  | Mean Square | F       | Sig.  |
|--------------------|----------------|----------------|-----|-------------|---------|-------|
| AGE                | Between Groups | 44.846         | 2   | 22.423      | .820    | 0.441 |
|                    | Within Groups  | 8445.125       | 309 | 27.331      |         |       |
| RESIDENCE          | Between Groups | 390.646        | 1   | 390.646     | 14.952* | 0.000 |
|                    | Within Groups  | 8099.325       | 310 | 26.127      |         |       |
| RELIGION           | Between Groups | 336.413        | 3   | 112.138     | 4.236*  | 0.006 |
|                    | Within Groups  | 8153.559       | 308 | 26.473      |         |       |
| MARITAL STATUS     | Between Groups | 408.185        | 3   | 136.062     | 5.185*  | 0.002 |
|                    | Within Groups  | 8081.786       | 308 | 26.240      |         |       |
| EDUCATIONAL STATUS | Between Groups | 38.244         | 4   | 9.561       | .347    | 0.846 |
|                    | Within Groups  | 8451.728       | 307 | 27.530      |         |       |

\* The mean difference is significant at the .05 level.

Table-13. One Way ANOVA Analysis of Emigrants' Source of Information at Destination Country.

| VARIABLES          |                | Sum of Squares | df  | Mean Square | F       | Sig.  |
|--------------------|----------------|----------------|-----|-------------|---------|-------|
| AGE                | Between Groups | 82.781         | 2   | 41.390      | 2.222   | 0.110 |
|                    | Within Groups  | 5755.681       | 309 | 18.627      |         |       |
| RESIDENCE          | Between Groups | 272.758        | 1   | 272.758     | 15.192* | 0.000 |
|                    | Within Groups  | 5565.703       | 310 | 17.954      |         |       |
| RELIGION           | Between Groups | 535.088        | 3   | 178.363     | 10.359* | 0.006 |
|                    | Within Groups  | 5303.374       | 308 | 17.219      |         |       |
| MARITAL STATUS     | Between Groups | 122.202        | 3   | 40.734      | 2.195   | 0.061 |
|                    | Within Groups  | 5716.260       | 308 | 18.559      |         |       |
| EDUCATIONAL STATUS | Between Groups | 277.182        | 4   | 69.296      | 3.825*  | 0.023 |
|                    | Within Groups  | 5561.279       | 307 | 18.115      |         |       |

\* The mean difference is significant at the .05 level.

Table-13 presents that religion ( $F= 10.359$ ,  $df=311$ ,  $P<0.05$ ), residence ( $F=15.192$ ,  $df=311$ ,  $P<0.05$ ) and educational status ( $F=3.825$ ,  $df=311$ ,  $P<0.05$ ) of emigrants exhibited significant mean difference with regard to source of information from destination country. However, there is no significant difference of mean was seen in age ( $F= 2.22$ ,  $df=311$ ,  $P>0.05$ ) and marital Status ( $F=2.195$ ,  $df=311$ ,  $P>0.05$ )

Scheffe's multiple Comparison depicted that Muslim varies significantly from Orthodox and protestant while with respect to educational status emigrants who are found between grades 1-8 have significant mean difference from those who above grade 10 in their source of information at destination country. The mean score of Muslim respondents was greater than orthodox and Protestant emigrants. From this it is possible to infer that Muslim emigrant have diverse and more information than Orthodox and Protestant from destination country. Similarly, above grade 10 respondents have more information than those between grades 1-8 (refer to Appendix-A).

#### 4.4. Social Network Established at Destination Country

As it has been shown below from Table-14, a significant proportion of respondents (66.3%) have friends living in Arab states. For the question raised to know the presence of a person in Arab states looking for a job, half of the respondents (50%) confirm the presence while the remaining half (50%) are not. Hundred seventy-one (54.8%) of the respondents reported that there was a person who send them a vise from Arab states but 44.2% haven't confirmed the basic idea.

The table also displayed that the majority of the respondents 74% and 80.8% replied that they are not migrating for the sake of family unification and because of the presence of husband at destination country respectively. The greatest proportions (52.9%) of the emigrants have no financial support by families or friends living in Arab countries while 47.1% have financial support by families or friends. Finally, (58.3%) of the emigrants have families or relatives living in Arab states but 41.7% of the respondents had no families or relatives residing in Middle East countries.

Table-14. Analysis of Emigrants Social Network Established at Destination Country.

| Items                                                                                                      | Respondents |           |
|------------------------------------------------------------------------------------------------------------|-------------|-----------|
|                                                                                                            | (Percent)   |           |
|                                                                                                            | N=312       |           |
|                                                                                                            | Yes         | No        |
|                                                                                                            | N (%)       | N (%)     |
| Presence of a person who send visa from Arab state                                                         | 171(54.8)   | 138(44.2) |
| Have lots of friends living in Arab states                                                                 | 207(66.3)   | 105(33.8) |
| Presence of a person looking for a job who is living in Arab states                                        | 156(50)     | 156(50)   |
| Migration for the sake of family unification                                                               | 81(26)      | 231(74)   |
| Migration because of the presence of husband at destination country                                        | 60(19.2)    | 252(80.8) |
| Have financial support by families or friends living in Arab countries for the facilitation of the process | 147(47.1)   | 165(52.9) |
| Have families or relatives living in Arab states                                                           | 182(58.3)   | 140(41.7) |
| Total                                                                                                      |             |           |

As per the focus group discussion, families, friends and relatives living in Middle East have contributions for their migration. Some of the discussants disclosed that they used letters through mail as means of communication and telephone on occasional basis. One of the participants said “I have been always attending the status of my sister. She told me that she has encountered good opportunity and she advised me to try the migration process.” The other also reported “my friend informed me that the work to be performed is good. If situations are appropriate, it is possible to have green card (residence cared) and live freely and liberally.” This all persuading events provides clue for the presence of social network at destination country.

As presented below in Table 15, emigrants social network established at destination country do not make statistically significant mean difference for age ( $F= 2.864$ ,  $df=311$ ,  $P>0.05$ ) and marital status ( $F= 1.456$ ,  $df=311$ ,  $P>.0.5$ ). But significant difference of mean

is observed between residence ( $F=26.886$ ,  $df=311$ ,  $P<0.05$ ), among religions ( $F=58.568$ ,  $P<0.05$ ) and educational Status ( $F= 16.715$ ,  $df=311$ ,  $P<0.05$ ).

Scheffe’s multiple comparison test of social network revealed that Muslims are significantly different from orthodox, catholic and protestant. Regarding educational status, emigrants whose educational achievement was above grade 10 and between grades 9-10 vary significantly in their social network from those who are not able to read and write, and grade 1-8. As per the test, Muslims have a strong social network than Orthodox, Catholic and Protestant. With respect to educational status, emigrants who are unable to read and write have loose social network as compared to those who are above grade 10 and between grades 9-10 (refer Appendix-A).

Table-15. Summary of One Way ANOVA for Social Network at Destination Country

| VARIABLES          |                | Sum of Squares | df  | Mean Square | F       | Sig.  |
|--------------------|----------------|----------------|-----|-------------|---------|-------|
| AGE                | Between Groups | 26.573         | 2   | 13.287      | 2.864   | 0.059 |
|                    | Within Groups  | 1433.706       | 309 | 4.640       |         |       |
| RESIDENCE          | Between Groups | 116.541        | 1   | 116.541     | 26.886* | 0.000 |
|                    | Within Groups  | 1343.738       | 310 | 4.335       |         |       |
| RELIGION           | Between Groups | 530.442        | 3   | 176.814     | 58.568* | 0.000 |
|                    | Within Groups  | 929.837        | 308 | 3.019       |         |       |
| MARITAL STATUS     | Between Groups | 20.420         | 3   | 6.807       | 1.456   | 0.227 |
|                    | Within Groups  | 1439.859       | 308 | 4.675       |         |       |
| EDUCATIONAL STATUS | Between Groups | 261.154        | 4   | 65.288      | 16.715* | 0.000 |
|                    | Within Groups  | 1199.125       | 307 | 3.906       |         |       |

\* The mean difference is significant at the .05 level.

### 4.5. Analysis of the Social Influence of Emigrants

This section of the analysis incorporates three parts- conformity, compliance and obedience. Three point Likert scales with value of 1- Disagree 2- Uncertain and 3- Agree was used to measure the three variables. The weighted mean score was calculated for each item, and for the purpose of interpretation the scores below 2.00 were interpreted as the absence of conformity, compliance or obedience while the scores with 2.00 and above were interpreted as the presence of the aforementioned variables. Percentage was also supplemented to substantiate the interpretation. Moreover, one sample t-test was employed.

In the following Table 16, factors that are contributing for and facilitating conformity have identified to know the presence of conformity. Accordingly, except item number 6 and 8 the weighted mean score of the remaining factors are found above 2.0. When we look at the percentage of these items the highest percentage was found in the category of Agree. The average weighted mean score is also depicted 2.10. Therefore, from these it is possible to infer the presence of conformity for migration.

Table -16 .Analysis of the Presence of Conformity for Migration

| Conformity Items                                                                  | Respondents             |           |           |      |
|-----------------------------------------------------------------------------------|-------------------------|-----------|-----------|------|
|                                                                                   | Rating Scores (Percent) |           |           |      |
|                                                                                   | N=312                   |           |           |      |
|                                                                                   | n (%)                   | n (%)     | n (%)     | ω    |
| 1                                                                                 | 2                       | 3         |           |      |
| 1. The words of people of whom I secure information from is more reliable than me | 75(24)                  | 113(36.3) | 124(39.7) | 2.16 |
| 2. Initiated by the migration of numerous people from neighborhood                | 69(22.1)                | 93(29.8)  | 150(48.1) | 2.26 |
| 3. Uncertain about the reality of the situations in Arab states                   | 45(14.4)                | 102(32.7) | 165(52.9) | 2.38 |
| 4. Presence of best friends with whom decision of migration is made               | 104(33.3)               | 75(24)    | 133(42.6) | 2.09 |
| 5. Motivated by improvement of living standards of returnees                      | 64(20.5)                | 99(31.7)  | 149(47.8) | 2.27 |
| 6. Still in dilemma for migration                                                 | 96(30.8)                | 132(42.3) | 84(26.9)  | 1.96 |
| 7. Made their decision of migration public                                        | 54(17.3)                | 114(36.5) | 144(46.2) | 2.29 |
| 8. Some times regret with their decision                                          | 96(30.8)                | 174(55.8) | 42(13.5)  | 1.83 |
| 9. Don't cancel migration decision because of promise made with friends           | 96(30.8)                | 84(26.9)  | 132(42.3) | 2.16 |
| 10. Confronted difficulty to make migration judgment                              | 99(31.7)                | 90(28.8)  | 123(39.4) | 2.08 |
| 11. Hope many people are interested with their commitment to migrate              | 48(15.4)                | 75(24)    | 189(60.6) | 2.45 |
| Average mean Score                                                                |                         |           |           | 2.18 |

The one sample t-test indicated onTable-17 below asserted that the computed t-ratio was found to be significant (t=14.031, P<0.05). This indicated that there is a significant difference between the sample mean and expected mean. The table also depicted that the expected mean value was less than the sample mean. As a result, it portrays the presence of conformity for migration.



Table-17. One Sample t-test for the Presence of Conformity

| Sample size | Expected mean | Observed Mean | SD    | SEM   | t       | Sig.  |
|-------------|---------------|---------------|-------|-------|---------|-------|
| 312         | 20.5          | 23.67         | 3.866 | 0.219 | 14.031* | 0.000 |

\*P<0.05 (2-tailed)

As illustrated below on Table-18, a significant mean difference of conformity was exhibited in residence (F=5.143, P>0.05) and educational status (F= 12.704, P<0.05), where as no statistical difference of mean was observed among ages (F=0.366, P>0.005), religion (F=1.561, P>0.05) as well as marital status (F=2.489, P>0.05)

Table -18. One way ANOVA Summary of Conformity

| VARIABLE           |                | Sum of Squares | df  | Mean Square | F       | Sig.  |
|--------------------|----------------|----------------|-----|-------------|---------|-------|
| AGE                | Between Groups | 10.989         | 2   | 5.494       | .366    | 0.694 |
|                    | Within Groups  | 4637.357       | 309 | 15.008      |         |       |
| RESIDENCE          | Between Groups | 75.860         | 1   | 75.860      | 5.143*  | 0.024 |
|                    | Within Groups  | 4572.486       | 310 | 14.750      |         |       |
| RELIGION           | Between Groups | 69.622         | 3   | 23.207      | 1.561   | 0.199 |
|                    | Within Groups  | 4578.724       | 308 | 14.866      |         |       |
| MARITAL STATUS     | Between Groups | 110.026        | 3   | 36.675      | 2.489   | 0.60  |
|                    | Within Groups  | 4538.320       | 308 | 14.735      |         |       |
| EDUCATIONAL STATUS | Between Groups | 660.045        | 4   | 165.011     | 12.702* | 0.000 |
|                    | Within Groups  | 3988.301       | 307 | 12.991      |         |       |

\* The mean difference is significant at the .05 level.

Scheff's post hoc test of educational status revealed that emigrants who are found above grade 10 and between grades 9-10 are significantly different from those who are not able to read and write and between grades 1-8 with regard to their conformity level. Moreover, emigrants between grades 9-10 have significant mean difference from those who are able to read and write but not attend modern education in their level of conformity. The mean of emigrants who are unable to read and write was greater than that of above grade 10 and between grade 9-10. Therefore, it is possible to draw that they are more subject to conformity than above grade 10 and between grade 9-10 emigrants. Besides, respondents who are able to read and write but not attend modern education are more susceptible to conformity than grade 9-10.



Table-19. Analysis of the presence of compliance for Migration

| Compliance Items                                                             | Respondents             |           |           |      |
|------------------------------------------------------------------------------|-------------------------|-----------|-----------|------|
|                                                                              | Rating Scores (Percent) |           |           |      |
|                                                                              | N=312                   |           |           |      |
|                                                                              | n (%)                   | n (%)     | n (%)     | ω    |
| 1                                                                            | 2                       | 3         |           |      |
| Convinced by reasons forwarded by families                                   | 64(20.5)                | 55(17.6)  | 193(61.9) | 2.41 |
| Convinced by friends that migration has lots of benefits                     | 45(14.5)                | 99(31.7)  | 168(53.8) | 2.39 |
| Believed in arguments provided by relatives                                  | 106(33.9)               | 99(31.7)  | 107(34.4) | 2.00 |
| Initiated by the suggestion of Intermediaries                                | 99(31.7)                | 105(33.7) | 108(34.6) | 2.03 |
| Solicited by the advice of neighbors                                         | 81(26)                  | 114(36.5) | 117(37.5) | 2.12 |
| Migrating to pay back for what their parents, friends ,husband done for them | 51(16.3)                | 85(27.2)  | 176(56.5) | 2.38 |
| Average mean Score                                                           |                         |           |           | 2.23 |

Migration remains very much a ‘family matter’ with non-migrant of the family intimately involved in and affected by migration decision making (Adepoju, 2004). Accordingly in attempt to investigate the initiation and persuasion of the society the following results are obtained.

Observation at Table-19 conveyed that all of the identified factors of compliance lie above mean score of 2.0. The significant proportions of percentage of these factors are also found under the category of agree. The table also shows that families have a remarkable place in complying the emigrants to migrate to the Middle East. There fore, the convincing and initiation of families, friends, intermediaries and neighbors have a valuable position for the migration of respondents.

The multiple comparison of Scheffe’s post hoc test with regard to age displayed that the significant difference lies between emigrants aged below 20 and above 26 as well as below 20 and between the age of 20-26. Emigrants aged below 20 were tended to comply less than who are aged between 20-26 and above 26. Marital status’s significant difference was observed between separated and single emigrants and the mean difference pointed that single emigrants are more complying than the separated. Regarding education status emigrants who are found between grade 9-10 and above grade 10 are significantly differ from those who are unable to read and write as wells as who are able to read and write but not attend modern education in their state of

compliance. The result of the test revealed that Emigrants whose educational level is above grade 10 and between grade 9-10 are more complying than those who are unable to read and write as well as able to read and write but not attend modern education

As it has been observed from Table- 20, the observed mean is found to be significant (t=9.352, P<0.005). This implies that there is a significant difference between the sample mean and test value. Furthermore, the sample mean exceeds the expected mean value. Hence, it can be drawn that compliance has greater contribution for migration of Ethiopian women to the Middle East.

Table-20. One Sample t-test to see the Presence of Compliance

| Sample Size | Expected mean | Observed Mean | SD    | SEM   | t      | Sig.  |
|-------------|---------------|---------------|-------|-------|--------|-------|
| 312         | 13            | 14.68         | 3.178 | 0.180 | 9.352* | 0.000 |

\*P<0.05 (2-tailed)

Many things were discussed, lots of ideas were generated and raised debate among the participants of focus group discussion with respect to the issue of compliance. As per the report, Legal employment agencies provocations have a significant position. Some of the compliance techniques utilized by legal agencies as from the horse mouth of the emigrants are quoted as follows.

- ❖ “currently many things are improved with respect to legal issues and working conditions”
- ❖ “it is possible to get money by working”
- ❖ “The natures of the job do not vary from origin country, but the behaviors of the employers differ from that of Ethiopian’s. So, if you become patient and adapt their behavior it is possible to do.”

In addition, one of the discussant said that legal agencies are benefited and helped us to become beneficiary. They facilitate the process of migration and announce us soon.

Concerning relatives provoking attempt for migration, one of the emigrant disclosed that “when I consult my relatives, they said that it was a good idea and solicited me to try the

process.” The other said “my relatives have a strong aspiration and eager to see my migration to Middle East.” These all and other raised issues implied that the inducement of relatives has a remarkable position for migration of Ethiopian women.

Furthermore, the contribution of friends, neighbors and family were also indispensable. To mention some of the prospect migrants’ experience, one of the participants reported that neighbors have motivated me by highlighting the inability to sustain one self locally. The other said my families told me that if I adapt the job it is not as much difficult. Many of the participants were also asserted that they have got information, advice and helped by their friends. Hence, it is possible to draw that compliance have a prominent place in igniting migration.

The look at Table 21 below asserted that age ( $F=5.213$ ,  $df=311$ ,  $P<0.05$ ), residence ( $F=6.764$ ,  $df=311$ ,  $P<0.05$ ), marital status ( $F=8.112$ ,  $df=311$ ,  $P<0.05$ ) and educational status ( $F=21.381$ ,  $df=311$ ,  $P<0.05$ ), Marital status ( $F=8.112$ ,  $df=311$ ,  $P<0.05$ ) and Educational status ( $F=11.464$ ,  $df=311$ ,  $P<0.05$ ) have shown statistically significant mean difference of compliance. But there is no significant mean difference of compliance is exhibited among religion ( $F=2.434$ ,  $df=311$ ,  $P>0.05$ ).

Table-21. One Way ANOVA Summary of Compliance

| VARIABLES          |                | Sum of Squares | df  | Mean Square | F       | Sig.  |
|--------------------|----------------|----------------|-----|-------------|---------|-------|
| AGE                | Between Groups | 102.548        | 2   | 51.274      | 5.213*  | 0.044 |
|                    | Within Groups  | 3039.039       | 309 | 9.835       |         |       |
| RESIDENCE          | Between Groups | 67.086         | 1   | 67.086      | 6.746*  | 0.041 |
|                    | Within Groups  | 3074.501       | 310 | 9.918       |         |       |
| RELIGION           | Between Groups | 72.752         | 3   | 24.250      | 2.434   | 0.096 |
|                    | Within Groups  | 3068.835       | 308 | 9.964       |         |       |
| MARITAL STATUS     | Between Groups | 230.052        | 3   | 76.684      | 8.112*  | 0.036 |
|                    | Within Groups  | 2911.535       | 308 | 9.453       |         |       |
| EDUCATIONAL STATUS | Between Groups | 408.256        | 4   | 102.064     | 11.464* | 0.003 |
|                    | Within Groups  | 2733.331       | 307 | 8.903       |         |       |

\* The mean difference is significant at the .05 level.

The multiple comparison of Scheffe’s post hoc test with regard to age displayed that the significant difference lies between Emigrants aged below 20 and above 26 as well as below 20 and between the age of 20-26. Emigrants aged below 20 were tend to comply less than who are aged between 20-26 and above 26. Marital status’s significant

difference was observed between separated and single Emigrants and the mean difference pointed that single Emigrants are more complying than the separated. Regarding education status Emigrants who are found between grade 9-10 and above grade 10 are significantly differ from those who are unable to read and write as wells as who are able to read and write but not attend modern education in their state of compliance. The result of the test revealed that Emigrants whose educational level is above grade 10 and between grade 9-10 are more complying than those who are unable to read and write as well as able to read and write but not attend modern education

**Table-22. Analysis of the Presence of Obedience for Migration**

| Obedience Items                                                                  | Respondents             |           |           |      |
|----------------------------------------------------------------------------------|-------------------------|-----------|-----------|------|
|                                                                                  | Rating Scores (Percent) |           |           | ω    |
|                                                                                  | N=312                   |           |           |      |
|                                                                                  | n (%)                   | n (%)     | n (%)     |      |
|                                                                                  | 1                       | 2         | 3         |      |
| Always follow elders order                                                       | 29(9.3)                 | 93(29.8)  | 190(60.9) | 2.52 |
| Commanded by parents to help them by remitting                                   | 90(28.8)                | 111(35.6) | 111(35.6) | 2.07 |
| Women have to obey patriarchal authority                                         | 126(40.4)               | 108(34.6) | 78(25)    | 1.85 |
| Decision of migration is made with out their consent                             | 189(60.6)               | 78(25)    | 45(14.4)  | 1.54 |
| Protesting the orders of elders or husband is culturally unacceptable            | 90(28.8)                | 117(37.5) | 105(33.7) | 2.05 |
| Accept the order of migration from family/friends/husband with out any objection | 156(50)                 | 78(25)    | 78(25)    | 1.75 |
| Average mean Score                                                               |                         |           |           | 1.96 |

Literatures pointed out that the direct command or order from the society has remarkable contribution for migration of people. Taking some basic ideas in to consideration, the presence of obedience for migration of Ethiopian women was investigated. Accordingly, Table-22 presents that the significant proportion of emigrants (60.9%) and with mean score of 2.52 attested that they accept and follow orders of elders. Likewise, the majority of the respondents with the weighted mean score of 2.05 reported that protesting the orders of elders or husband is culturally unacceptable. This personality characteristic of respondents implies the way they are acculturated in giving respect and obeying the elders. Accordingly, most of the respondents with mean score of 2.07 accept direct order from their parents to help them by remitting.

Table-22 also depicts that the majority of emigrants 40.4% ( $\omega = 1.85$ ) said that women have not obey patriarchal authority. Moreover, a significant proportion of emigrants 60.6% ( $\omega = 1.54$ ) and 50% ( $\omega = 1.75$ ) reported that decision of migration is not made with out their consent and do not accept the order of the migration from family, friends and husband with out any objection. Therefore, taking the above presentation into consideration as well as the average weighted mean score (1.96), one cannot tell confidently the presence of obedience for the migration of respondents

Table-23 below portrayed that the observed mean is not found to be significant ( $t = -1.843$ ,  $P > 0.05$ ). This indicated that a statistically significant difference was not exhibited between sample mean and expected mean. Therefore, the orders and commands of the society do not have significant impact for the migration of Ethiopian women emigrants.

Table-23. One Sample t-test to see the Presence of Obedience

| Sample Size | Expected mean | observed Mean | SD    | SEM   | t      | Sig. |
|-------------|---------------|---------------|-------|-------|--------|------|
| 312         | 12            | 11.73         | 2.549 | 0.144 | -1.843 | 0.66 |

$P > 0.05$  (2-tailed)

As it has been shown below on Table-24, a statistically significant mean difference of obedience was observed in age ( $F = 0.002$ ,  $df = 311$ ,  $P < 0.05$ ), marital status ( $F = 6.628$ ,  $df = 311$ ,  $P < 0.05$ ), and educational status ( $F = 9.423$ ,  $df = 311$ ,  $P < 0.05$ ). However, residence ( $F = 0.002$ ,  $df = 311$ ,  $P > 0.05$ ) and religion ( $F = 0.851$ ,  $df = 311$ ,  $P > 0.05$ ) do not make statistically significant mean difference of obedience.

The post hoc analysis of Scheff revealed that the significant difference in age was seen between emigrants aged below 20 and those who are found between the age of 20-26. The mean difference has shown that who are aged below 20 are more obeying than whose age are between 20-26. Concerning marital status, single emigrants have significant mean difference of obedience from separated and mean difference was also seen between married and divorced emigrants. The difference stipulated that married emigrants are obeying more than divorced and single emigrants have greater mean score than the separated. Regarding educational status the difference was exhibited between

respondents who are unable to read and write and with those who are found between grade 9-10 and above grade 10.

Table-24. One Way ANOVA Summery of Obedience

| VARIABLES          |                | Sum of Squares | df  | Mean Square | F      | Sig.  |
|--------------------|----------------|----------------|-----|-------------|--------|-------|
| AGE                | Between Groups | 57.682         | 2   | 28.841      | 4.539* | 0.011 |
|                    | Within Groups  | 1963.238       | 309 | 6.354       |        |       |
| RESIDENCE          | Between Groups | .016           | 1   | .016        | .002   | 0.961 |
|                    | Within Groups  | 2020.904       | 310 | 6.519       |        |       |
| RELIGION           | Between Groups | 16.606         | 3   | 5.536       | 0.851  | 0.138 |
|                    | Within Groups  | 2004.313       | 308 | 6.508       |        |       |
| MARITAL STATUS     | Between Groups | 116.285        | 3   | 38.762      | 6.268* | 0.008 |
|                    | Within Groups  | 1904.635       | 308 | 6.184       |        |       |
| EDUCATIONAL STATUS | Between Groups | 220.996        | 4   | 55.249      | 9.423* | 0.000 |
|                    | Within Groups  | 1799.924       | 307 | 5.863       |        |       |

\* The mean difference is significant at the .05 level.

#### 4.6. Emigrants Perceived Causes or Reasons for Migration

In this section of the analysis some of the causes or reasons that are contributing for migration were attempted to be addressed. A four point rating scale having value of 1-None, 2-Low, 3-High and 4-Very high was employed to asses the extent of the contribution of each cause or reason. The weighted mean score obtained were interpreted as: 0.05-1.49 none, 1.50-2.49 low, 2.50-3.49 high and above 3.50 as very high.

There are different factors that contribute for the migration of people from one place to another. To explore the perceived causes of Ethiopian women labor emigrants, some factors like economic, technical convenience, Cultural similarities and others were identified and the result obtained is presented in the following table.



Table-25. Analysis of Emigrants Perceived Causes or Reasons for Migration

| Items                                                          | Respondents             |           |           |           |               |
|----------------------------------------------------------------|-------------------------|-----------|-----------|-----------|---------------|
|                                                                | Rating Scores (Percent) |           |           |           |               |
|                                                                | N=312                   |           |           |           |               |
|                                                                | n (%)                   | n (%)     | n (%)     | n(%)      |               |
|                                                                | 1                       | 2         | 3         | 4         | ( $\bar{X}$ ) |
| 1. Limited or absence of job opportunity locally               | 21(6.7)                 | 45(14.4)  | 69(22.1)  | 177(56.7) | 3.29          |
| 2. Access to information                                       | 39(1.5)                 | 87(27.9)  | 81(26)    | 105(33.7) | 2.81          |
| 3. Ease of processing                                          | 42(13.5)                | 66(21.2)  | 60(19.2)  | 144(46.2) | 2.98          |
| 4. Low expenditure and cost of transport                       | 51(16.3)                | 60(19.2)  | 90(28.8)  | 111(35.6) | 2.84          |
| 5. Desperation                                                 | 102(32.7)               | 105(33.7) | 48(15.4)  | 57(18.3)  | 2.19          |
| 6. Low payment of wages locally                                | 12(3.8)                 | 39(12.5)  | 84(26.9)  | 177(56.7) | 3.65          |
| 7. Difficulty to sustain one self locally                      | 21(6.8)                 | 48(15.4)  | 90(28.8)  | 153(49)   | 3.20          |
| 8.To flee from abusive marriage                                | 102(32.7)               | 90(28.8)  | 75(24)    | 45(14.5)  | 2.20          |
| 9. To escape from patriarchal tradition that limit opportunity | 87(27.9)                | 84(26.9)  | 72(23.1)  | 69(22.1)  | 2.39          |
| 10.To flee from discrimination against women                   | 96(30.6)                | 99(31.7)  | 57(18.3)  | 60(19.2)  | 2.26          |
| 11.Similarity of culture                                       | 117(37.5)               | 111(35.6) | 39(12.5)  | 45(14.4)  | 2.17          |
| 12. Similarity of religion                                     | 129(41.3)               | 90(28.8)  | 42(13.3)  | 51(16.3)  | 2.05          |
| 13. Promising place for better payment                         | 42(13.5)                | 72(23.1)  | 105(33.7) | 93(29.8)  | 2.79          |
| 14. To remit or help back families                             | 27(8.7)                 | 12(3.8)   | 96(30.8)  | 177(56.7) | 3.36          |
| 15. Curiosity of foreigners life style                         | 63(20.2)                | 108(34.6) | 69(22.1)  | 72(23.1)  | 2.48          |
| Average mean Score                                             |                         |           |           |           | 2.65          |

As presented on Table-25, the contribution of low payment of wages locally ( $\omega=3.65$ ) was very high as rated by respondents. The table also depicted that items number 1,2,3,4,7,13 and 14 are rated as high. The thorough observations of these items convey that economic factors have high contribution for migration of Ethiopian women. The contribution of access to information, ease of processing of migration and low expenditure and cost of transport were also high. On the other hand, items number 5, 8, 9,10,11,12, and 15 are rated as low. Hence, the contribution of desperation, to flee from abusive marriage, patriarchal tradition that limit opportunity and discrimination against women, similarity of culture and religion , and curiosity for foreigners life style were low as a factor or causes for migration of Ethiopian women.

## CHAPTER FIVE

### DISCUSSION

#### Discussion on Emigrants level of readiness

The main finding with respect to attitude revealed that it was difficult to judge the attitude of emigrants towards the jobs to be performed, the culture and employers of the destination country. It indicates that they have mixed attitude. The in depth look of emigrants attitude towards the identified attitude object indicated that they have negative predisposition towards the work to be performed, cultural wearing style, eating cultural food, Arab employers, religion and they don't have a wish for their families and relatives to work in Middle East. However, they have favorable predisposition to know Arabic Language and to do in Middle East.

Studies indicated that young Ethiopian women have been working as domestics in the Middle East. This work occur under conditions of virtually slavery with women suffering from exploitation (ATP, 2003), and are being abused by their employers (Orthant, 1999). Gashaw et al (2004) further asserted that the nature of abuse incorporates sexual molestation beating, color discrimination, isolation, long hours of work, denial of salary and others. These can contribute to have a negative attitude towards the work to be performed, Arab employers as well as their denial for their sisters and relatives to work in Middle East since they have an awareness of what was going in the Middle East as shown by focus group discussion and (Orthant, 1999). Orthant said that despite a massive awareness campaign by the Ethiopian media the numbers flocking to the Middle east are still huge.

Emebet (no date) also confirmed that "some of the migrants preparing to migrate stated that , however bad the real situation at the destination countries might be, they would go and see themselves, because no alternatives are available to them with in the country."

The post hoc test of mean difference pointed out that followers of orthodox Christian have relatively more unfavorable attitude than Muslims. This might be arisen from the similarity of religion and wearing styles of Muslims with the Middle East and can have a contribution to have comparably positive attitudes. However, the firm religious indoctrination and

enculturation of Orthodox Christianity probably lead to have a negative predisposition as compared to Muslims as well as in general.

The result of attitude has also shown a significant mean difference for marital and educational status but not for age and residence. Single emigrants have more favorable attitude than separated and divorced. On the other hand, above grade 10 emigrants are more negatively oriented than who are found below grade 10. This probably happen because after graduating grade 10 they might have looking for a job by which they make alive themselves and declare their independence. They are also have relatively free time to explore the real situation that are going on in Middle East. Hence, it could have a contribution to be negatively predisposed towards the Middle East.

Migrating by holding negative predisposition on the above key attitude object can have adverse effect on their adjustment to the over all environment and psychological wellbeing, even though they will encounter conducive work environment. Therefore, intensive pre-departure orientation on expected attitudes and behavior at destination (IOM, 2005) like Philippines, Sri Lanka and Bangladesh is a necessary prerequisite to maximize benefits at oversea.

The t-test and average weighted mean score of emigrants about their knowledge of the nature of work, culture, and language of destination country indicated low. Findings regarding emigrants Knowledge about language of communication- English and Arabic were found to be poor and besides they are not in a state of readiness. However, IMO (2005) proclaimed that “language for work, for socialization, personal safety, well-being and justice.”

Some countries like Bangladesh has language laboratory at Dhaka training center in order to offer language training for oversea job seekers (IOM, 2005), and the trainees in Sri Lanka acknowledged its usefulness and found to be useful. But any attempt has been made to enrich the language skill of Ethiopian women emigrants. When one of the returnee from middle east share her experience for participants of the orientation that was held in the hall of MOLSA, , she disclosed that communication is underway with employers by sign language until the local language is learned. On focus group discussion emigrants were also asserted that they have an expectation and rumor that the language will be learned

easily at a short period of time. These all events can create communication gap and misunderstanding between the employer and employee, and might enhance the vulnerability of emigrants for abuse.

The study was attempted to explore emigrants' knowledge about abused Ethiopian Migrants and the work to be performed. Accordingly, most of the emigrants have adequate knowledge about abused migrants and the difficulty level of the work, and almost half emigrants know the nature of the work to be performed. This coincides with the prior studies of Orthant (1999) and Emebet (no date). However, they have no proper skills, and half of them are not ready or state of readiness for the jobs to be performed. This did not go along with the experience of some countries like Philippines and Sri Lanka (IOM, 2005) in which they prepare their emigrants for work over sea for safe migration.

Although knowledge and preparation for the culture of destination country are prerequisites for migration (IOM, 2005), the findings of this study highlights poor knowledge as well as absence of preparation or state of preparation for the values and Norms of destination country's religion, wearing style and towards eating cultural food. Different scholars input concerning migration clearly stipulated that over sea workers have to be given information to make migration effective. Despite all these facts, the prospective migrants under the study are at the finishing line of processing their migration with in blurred or no information. So, it is possible to visualize the difficulties they encounter at destination country.

The ANOVA and Scheffe's post hoc analysis of emigrants' knowledge demonstrated statistically significant mean difference for religion and educational status. However, age, residence and martial status were not significant. The post hoc test indicated that orthodox and Catholic have greater knowledge than protestant. Although it is difficult to explain, the socialization, education and information dissemination probably contributed for the occurrence of the difference among the religion. Furthermore, with regard to educational status, emigrants above grade 10 level have relatively more knowledge than those who are below grade 10. This factual event couldn't be disputable since the expanding knowledge horizon of individuals is a natural phenomenon and go along with the level of educational achievement.

## Emigrants Source of Information

Emigrants need information for their move. In particular, labor-migrants require information about the possibility of migration, the nature of remuneration, related risks, costs incurred for migration, etc. To obtain this information they rely on social, electronic and media sources. However, as stated by Castles and Miller (2003), Migrants have limited and often contradictory information. Hence, it seems absurd to treat migrant as individual market player who have full information. This holds true for Ethiopian emigrants while they were asked to assess their state of knowledge. As per the report, for instance, the majority (40.4%) of them agree on the ambiguity of information regarding the work to be done.

Research findings of Nasution (no date) with respect to Indonesian workers in Malaysia asserted that family, kin group, friends and Legal Agencies were the source of information for migration. But, Television, Radio and Newspaper are the least sources of information. Likewise, the result of information sources of Ethiopian labor emigrants at country of origin indicated that family ( $\omega=2.78$ ), kin group, ( $\omega=2.74$ ) friends ( $\omega=2.89$ ) Neighbors ( $\omega=2.72$ ) and Legal agencies ( $\omega=2.92$ ) have high contribution in providing information for emigrants. However, the contribution of illegal agencies, news paper, Radio, Internet and Television was not significant. Although for Indonesian's kin group, legal agencies and family were ranked as the first, second and third respectively, in providing information; for Ethiopian emigrants as their weighted mean score depicted out legal agencies, friends and family were ranked as the first, second and third information sources for migration respectively.

Studies with regard to information source at country of origin in Philippines stipulated that at the pre-migration stage, migrants relied mostly on relatives as source of information (<http://www.smc.org.ph/preparework>) but, as indicated above, Ethiopian emigrants are largely depend on legal agencies. This might occur because the majority of the data was collected from private agencies. In addition, the focus group discussions have shown that the posters posted by legal agencies at different place of Addis Ababa city have a valuable significance in providing information since 61.5% of the respondents have been residing in urban particularly in Addis Ababa.

The ANOVA results of information source in country origin was significant for residence, religion and martial status but not for age and educational status. The possible explanation for mean difference in urban and rural could be that legal agencies are the primary sources of information. Accordingly, all of them are concentrated in Addis Ababa. So, this can probably make a difference.

The obtained result of post hoc analysis revealed that the significant difference of source of information in religion was shown between Catholic and Muslim as well as Orthodox and protestant. Concerning martial status married emigrants have significantly different source of information from single and separated. Regarding marital status differences, it seems likely that the traditional and cultural sanctions on married women can vary from single and separated. This perhaps limits the communication networks and exposures to different sources of information.

Findings of information sources at destination country have shown that the contribution of family ( $\omega=2.54$ ), Kin group ( $\omega=2.53$ ) and friends ( $\omega=2.64$ ) were found to be high. On the contrary, the contribution of illegal and legal agencies, Newspaper, Radio and the Television were found to be low. This supports Nasution (no date) research conducted on Indonesia workers in Malaysia. Although the supreme source of information for Indonesian workers were kin groups, Ethiopians emigrants primary source of information at destination country was friends. Moreover, at the pre-migration stage, Philippines migrants relied mostly on their personal networks, largely, relatives based abroad as a source of information (<http://www.smc.org.ph/preparework>) which is different from this study.

One way ANOVA test for information source at destination country exhibited significant mean difference for residence, religion and educational status. However, age and martial status did not show significant mean difference. Muslims have more information than Orthodox and protestant as seen by Scheffe's multiple comparison tests. The similarity of religion and sharing of similar spirituals language (Arabic) as well as the frequent travel of their parents, kin group, friends or themselves to Middle East for major religious ceremony probably enable them to establish network that empowers them to have diverse and more information.



Moreover, above grade 10 respondents have more information than those between grade 1-8. It is surprising that above Grade 10 emigrants are selectively differ in their mean from grade 1-8. However, what is to be noted is that as stated above, friends are a valuable source of information at destination country. After completing grade 10, lack of opportunity of job locally as well as the promising place of Middle East countries for better payment more probably provoke their friends to migrate to the Middle East. As a result, emigrants might have more friends that could contribute for possession of more information.

### **Social network at destination country**

Zolberg (2001) stated that “immigration begets immigration” since it fosters a disposition to migrate and a lowering of costs involved by providing financial sponsorship, know how, the assurance of hospitality, and likelihood of psychological support. The present study also demonstrated that 66.3% and 58.3% of the emigrants have friends and families or relatives respectively living in Middle East. Previous assessments also confirm this finding. For instance, a migrant Ethiopian woman who has been living in Yemen managed to receive four of her sisters from Ethiopia (UNFPA, 2006).

Research conducted in Philippines (<http://www.smc.org.ph/preparework>) indicated that in terms of access to support, 66 percent of survey respondents had relatives and friends in their intended country of destination. This is consistent with the present study.

The majority (54.8%) and 50% of the emigrants have a person who send visa and have a person looking for a job in Middle East respectively. Scholars stated that as once migratory movement is established the migrants mainly follow ‘beaten paths’ and are helped by relatives and friends already in the area of migration (Castles and Miller, 2003). Research on Mexican migrants in the 1970s also showed that 90% of those surveyed has obtained legal residence in the USA through family and employer connection (pores and Bach as cited in castles and Miller, 2003).

On the other hand, 74% of the respondents are not migrating for the sake of family unification and 80% have no husband at destination country. Besides, 52.9% have no financial support by families or friends living in Middle East.

The result of focus group discussion also asserted that emigrants have families, friends or relatives living in Middle East. They have an established communication channel through mail and Telephone on occasional basis. The emigrants reported that their families, friends or relatives have informed them that they encounter good opportunity and the possibility of getting green card (residence card) if situations are appropriate. The investigation conducted by Lalem (2004) also confirmed the recruitment of migrant women through a network of friends or relatives at the destination country. In this regard, the overall investigation of emigrants' social network at destination country was partially explained by the migration network theory.

Religion, educational status and residence displayed a significant mean difference for social network at destination country in one way ANOVA test. Scheffe's post hoc test indicated that Muslims have firm social network than Orthodox, Catholic and protestant and with respect to educational status, above grade 10 and between grade 9-10 respondents have a strong social network at destination country than those who are not able to read and write. The result is nearly similarly with that of information source at destination country. Hence, the possible explanations discussed under might explain this difference.

### **Discussion on Social influence of Emigrants**

It was recognized that labor migration is a highly complex, multifaceted issue, which has not only economic but also social and political impact and involves competing interest of different stake holders (<http://www.iom.int/jahian>). Therefore, as attested by Castles and Miller (2003), no single cause is ever sufficient to explain why people decide to leave their country and settle in another.

Accordingly, in supplement to the above discussed issues, the result of t-test as well as average weighted mean score portrayed the presence of conformity for migration. Fronzoni (2000) have shown that when people are uncertain about how to define reality, they were highly influenced by others who appeared confident. Similarly, the surveyed emigrants are uncertain about the reality of the situation and believe that the words of people of which they secure information were more reliable than themselves. Moreover, they are triggered by the migration of numerous people from neighborhood and improvement of returnees that have a yielding effect for the occurrence of conformity.

As per the analyzed result of conformity, emigrants reported the presence of best friends with whom decision of migration is made and they didn't want to cancel migration decision because of promise made with them. Besides, they have a hope that many people are interested with their commitment of migration. This finding is in agreement with past researches undertaken in this area of concern. When cohesiveness- the tendency we like and admire some group of person is high, pressures towards conformity are magnified (Baron and Byrne, 2004). In addition, Myers (1987) disclosed that people often choose to 'go along' with others because of the normative influence. This is an influence based on a person's desire to be liked and accepted by the group. It is 'going along the crowd' to avoid rejection to stay in people's good graces, or to gain their approval.

Moreover, the findings have shown that emigrant made their decision of migration public (Feldman, 1994) which is a decisive factor that facilitate conformity. However, they are not in dilemma for migration and are not some times regret with every decision they made.

The one way ANOVA summary of conformity illustrated a significant mean difference for residence and educational status. However, age, religion and martial status are statistically nonsignificant. The migration of numerous people from neighborhood and improvement of living standard of returnees might possibly explain the mean difference between urban and rural emigrants. Since most of the migrants are from urban. Hence, urban emigrants have high possibility of getting migrants at the neighborhood and returnees whose living standard has been improved. On the other hand, emigrants who are unable to read and write are relatively more subject to conformity than those who are found between grade 9-10 and above grade 10 as depicted by Sheffe's multiple comparison.

Historians, Anthropologists, Sociologists and Geographers have shown that migrant's behavior is strongly influenced by family and community (Castles and Miller, 2003). This is true and consolidated by this investigation. As per the study the presence of compliance- a behavior that occur in response to direct social pressure (Feldman, 1994) was attested by one sample t-test as well as average weighted mean score.

Providing reason is one of the factors that foster compliance. The present study is also demonstrated that the conceiving and initiation of families, friends, intermediaries and

neighbors have a valuable position for the migration of Ethiopian women. As indicated by Franzoi (2004), giving reasons may be important because of our habitual desire to explain other's actions and our use of cognitive heuristics or 'mental short cuts' in arriving at these explanations.

Respondents were also agree with the basic idea of migrating to pay back for what their parent, friends or husband have done for them. This supports the idea of Franzoi (2000) that reciprocity is the factor that fosters compliance. In reciprocity we feel compelled to pay people back in some way for what they have done for us (Baron and Byrne, 2004).

The result of focus group discussion revealed the contribution of legal agencies, neighbors, relatives, families and friends provoking and convincing attempt for the migration of respondents. For instance, as disclosed by emigrants, legal agencies told them the possibility of getting money by working, the improvement of legal issues and working conditions, and the absence of difference of the job and behavior of employers from that of country of origin. These are some of the compliance technique utilized by legal agencies. Others have also used different techniques to convince the emigrants. Therefore, it is possible to draw that the influence of emigrants by complying technique is more magnified in this study. Study conducted by Lalem (2004) also affirmed that migrant women are recruited either through employment agencies or through a network of friends and relatives both in Ethiopia and at the destination country.

Different theories of migration explain the change of behavior that occurs to direct social pressure or compliance. The new economics theory of migration which states that migration is made by large unity such as families or households (IOM, 2003), is partially justifies the direct social pressure. Moreover, migrations network theory that was defined by Massey et al (1993) as a composite of interpersonal relations in which migrants interacts with their family, friends or compatriots who stayed in their country of origin; best justifies and supports this finding.

The other form of social influence that was attempted to be explored is obedience- the legitimate accord to someone's right to command others, simply because he or she has been appointed to a leadership role (Smith, 1995). It is a change in behavior due to the commands of others (Feldman, 1994).

The endeavor made to see the presence of obedience with the help of one sample t-test indicated insignificant mean difference between sample mean and expected mean. The average weighted mean score 1.96 was not also help to tell confidently the absence or the presence of obedience. Hence, the obtained result would be mixed. Observation of each factors of obedience like following elders order ( $\omega=2.52$ ) and protesting the orders of elders or husband is culturally unacceptable ( $\omega=2.05$ ) tend to indicate the presence of obedience. This is the effect of dominant culture in which most people value it. The weighted mean score of accepting command by parents to help them by remitting ( $\omega=2.07$ ) also provides little clue for the existence of some sort of obedience. Research on Asian migration by Hugo as mentioned in Castles and Miller (2003) has shown that migration decisions are usually made not by individual but by families. They further indicated that the family may decide to send young women to the city or oversea, because the labor of young men is less dispensable on the farm and Young women are also often seen as more reliable in sending remittance.

On the other hand, the weighted mean score of administered obedience factor like women have to obey patriarchal authority, decision of migration is made with out consent and accepting the order of migration without any objection lie below the average (2.0). This implies the absence of obedience. Castles and Miller (2003) stated that in many cases, migration decisions are made by the elders especially, men and younger people and women are expected to obey patriarchal authority. This does not hold true for the present study.

The one way ANOVA summery of obedience reflected that age, religion, marital and educational status have exhibited a statistically significant mean difference but difference did not be observed in residence. Sheffe's multiple comparison displayed that emigrants aged below 10 are more obeying than who are aged between 20-26. As stated by Castles and Miller (2003), family may decide to send young women to oversea to help them back by remitting. And family obligations are cited as a host of 'push' factors in country of origin. These funds go to fill hungry bellies, cloth and educate children (UNFPA, 2006). Accordingly, emigrants below the age of 20 are more dependent on family than those who

are found between the ages of 20-26. Therefore, there might be a possibility of susceptibility to influence.

Shceffe's post hoc test also revealed that married emigrants are tend to obey more than divorced, and single emigrants are comparably more subject to obedience than separated. The possible explanation for the difference might be that separated and divorced women are more independent than married and single women. Hence, they could be more subject to obedience than the other.

## **Discussion on Emigrants perceived Causes or Reasons for Migration**

The Neo- classical theory explains that migrants will go where jobs, wages and other economic factors are most advantageous (IOM, 2003). This holds true for Ethiopian women labor emigrants to the Middle East. As pointed out by this investigation, economic factors like limited or absence of job opportunity locally, low payment of wages, helping back families by remitting and difficulty of sustaining one self locally have high contribution for their migration. UN population division 2006 is also asserted that the 'push' factors in countries of origin like unemployment, low wages poverty and limited social and economic opportunities have a remarkable place for migration.

The dual- labor market theory – the theory that migration is not generated as a result of push factors in the origin country rather it is the result of the demand by companies of the host countries of cheap labor (Massey, 1993), also explains this finding to some extent. Most of the respondents replied that they are migrating because Middle East is the promising place for better payment. Lalem (2004) indicated that their earning as migrant worker is at least 100 USD per month, and some earn as much as 200-300 USD per month. This is quite greater than the local domestic work payment. Castles and Miller (2003) have also shown that the big attraction for workers is the wages. Unskilled workers from Sri Lanka earn eight times more in the Middle East than at home, while Bangladesh earn 13 times more.

Access to information has also a considerable contribution for the migration of respondents. As it has shown in the previous sections, migrants have diverse social networks both at destination and country of origin, and secured ample information from these networks. Hence, it made a greater contribution as a factor of migration. Moreover,



ease of processing low expenditure and cost of transport for migration has a remarkable contribution for migration.

On the other hand, some causes of migration like desperation (<http://pstalker.com>), discrimination against women, to flee from abusive marriages and patriarchal tradition that limit opportunity and freedom (IOM, 2005), similarity of culture and religion as well as curiosity of foreigners life style were not notably observed as a factor of migration in this study.

## CHAPTER SIX

### SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

#### 6.1 SUMMARY

The central purpose of this study is to assess the perceived causes, social influence and level of readiness of Ethiopia women labor emigrants to the Middle East. In view of this, to investigate this prominent purpose, the following basic research questions were formulated and used as a guide post:-

1. Is there any readiness in attitude, knowledge and actual behavior of engaging in preparation for migration to the Middle East?
2. Is there any social network established with destination country that solicits prospective migrants to leave their area of origin?
3. Do family, relatives, households and community influences at country of origin trigger prospective migrants to leave their area of origin?
4. What are the major sources of information for Ethiopian women to migrate to the Middle East?
5. What are the major perceived causes (reasons) for the migration of Ethiopian women?
6. Is there any significant difference of level of readiness as well as family, relatives, household and community influences due to difference in age, religion, residence, marital status, and educational level?

To conduct the research based on these basic questions, questionnaire was prepared and administered for selected prospective migrants who were attending pre-departure orientation at MOLSA as well as at 20 randomly selected legal private employment agencies while they are processing their emigration. Focus group discussion was also used to materialize the quantitative data.

The statistical tools utilized for the analysis of the data were percentages, weighted mean score, one sample t-test, ANOVA and sheffe's post hoc multiple comparison. The significance level used to test the data is 0.05. Accordingly, based on the analysis the obtained results are summarized as follows.

1. The result of the finding indicated that it is difficult to tell the predispositional tendency of the emigrants i.e they have mixed attitude. However, the look at each factor of attitude have shown that except the desire to know Arabic language and to do in Middle East an average of emigrants have unfavorable attitudes towards the work to be performed, cultural wearing style, Arab's cultural food, Arab employers, religion, and they don't have a wish for their sisters and daughters of their relatives to migrate to the Middle East.

Age and residence were not statistically significant in influencing emigrants as tested by one way ANOVA. However, religion, marital and educational status exhibited significant mean difference. The result of Scheffe's post hoc test pointed out that Muslims have more favorable attitude than Orthodox Christian, and similarly single emigrants posses more favorable predisposition than the divorced and separated. On the other hand, above grade 10 emigrants have more unfavorable attitude than the other (below grade 10).

2. The one sample t-test and average weighted mean score depicted that emigrants have inadequate or poor knowledge of language of communication that help at destination country. Their knowledge about the work to be done and their skill for the work and their knowledge of culture of the destination country were also found to be poor. However, they have knowledge of abused Ethiopian women returnees from Middle East and the difficulty level of work to be performed.

The ANOVA result of emigrants' knowledge portrayed significant mean difference for educational status and religion but not for age, residence and martial status. The post hoc test exhibited that Orthodox and Catholic have greater knowledge than protestant. Concerning educational status emigrants above grade 10 have more knowledge than the other categories.

3. Emigrants are not ready or state of readiness in language of communication (66.3%) wearing style (58.7%) for values and norms of the religion (69.9%) and for eating cultural foods (67.3%) at destination country. However, they are ready to accept good and bad events (53.8%) and interaction that will be made with employer (52.9%).

The one way ANOVA test of emigrants state of readiness exhibited significant mean different for religion and martial status. Age, residence and educational status did not show significant mean difference. The mean difference indicated that Muslims have higher

mean score than Orthodox and Catholic. Regarding marital status, married emigrants are more ready than divorced and single emigrants. Moreover, separated emigrants state of preparation is greater than the single ones.

4. The contribution of family, kin group, and friends in providing information both at origin and destination country was found to be high. Legal agencies at country of origin have also high contribution as rated by respondents. In contrary, the contribution of illegal agencies, Television and Newspaper both at destination and country of origin, as well as Internet and neighbors at origin country was found to be low. Despite their information about trafficked and abused Ethiopian women in Television and Radio, the result of focus group discussion confirms the basic idea.

Age and educational status did not display significant mean difference of source of information at country of origin, but significant mean difference was observed in residence, religion, and marital status. Scheffe's test revealed that Orthodox Christian have more information than protestant and Catholic. On the other hand, married emigrants have no adequate and diverse source of information at country of origin as compared to separated and single emigrants.

The one way ANOVA analysis of emigrants' source of information from destination country exhibited significant mean difference for religion, residence and educational status. No significant mean difference was seen in age and marital status. Muslims have diverse and more information than Orthodox and Protestant. Similarly, above grade 10 respondents posses more information than those between grade 1-8.

5. A significant proportion of emigrants have friends (66.3%), families or relatives (58.3%) living in Middle East. The other (54.8%) have a person who sends them a visa and half (50%) of them have a person living in Arab states looking for a job. On the other hand, the majorities of the emigrants are not migrating for the sake of family unification (74%), because of the presence of husband at destination country (80.8%) and have no financial support by families or friends living in Arab countries (52.9%).

Emigrants' social network established at destination country was not statistically significant for age and marital status. But significant mean difference was observed in residence, religion and educational status. The post hoc comparison depicted that Muslims

have a strong social network than Orthodox, Catholic and Protestant, and with respect to educational status, emigrants who are unable to read and write have loose social network as compared to those who are above grade 10 and between grade 9-10.

6. The one sample t-test of conformity –yielding to group pressure to act as every one else does, even when no direct request has been made, has shown a significant mean difference between sample mean and expected mean. The mean differences as well as the average weighted mean score portrayed the presence of conformity for migration of Ethiopian women.

The result of one way ANOVA illustrated that a significant mean difference of conformity was exhibited in residence and educational status where as not for age, religion and marital status. The mean difference indicated that emigrants who are unable to read and write are more subject to conformity than above grade 10 and between grade 9-10. Besides, respondents who are able to read and write are more susceptible to conformity than grade 9-10.

7. The presence of compliance- efforts to get others to say yes to various requests was attested by one sample t-test and average weighted mean score. Hence, as confirmed by the focus group discussion and quantitative data, the convincing and provocation of families, relatives, friends and neighbors have a prominent place for migration of Ethiopian.

Age, residence, marital and Educational status have shown a statistical mean difference of compliance in one way ANOVA test but no significant mean difference of compliance was exhibited among religion. Scheffe's post hoc test demonstrated that single emigrants are more complying than the separated. Like wise, emigrants whose educational level are above grade 10 and between grades 9-10 are more complying than those who are unable to read and write as well s able to read and write but not attend modern education. Moreover, emigrants aged below 20 are less subject to compliance than the separated.

8. One sample t-test displayed non significant mean difference for obedience- doing what one is told to do by people in authority. The observation at each factor of obedience conveyed that following elders order ( $\omega=2.52$ ), commanded by parents to help them back by

remitting ( $\omega=2.07$ ) and protesting the orders of elders or husband is culturally unacceptable ( $\omega=2.05$ ) tend to indicate the presence of Obedience. However, factors like women have to obey patriarchal authority ( $\omega=1.85$ ), decision of migration was made without consent ( $\omega=1.54$ ), and accept the order of migration from family, friends or husband without any objection ( $\omega=1.75$ ) tend to show the absence of obedience for migration.

The one way ANOVA test for obedience exhibited significant mean difference for age, religion, marital and educational status. No significant mean difference has observed in residence. Emigrants aged below 20 are more obeying than between the age of 20-26. Married and single emigrants are obeying more than divorced and the separated respectively.

9. In attempt to investigate the perceived causes of migration, the contribution of economic factors like absence of job opportunity, low payment of wages and difficulty of sustaining one self locally, the promising place of middle east for better payment and for helping back families found to be high. Other factors like access to information, ease of processing of migration and low expenditure and cost of transport have also high contribution for migration. However, factors like desperation, to flee from abusive marriage and patriarchal tradition that limit opportunity, to escape from discrimination against women have insignificant contribution for the migration of Ethiopian women to Middle East.

## 6.2 Conclusions

Researchers and scholars in their theory as well as this study substantively asserted that economic factor is the main cause for labor migration. Even though this is undebatable phenomenon and is the central causes of migration, the contributions of social pressures for migration have not provided emphasis in different fields of study and research. However, in this study, in attempt made to investigate this vibrant issue it was found that diverse social influences were explored for the migration of Ethiopian women labor Emigrants to the Middle East.



The investigation has shown that it was difficult to tell the attitudes of the emigrants. However, observation at each factors of attitude indicated that they have unfavorable predisposition towards essential attitude objects. On the other hand, emigrants have no adequate knowledge and were not ready with respect to language of communication at destination country. This will create communication barrier with the employer and have an adverse effect for the overall adjustment of the emigrant and in promoting safe migration. Their skill for the work to be performed and their readiness with respect to the values and norms of religion, wearing style and eating cultural food found to be poor. But they know the difficulty level of the job and abused Ethiopian returns. These all indicated the presence of some inducement from the society for their migration.

Emigrants have ample and diverse information both at destination and country of origin. Family, kin group and friends both at origin and destination country and legal agencies from country of origin are their main source of information. This shows that they have firm social net work established at sending and receiving country. They have also different friend, families and relatives living in Middle East and have established channel by the help of different media of communication. Therefore, it is possible to draw that diverse social network subject the emigrants to some form of social influence.

As indicated above, findings have displayed the possible presence of social influence for Ethiopian women migration. As per the endeavor made to detect the form of social influence, obedience-a change of behavior due to the direct commands of other did not take a significant position for migration. However, the presence of compliance –effort to get others to say yes to various request and conformity-yielding to group pressure to act as every one else does, even when no direct request has been made are the major identified forms of social influence for their migration. Hence, in addition to conformity, the provocation, initiation and convincing of the society have a remarkable contribution for the migration of Ethiopian women labor Emigrants to the Middle East.

Moreover, religion and educational status are variables that have shown a significant mean difference across the majority of the identified dependent variables. However, the reverse is true for age and residence.

### 1.3 Recommendations

Based on the result of the finding and conclusion drawn, the following recommendations are drawn.

1. Prior to all, education of migrant workers before they seek oversea work is one of the most effective mechanisms to empower them with the necessary information. They should be provided with timely, comprehensive, relevant and accurate information about the realities of labor migration to enable them to make informed choice. Therefore, community based approaches should be explored to reach potential migrant.
2. A Comprehensive information and training center that provide intensive pre-departure training, education, guidance and counseling should be established under the auspice of ministry of labor and social affair to reduce the vulnerability of migrant workers and to enable them maximizing benefits from oversea employment. These also provide easier integration of migrants to the host country society. In effect therefore, pre- departure training, education, guidance and counseling curriculums have to be also prepared so as to formalize the implementation. The participation of other governmental and non-governmental organizations as well as religious and social institutions is vital in this regard and in providing consultations and training at different regions, zones and woredas of the country.
3. Clubs play a significant role in empowering potential migrants and the society with respect to over all information. Therefore the establishment of clubs particularly at school and at different grassroots levels can help them in providing necessary information and make the required readiness (preparations) before their departure.
4. Families should have to make training arrangements to acquaint their daughters with the necessary skills (language and work to be performed) the norms and values of the cultures of the destination country before their migration for the maximization of the positive effect of migration. Finally, it is recommended that further research have to be conducted on families, friends and neighbors to investigate the induced social influence. Moreover, it is suggested that comparative analysis between emigrants and returnees from Middle East be conducted with respect to their attitude towards the jobs to be performed, the employers and the culture of destination country.

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# Appendix-A

## Scheffe's Pos hoc Test

### 1. POST HOC TEST FOR EMIGRANTS ATTITUDE

| Independent Variable | (I)       | (J)                      | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval |             |
|----------------------|-----------|--------------------------|-----------------------|------------|------|-------------------------|-------------|
|                      |           |                          |                       |            |      | Upper bound             | Lower bound |
| RELIGION             | Orthodox  | Muslims                  | -2.060(*)             | .653       | .020 | -3.90                   | 0.22        |
| EDUCATIONAL STATUS   | Above 10  | Unable to Read and Write | -4.470(*)             | .786       | .000 | -6.91                   | -2.03       |
|                      |           | 1-8                      | -2.562(*)             | .822       | .048 | -5.11                   | -.01        |
|                      |           | 9-10                     | -2.568(*)             | .652       | .004 | -4.59                   | -.55        |
| MARITAL STATUS       | Divorced  | Single                   | 2.882(*)              | .754       | .003 | .76                     | 5.00        |
|                      | Separated | Single                   | 5.860(*)              | 1.772      | .013 | .88                     | 10.84       |

\* The mean difference is significant at the .05 level.

### 2. POST HOC TEST FOR EMIGRANTS KNOWLEDGE

| Independent Variable | (I)        | (J)                      | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval |             |
|----------------------|------------|--------------------------|-----------------------|------------|------|-------------------------|-------------|
|                      |            |                          |                       |            |      | Upper bound             | Lower bound |
| RELIGION             | Protestant | Orthodox                 | -3.336(*)             | 1.066      | .022 | -6.33                   | -.34        |
|                      |            | Catholic                 | -7.013(*)             | 1.957      | .006 | -12.51                  | -1.51       |
| EDUCATIONAL STATUS   | Above 10   | Unable to Read and Write | 6.800(*)              | 1.230      | .000 | 2.99                    | 10.61       |
|                      |            | Read and Write           | 3.985(*)              | 1.105      | .012 | .56                     | 7.41        |
|                      |            | 1-8                      | 5.333(*)              | 1.286      | .002 | 1.35                    | 9.32        |
|                      |            | 9-10                     | 4.763(*)              | 1.020      | .000 | 1.60                    | 7.93        |

\* The mean difference is significant at the .05 level.

### 3. POST HOC TEST FOR EMIGRANTS ACTUAL PREPARATION

| Independent Variable | (I)      | (J)       | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval |             |
|----------------------|----------|-----------|-----------------------|------------|------|-------------------------|-------------|
|                      |          |           |                       |            |      | Upper bound             | Lower bound |
| RELIGION             | Muslim   | Orthodox  | 1.054(*)              | .323       | .015 | .15                     | 1.96        |
|                      |          | Catholic  | 3.059(*)              | .613       | .000 | 1.34                    | 4.78        |
| MARITAL STATUS       | Divorced | Married   | -1.795(*)             | .481       | .003 | -3.15                   | -.44        |
|                      | Single   | Married   | -1.705(*)             | .361       | .000 | -2.72                   | -.69        |
|                      |          | Separated | -1.977(*)             | .555       | .006 | -3.54                   | -.42        |

\* The mean difference is significant at the .05 level.

# Appendix-A

## 4. POST HOC TEST OF EMIGRANTS SOURCE OF INFORMATION FROM COUNTRY OFORIGINE

| Independent Variable | (I)      | (J)        | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval |             |
|----------------------|----------|------------|-----------------------|------------|------|-------------------------|-------------|
|                      |          |            |                       |            |      | Upper bound             | Lower bound |
| RELIGION             | Orthodox | Protestant | -5.413(*)             | 1.522      | .006 | -9.69                   | -1.13       |
|                      |          | Catholic   | -4.123(*)             | 1.379      | .032 | -8.00                   | -.25        |
| MARITAL STATUS       | Married  | Single     | -4.397(*)             | 1.367      | .017 | -8.24                   | -.56        |
|                      |          | Separated  | -5.292(*)             | 1.556      | .010 | -9.67                   | -.92        |

- The mean difference is significant at the .05 level.

## 5. POST HOC TEST OF EMIGRANTS SOURCE OF INFORMATION FROM COUNTRY OF DESTINATION

| Independent Variable | (I)        | (J)      | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval |             |
|----------------------|------------|----------|-----------------------|------------|------|-------------------------|-------------|
|                      |            |          |                       |            |      | Upper bound             | Lower bound |
| RELIGION             | Protestant | Muslim   | -4.063(*)             | .823       | .000 | -6.38                   | -1.75       |
|                      | Muslim     | Orthodox | 1.962(*)              | .638       | .025 | .17                     | 3.76        |
| EDUCATIONAL STATUS   | 1-8        | Above 10 | -3.204(*)             | .853       | .008 | -5.85                   | -.56        |

\* The mean difference is significant at the

## 6 POST HOC TEST OF EMIGRANTS SOCIAL NETWORK AT DESTINATION COUNTRY

| Independent Variable | (I)                      | (J)        | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval |             |
|----------------------|--------------------------|------------|-----------------------|------------|------|-------------------------|-------------|
|                      |                          |            |                       |            |      | Upper bound             | Lower bound |
| RELIGION             | Muslim                   | Orthodox   | 3.538(*)              | .267       | .000 | 2.79                    | 4.29        |
|                      |                          | Catholic   | 2.522(*)              | .507       | .000 | 1.10                    | 3.95        |
|                      |                          | Protestant | 2.847(*)              | .345       | .000 | 1.88                    | 3.82        |
| EDUCATIONAL STATUS   | Unable to Read and Write | 9-10       | -2.019(*)             | .359       | .000 | -3.13                   | -.91        |
|                      |                          | Above 10   | -2.817(*)             | .379       | .000 | -3.99                   | -1.64       |

\* The mean difference is significant at the .05 level.

## 7. POST HOC TEST FOR CONFORMITY

| Independent Variable | (I)      | (J)                      | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval |             |
|----------------------|----------|--------------------------|-----------------------|------------|------|-------------------------|-------------|
|                      |          |                          |                       |            |      | Upper bound             | Lower bound |
| EDUCATIONAL STATUS   | Above 10 | Unable to Read and Write | 3.177(*)              | .691       | .000 | -5.32                   | -1.04       |
|                      |          | 9-10                     | 3.660(*)              | .655       | .000 | -5.69                   | -1.63       |
|                      | 9-10     | Able to Read and Write   | 2.012(*)              | .580       | .019 | -3.81                   | -.21        |

- The mean difference is significant at the .05 level.

# Appendix- A

## 8. POST HOC TEST FOR COMPLIANCE

| Independent Variable | (I)                      | (J)       | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval |             |
|----------------------|--------------------------|-----------|-----------------------|------------|------|-------------------------|-------------|
|                      |                          |           |                       |            |      | Upper bound             | Lower bound |
| AGE                  | Below 20                 | 20-26     | -1.197(*)             | .481       | .020 | -1.38                   | .99         |
|                      |                          | Above 26  | -1.840(*)             | .525       | .480 | -2.13                   | .45         |
| MARITAL STATUS       | Single                   | Separated | 3.689(*)              | .820       | .000 | 1.38                    | 5.99        |
| EDUCATIONAL STATUS   | Able to Read and Write   | 9-10      | -2.474(*)             | .480       | .000 | -3.96                   | -.99        |
|                      |                          | Above 10  | -1.688(*)             | .514       | .031 | -3.28                   | -.10        |
|                      | Unable to Read and Write | 9-10      | -3.056(*)             | .542       | .000 | -4.74                   | -1.38       |
|                      |                          | Above 10  | -2.270(*)             | .572       | .004 | -4.04                   | -.50        |

\* The mean difference is significant at the .05 level.

## 9. POST HOC TEST FOR OBEDIENCE

| Independent Variable | (I)                      | (J)       | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval |             |
|----------------------|--------------------------|-----------|-----------------------|------------|------|-------------------------|-------------|
|                      |                          |           |                       |            |      | Upper bound             | Lower bound |
| AGE                  | 1                        | 2         | .996(*)               | .382       | .035 | .06                     | 1.94        |
| MARITAL STATUS       | Married                  | Divorced  | 2.667(*)              | .764       | .008 | .52                     | 4.81        |
|                      | Single                   | Separated | 2.631(*)              | .663       | .002 | .77                     | 4.50        |
| EDUCATIONAL STATUS   | Unable to Read and Write | 9-10      | -1.800(*)             | .440       | .003 | -3.16                   | -.44        |
|                      |                          | Above 10  | -2.017(*)             | .464       | .001 | -3.46                   | -.58        |

\* The mean difference is significant at the .05 level.

# Appendex-B

## Addis Ababa University School of Graduate Studies Department of Psychology

**Dear Respondents,**

This questionnaire is designed to investigate the perceived causes, social influence and level of readiness of Ethiopian women labor emigrants to the Middle East. You don't be benefited or harmed by answering this questionnaire, however; it is considered as accomplishing citizenry obligations. The answer of the entire questionnaire is based on your experience and ideas. Therefore, to perform valuable research your cooperation has significant position. Accordingly, I ask your cooperation to provide your genuine responses for the questionnaire.

This information is completely confidential and no need to write your names.

**Thank you in advance for taking your time to respond to this question**

### **Section I. Background Information**

Read the Following Items and fill the Appropriate Words or encircle the letter of your choice

1.1. Age \_\_\_\_\_

1.2. Residence or the place where you spent most of lifespan

Region \_\_\_\_\_ Zone \_\_\_\_\_ Woreda \_\_\_\_\_ Kebele \_\_\_\_\_

1.3. Religion

a) Muslim

d) Catholic

b) Orthodox Christians

e) Other (specify) \_\_\_\_\_

1.4. Ethnicity

a) Amhara

c) Tigraway

b) Oromo

d) Other (Specify)

e) unwilling to specify \_\_\_\_\_

**1.5. Educational status**

- a) Unable to read and write
- b) Able to read and write but not attend modern education
- c) Attend modern education

**1.6.** If your answer on item “1.5” is ‘c’ mention your educational status\_\_\_\_\_

**1.7. Marital status**

- a) Single
- b) Married
- c) Divorced
- d) Separated
- e) Other\_\_\_\_\_

**Section II – Questions to Asses the level of Emigrants readiness**

**A. Please read each item carefully and decide to what extent it describes your attitude  
Mark (✓) the point which best indicates your agreement or disagreement**

| No  | Attitude Statements                                                                                                             | Agree | Uncertain | Dis<br>agree |
|-----|---------------------------------------------------------------------------------------------------------------------------------|-------|-----------|--------------|
| 2.1 | I do have a strong desire to know Arabic language                                                                               |       |           |              |
| 2.2 | I am ready to work every duty on which I will be assigned and commanded by my employer                                          |       |           |              |
| 2.3 | I have a strong desire to work in Arab Countries                                                                                |       |           |              |
| 2.4 | I don't bother if my dressing style is changed to as Arab culture                                                               |       |           |              |
| 2.5 | I am ready to eat Arab's cultural food                                                                                          |       |           |              |
| 2.6 | Arab employers are more sympathetic than that of Ethiopians                                                                     |       |           |              |
| 2.7 | I do have a strong wish for my sisters and daughters of my uncle and aunt to have such an opportunity of working in Arab states |       |           |              |
| 2.8 | No matter how different the religion is, it doesn't alter my interest and intuitive of wringing Arab states                     |       |           |              |

## C- Knowledge Questions

The following items are prepared to know your level of understanding about different situation and events. Show your agreement or disagreement by marking (✓) under the scale provided

| No   | Knowledge Statements                                                                                                                                                | Agree | Uncertain | Disagree |
|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------|----------|
| 3.1  | I had enough information about the work to be done                                                                                                                  |       |           |          |
| 3.2  | I can speak Arabic Language                                                                                                                                         |       |           |          |
| 3.3  | I do have ample knowledge about the culture of my distinction country                                                                                               |       |           |          |
| 3.4  | I can write English language                                                                                                                                        |       |           |          |
| 3.5  | The information that I had about the work to be done is ambitious                                                                                                   |       |           |          |
| 3.6  | I can write Arabic language                                                                                                                                         |       |           |          |
| 3.7  | All Ethiopian women migrants to Arab states return back to their home country peacefully                                                                            |       |           |          |
| 3.8  | I can speak English language                                                                                                                                        |       |           |          |
| 3.9  | I don't have any apprehension about the language of communication because there is a large probability of getting Amharic speaking people at work and vicinity area |       |           |          |
| 3.10 | I hope that I do have a proper skill for the work to be done                                                                                                        |       |           |          |
| 3.11 | The work that will be done at destination country is not as much hard some                                                                                          |       |           |          |
| 3.12 | I do have knowledge and experience about what constitute city life                                                                                                  |       |           |          |

## B. Items for actual preparation for Migration

| Have you prepared or in sate of preparation on the following issues to migrate to the Middle East |                                        | Yes | No |
|---------------------------------------------------------------------------------------------------|----------------------------------------|-----|----|
|                                                                                                   | a. language of communication           |     |    |
|                                                                                                   | b. dressing style                      |     |    |
|                                                                                                   | c. relgion                             |     |    |
|                                                                                                   | d. to eat cultural food                |     |    |
|                                                                                                   | e. jobs to be performed                |     |    |
|                                                                                                   | f. to accept bad and good events       |     |    |
|                                                                                                   | g. employee and employer relation ship |     |    |



### Section III- Questions about Sources of Information

Under this section two categories of information sources are identified- destination and origin Country. Rate (✓) information sources under each category interms of their contribution in providing information for your migration

#### A. Source of Information in Origin /sending/ Country

| No   | Information Sources | Very high | High | Low | None | The kind of information obtained |
|------|---------------------|-----------|------|-----|------|----------------------------------|
| 4.1  | Family              |           |      |     |      |                                  |
| 4.2  | Kin group           |           |      |     |      |                                  |
| 4.3  | Friends             |           |      |     |      |                                  |
| 4.4  | Illegal Agents      |           |      |     |      |                                  |
| 4.5  | Legal Agents        |           |      |     |      |                                  |
| 4.6  | News Paper          |           |      |     |      |                                  |
| 4.7  | Radio               |           |      |     |      |                                  |
| 4.8  | Internet            |           |      |     |      |                                  |
| 4.9  | Neighbors           |           |      |     |      |                                  |
| 4.10 | Television          |           |      |     |      |                                  |

#### B. Source of Information in Destination /Receiving/Country

| No   | Information Sources | Very high | High | Low | None | The kind of information obtained |
|------|---------------------|-----------|------|-----|------|----------------------------------|
| 4.10 | Family              |           |      |     |      |                                  |
| 4.11 | Kin group           |           |      |     |      |                                  |
| 4.12 | Friends             |           |      |     |      |                                  |
| 4.13 | Illegal Agents      |           |      |     |      |                                  |
| 4.14 | Legal Agents        |           |      |     |      |                                  |
| 4.15 | News Paper          |           |      |     |      |                                  |
| 4.16 | Radio               |           |      |     |      |                                  |
| 4.17 | Television          |           |      |     |      |                                  |

### Section V- Questions of Social Network in Destination Country

| No  | Information Sources                                                                                       | Yes | No |
|-----|-----------------------------------------------------------------------------------------------------------|-----|----|
| 5.1 | There is a person who will send me a visa from Arab state                                                 |     |    |
| 5.2 | I do have lots of friends who are living in Arab state                                                    |     |    |
| 5.3 | There is a person who is living in my destination country and looking for me a job there                  |     |    |
| 5.4 | I am traveling to Arab state for the sake of family unification                                           |     |    |
| 5.5 | I am in a process of migration since my husband/spouse living in my destination country                   |     |    |
| 5.6 | My families/friends in Arab states have provided me financial support for the facilitation of the process |     |    |
| 5.7 | I do have lots of families/relatives who are living in Arab states                                        |     |    |

## Section VI- Questions on Social Influence

This section has three parts-questions of conformity, compliance and obedience. Please read each item under each parts carefully and mark (✓) the point which best indicates your agreement or disagreement.

### A. Conformity Scales

| No   | Conformity statements                                                                                                                   | Agree | Uncertain | Disagree |
|------|-----------------------------------------------------------------------------------------------------------------------------------------|-------|-----------|----------|
| 6.1  | The worlds of those people who provide me an information or advice are more reliable than me                                            |       |           |          |
| 6.2  | The migration of numerous women from my neighborhood initiates me so                                                                    |       |           |          |
| 6.3  | I am uncertain about the reality of the situations of Arab states                                                                       |       |           |          |
| 6.4  | There are my best friends with whom I made a decision to migrate                                                                        |       |           |          |
| 6.5  | The improvement of living standard of returnees triggers me to migrate                                                                  |       |           |          |
| 6.6  | Still I am in dilemma of migration                                                                                                      |       |           |          |
| 6.7  | Once up on a time I have initiated and apparently told to my friends/ parents/ husband about my decision of migration to Arab countries |       |           |          |
| 6.8  | Sometimes I regret with my decision                                                                                                     |       |           |          |
| 6.9  | I don't want to cancel this migration decision since we have made a promise with my friends.                                            |       |           |          |
| 6.10 | I have confronted difficulty to make migration judgments                                                                                |       |           |          |
| 6.11 | I hope many people will be interested with my commitment to migrate                                                                     |       |           |          |

### B. Question of Compliance

| No   | Information Sources                                                                                   | Agree | Uncertain | Disagree |
|------|-------------------------------------------------------------------------------------------------------|-------|-----------|----------|
| 6.13 | The reason that my families provided me have convinced me to migrate                                  |       |           |          |
| 6.14 | My friends have convinced me that migrating to Arab states have lots of benefits                      |       |           |          |
| 6.15 | I have believed in the arguments forwarded by my relatives regarding migration                        |       |           |          |
| 6.16 | The suggestion of Intermediaries have initiated me to migrate                                         |       |           |          |
| 6.17 | Neighbors advice regarding the benefits obtained from migration have solicited me for migration       |       |           |          |
| 6.18 | I want to go Arab state to help and pay back my parent/friends/husband for what they have done for me |       |           |          |

### C. Question's of Obedience

| No   | Obedience Statements                                                                         | Agree | Uncertain | Disagree |
|------|----------------------------------------------------------------------------------------------|-------|-----------|----------|
| 6.19 | I always follow my elders order                                                              |       |           |          |
| 6.20 | I have commanded by my parents to migrate so as to help back my families by remitting        |       |           |          |
| 6.21 | Women have To obey patriarchal authority                                                     |       |           |          |
| 6.22 | The decision of migration has been made with out my consent                                  |       |           |          |
| 6.23 | Protesting the order of elders/husband is culturally unacceptable                            |       |           |          |
| 6.24 | I have accepted the order of migration from my family/friends/husband with out any objection |       |           |          |

### Section VII- Question of Perceived Causes (Reasons) of Migration

Please read the following items carefully and rate (✓) each item that best describes the causes (reasons) of your migration

| No   | Statements (Phrases) of Causes (reasons) of migration       | Very High | High | Low | None |
|------|-------------------------------------------------------------|-----------|------|-----|------|
| 7.1  | Limited/absence of job opportunity locally                  |           |      |     |      |
| 7.2  | Access to information                                       |           |      |     |      |
| 7.3  | Ease of processing                                          |           |      |     |      |
| 7.4  | Low expenditure and cost of transport                       |           |      |     |      |
| 7.5  | Desperation                                                 |           |      |     |      |
| 7.6  | Low payment of wages locally                                |           |      |     |      |
| 7.7  | Poverty                                                     |           |      |     |      |
| 7.8  | To flee from abusive marriage                               |           |      |     |      |
| 7.9  | To escape from patriarchal tradition that limit opportunity |           |      |     |      |
| 7.10 | To flee from discrimination against Women                   |           |      |     |      |
| 7.11 | Similarity of its Culture                                   |           |      |     |      |
| 7.12 | Similarity of its religion                                  |           |      |     |      |
| 7.13 | It is a promising place for better payment                  |           |      |     |      |
| 7.14 | To remit or help back my families                           |           |      |     |      |
| 7.15 | Curiosity of foreigners life style                          |           |      |     |      |

# Appendix-C

## በአዲስ አበባ ዩኒቨርሲቲ በድህረ ምረቃ ጥናት ክፍል የሳይኮሎጂ ዲፓርትመንት

ውድ ተጠያቂ፣

ይህ መጠይቅ የተዘጋጀው ከአገራችን ወደ አረብ ሀገር ለስራ የሚሄዱ ሴቶችን በተመለከተ ጥናትና ምርምር ለማድረግ ነው። የጥናቱ ዋና ዓላማ ያተኮረው የጉዞውን ሂደት ፣ ችግር እና መንስኤ ለመዳሰስ ነው። ይህንን መጠይቅ በመመለስዎ የሚያገኙት ልዩ ጥቅም ወይም ጉዳት የለም ። ግን ትልቅ የሆነ ግዳጅዎን እንደተወጡ ይቆጠራል። ጥያቄዎቹ ትክክለኛ የሆነ ወይም ስህተት ሊባል የሚችል መልስ የላቸውም። መልሶቹ የሚያመለክቱት የእርስዎን ገጠመኝና ሀሳብ ነው። ስለዚህ ውጤታማና ጥሩ የሆነ ህብረተሰቡን ሊጠቅም የሚችል ጥናት ለመስራት የእርስዎ ልባዊ የሆነ ትብብር ከፍተኛ ስፍራ አለው ። በዚህ መሰረት እውነተኛና ያልተቆጠበ መልስዎን ለተጠየቁት ጥያቄዎች በመስጠት ይተባበሩኝ ዘንድ በትህትና እጠይቃለሁ።

ማንኛውንም የሰጡት መረጃ በምስጢር የሚያዝና ስምዎን መጻፍ የማያስፈልግ መሆኑን እገልጻለሁ።

ጊዜዎን መስዋት በማድረግ ስለሰጡኝ መልስ በቅድሚያ ማመስገን እወዳለሁ።

### ክፍል አንድ - አጠቃላይ መረጃ

የሚከተሉትን ጥያቄዎች በማንበብ ትክክለኛ መልስ የሆነውን በመክበብ ወይም በባዶ ሥፍራው ላይ በመሙላት መልሳቸው።

1.1 ዕድሜ -----

1.2 የመኖሪያ ቦታ ወይም የእድሜዎን ብዙውን አመታት ያሳለፉበት ቦታ

ክልል ----- ዞን ----- ወረዳ ----- ቀበሌ -----

1.3 ሃይማኖት

ሀ) እስላም

ሐ) ካቶሊክ

መ) ፕሮቴስታንት

ለ) ኦርቶዶክስ ክርስቲያን

ሠ) ሌላ ካለ ይግለጹ -----

1.4 የትምህርት ደረጃ

ሀ) ማንበብና መጻፍ የማትችል

ለ) ማንበብና መጻፍ የምትችል ግን ዘመናዊ ትምህርት ያልተከታተለች

ሐ) ዘመናዊ ትምህርት የተከታተለች

1.6 በተራ ቁጥር “1.5 ” ላይ መልስዎ ዘመናዊ ትምህርት የተከታተለች ከሆነ የትምህርት ደረጃዎን ይግለጹ -----

1.7 የጋብቻ ሁኔታ

ሀ) ያላገባች                      ለ) አሁን በትዳር ያለች                      ሐ) አግባብ የፈታች  
መ) የተለያየች ( በሞት ወይም በቦታ )                      ሠ) ሌላ (ይግለጹ) -----

## ክፍል ሁለት ወደ አረብ ሀገር ለመሄድ የተደረጉ ቅድመ ዝግጅቶችን ለማወቅ የቀረቡ መጠይቆች

ሀ. እባክዎን ከዚህ በታች ያሉትን መጠይቆች በጥሞና በማንበብ ምን ያህል የእርስዎን አመለካከት እንደሚገልጽ በእያንዳንዱ መጠይቅ ስር መስማማቱን እና አለመስማማቱን የ(✓) ምልክት በማድረግ ይግለጹ፡፡

| ተ. ቁ | የአመለካከት ጥያቄዎች                                                         | እስማማለሁ | እርግጠኛ አይደለሁም | ምንም አልስማማም |
|------|-----------------------------------------------------------------------|--------|--------------|------------|
| 2.1  | አረብኛ ቋንቋ የማወቅ ከፍተኛ ጉጉት አለኝ                                            |        |              |            |
| 2.2  | ምእሰሪዎች/ቀጣሪዎች/ የተሰጠኝንና የታዘዝኩትን ማንኛውንም ሥራ ለመስራት ዝግጁ ነኝ፡፡                |        |              |            |
| 2.3  | አረብ አገሮች ውስጥ የመስራት ከፍተኛ ፍላጎት አለኝ፡፡                                    |        |              |            |
| 2.4  | የአለባበስ ስርአቱ የአረብ ልጃገረጆችና ሴቶች እንደሚለብሱት ብቀየር ምንም የሚሰማኝ ነገር የለም          |        |              |            |
| 2.5  | ማንኛውንም የአረብ ሀገር ባህላዊ ምግቦችን ለመመገብ ዝግጁ ነኝ                               |        |              |            |
| 2.6  | የአረብ ሀገር አሠሪዎች ከኢትዮጵያውያን በላይ ለሰው የሚያስቡና የሰው ችግር የሚገባቸው ናቸው            |        |              |            |
| 2.7  | ለእህቶቼ፣ ለእጎቶቼና ለአክስቶቼ ልጆች ይህንን አረብ ሀገር የመስራት ዕድል እንዲያገኙ ከፍተኛ ምኞት አለኝ፡፡ |        |              |            |
| 2.8  | የሀይማኖት ልዩነት ቢኖርም እንኳ ሀይማኖቱን ተቀብዬ ለመስራት ከፍተኛ ፍላጎት አለኝ                  |        |              |            |

**ለ. አንዳንድ ቅድመ ዝግጅቶች መኖራቸውን ለማወቅ የቀረቡ መጠይቆች**

| ከሚከተሉት ውስጥ ወደ አረብ ሀገር ለመሄድ ያደረጉት ወይም እያደረጉ ያለ ዝግጅት ካለ ይግለጹ |                       | አዎን | የለም |
|------------------------------------------------------------|-----------------------|-----|-----|
|                                                            | ሀ. የመግባቢያ ቋንቋ         |     |     |
|                                                            | ለ. የአለባበስ ስርአት        |     |     |
|                                                            | ሐ.ስለ ሀይማኖት ስርአት       |     |     |
|                                                            | መ. ስለ አመጋገብ ስርአት      |     |     |
|                                                            | ሠ. ስለ ሚስራው ስራ         |     |     |
|                                                            | ረ. ደስታና ችግር ለቋቀበል     |     |     |
|                                                            | ሰ. ስለ አሰሪና ሰራተኛ ግንኙነት |     |     |

**ሐ- የግንዛቤ መጠይቆች**

የሚከተሉት መጠይቆች የእርስዎን ግንዛቤ መጠን ለማወቅ የተዘጋጁ ናቸው። በእያንዳንዱ መጠይቅ ስር መስማማትዎን እና አለመስማማትዎን የ (✓) ምልክት በማድረግ ያመልክቱ።

| ተ.ቁ  | የግንዛቤ ጥያቄዎች                                                                                  | እስማማለሁ | እርግጠኛ አይደለሁም | ምንም አልስማማም |
|------|----------------------------------------------------------------------------------------------|--------|--------------|------------|
| 3.1  | ስለምስራው ስራ በቂ የሆነ መረጃ አለኝ።                                                                    |        |              |            |
| 3.2  | አረብኛ ቋንቋ መናገር እችላለሁ።                                                                         |        |              |            |
| 3.3  | የሚሄድበትን ሀገር ባህል ጠንቅቄ አውቃለሁ።                                                                  |        |              |            |
| 3.4  | የእንግሊዘኛ ቋንቋ መጻፍ እችላለሁ።                                                                       |        |              |            |
| 3.5  | ስለሚሠራው ሥራ ያለኝ መረጃ የተምታታ ወይም ግልጽ አይደለም።                                                       |        |              |            |
| 3.6  | አረብኛ ቋንቋ መጻፍ እችላለሁ።                                                                          |        |              |            |
| 3.7  | ሁሉም ወደ አረብ ሀገር የሚሄዱት ሴቶች ወደ ሀገራቸው በሰላም ይመለሳሉ።                                                |        |              |            |
| 3.8  | የእንግሊዘኛ ቋንቋ መናገር እችላለሁ።                                                                      |        |              |            |
| 3.9  | በምሠራበት ቦታ ወይም በአቅራቢያው ብዙ የማውቀውን ቋንቋ የሚናገሩ ሰዎችን የማግኘት ዕድል ስላለኝ ስለመግባቢያ ቋንቋ ምንም አይነት ፍርሀት የለኝም |        |              |            |
| 3.10 | ስለሚሠራው ሥራ በቂ ክህሎት አለኝ።                                                                       |        |              |            |
| 3.11 | ከምሄድበት ሀገር የሚሠሩ ሥራዎች ብዙ የሚከብዱ አይደሉም።                                                         |        |              |            |
| 3.12 | ስለ ከተማ ኑሮ ሁኔታ በቂ ዕውቀትና ተሞክሮ አለኝ።                                                             |        |              |            |



## ክፍል ሶስት - ስለመረጃ ምንጮች በተመለከተ የቀረበ መጠይቅ

በዚህ ክፍል ሥር ሁለት የመረጃ መደቦች ተለይተዋል-የመድረሻ እና የሀገር ውስጥ የመረጃ ምንጮች፡፡ ለእርስዎ ወደ አረብ ሀገር መሄድ እንደ መረጃ ምንጭነት በማገልገል ያበረከቱትን አስተዋጽኦ በአያንዳንዱ መረጃ ምንጭ ሥር የ(✓) ምልክት በማድረግ ያመልክቱ ፡፡ በተጨማሪም ያገኙትን የመረጃ አይነት ካለ በአያንዳንዱ የመረጃ ምንጭ ትይይዩ በመዘርዘር ይግለጹላቸው፡፡

### ሀ. ሀገር ውስጥ የሚገኙ የመረጃ ምንጮች

| ተ.ቁ  | የመረጃ ምንጭ                 | በጣም<br>ከፍተኛ | ከፍተኛ | ዝቅተኛ | ምንም | ያገኙት የመረጃ<br>አይነት |
|------|--------------------------|-------------|------|------|-----|-------------------|
| 4.1  | ቤተሰብ                     |             |      |      |     |                   |
| 4.2  | ዘመድ                      |             |      |      |     |                   |
| 4.3  | ጓደኛ                      |             |      |      |     |                   |
| 4.4  | ሀገ-ወጥ አሠሪና<br>ሠራተኛ አገናኞች |             |      |      |     |                   |
| 4.5  | ህጋዊ አሠሪና ሠራተኛ<br>አገናኞች   |             |      |      |     |                   |
| 4.6  | ጋዜጣ                      |             |      |      |     |                   |
| 4.7  | ሬድዮ                      |             |      |      |     |                   |
| 4.8  | ኢንተርኔት                   |             |      |      |     |                   |
| 4.9  | የጎረቤት ሰዎች                |             |      |      |     |                   |
| 4.10 | ቴሌቪዥን                    |             |      |      |     |                   |

### ለ. ከሀገር ውጪ/ ከመድረሻ ሀገር/ የሚገኙ የመረጃ ምንጮች

| ተ.ቁ  | የመረጃ ምንጭ                   | በጣም<br>ከፍተኛ | ከፍተኛ | ዝቅተኛ | ምንም | ያገኙት የመረጃ<br>አይነት |
|------|----------------------------|-------------|------|------|-----|-------------------|
| 4.11 | ቤተሰብ                       |             |      |      |     |                   |
| 4.12 | ዘመድ                        |             |      |      |     |                   |
| 4.13 | ጓደኛ                        |             |      |      |     |                   |
| 4.14 | ህጋዊ ያልሆኑ አሰሪና<br>ሠራተኛ አገናኝ |             |      |      |     |                   |
| 4.15 | ህጋዊ የሆኑ አሠሪና<br>ሠራተኛ አገናኝ  |             |      |      |     |                   |
| 4.16 | ጋዜጣ                        |             |      |      |     |                   |
| 4.17 | ሬድዮ                        |             |      |      |     |                   |
| 4.18 | ቴሌቪዥን                      |             |      |      |     |                   |

## ክፍል አራት - ከመድረሻ ሀገር ከሚገኙ ሰዎች ጋር የተመሠረቱ ትስስር ወይም መረብን ለማወቅ የቀረቡ መጠይቆች

ከሚከተሉት ጥያቄዎች ስር መስማማትዎን ወይም አለመስማማትዎን የ(✓) ምልክት በማድረግ ይግለጹ፡፡

| ተ.ቁ | ጥያቄዎች                                                                      | አዎን | የለም |
|-----|----------------------------------------------------------------------------|-----|-----|
| 5.1 | ከአረብ ሀገር ቪዛ የሚልክልኝ ሰው አለ፡፡                                                 |     |     |
| 5.2 | አረብ ሀገር የሚኖሩ ብዙ ጓደኞች አሉኝ፡፡                                                 |     |     |
| 5.3 | አረብ ሀገር ሚኖሩ ሥራ የሚያፈላልጉልኝ ሰዎች አሉ፡፡                                          |     |     |
| 5.4 | ወደ አረብ ሀገር የምጓዘው ከቤተሰቦች ጋር ለመቀላቀል ነው፡፡                                     |     |     |
| 5.5 | የመሄዱን ሂደት እየፈጸምኩ ያለሁት ባለቤቴ/ እጮኛዬ አረብ ሀገር ስለሚኖር ነው፡፡                        |     |     |
| 5.6 | በአረብ ሀገር የሚኖሩ ቤተሰቦቼ ወይም ጓደኞቼ የመሄዱን ሂደት ለማስፈጸም ይረዳኝ ዘንድ የገንዘብ ድጋፍ ያደርጉልኛል፡፡ |     |     |
| 5.7 | አረብ ሀገር የሚኖሩ ቤተሰብና ዘመዶች አሉኝ                                                |     |     |

## ክፍል አምስት - ወደ አረብ ሀገር ለመሄድ የኅብረተሰብ ሚና /social influence/ ምን ያህል እንደሆነ ለማወቅ የቀረቡ መጠይቆች

ይህ ክፍል በሦስት መደቦች ማለትም ቀጥተኛ ያልሆነ (conformity)፣ ቀጥተኛ የሆነ (compliance) እና ቀጥተኛ ትዕዛዝን (obedience) ያካተተ ነው፡፡ እባክዎን ጥያቄውን በአንክሮ በማንበብ ትክክለኛ መልስዎን በእያንዳንዱ ጥያቄ ስር የ (✓) ምልክት በማድረግ መስማማትዎን ወይም አለመስማማትዎን ያመልክቱ፡፡

ሀ. ቀጥተኛ ያልሆነ (conformity) ለማወቅ የተዘጋጀ መጠይቅ

| ተ.ቁ | ጥያቄዎች                                              | እስማማለሁ | እርግጠኛ አይደለሁም | ምንም አልስማማም |
|-----|----------------------------------------------------|--------|--------------|------------|
| 6.1 | ስለ አረብ ሀገር መረጃ ያገኘሁባቸው ሰዎች ቃል ከእኔ በላይ የታመነ ነው፡፡    |        |              |            |
| 6.2 | የብዙ ሴቶች ከጎረቤቶቼ መሄድ እኔንም አነሳስቶኛል፡፡                  |        |              |            |
| 6.3 | ስለ አረብ ሀገሮች ስላለው እውነታ እርግጠኛ አይደለሁም፡፡               |        |              |            |
| 6.4 | ወደ አረብ ሀገር ለመሄድ አብረን ሁነን የወሰን የሚወዳቸው ጓደኞች አሉ፡፡     |        |              |            |
| 6.5 | ከአረብ ሀገር የተመለሱ ሴቶች የነሮ ሁኔታ መሻሻል እኔን እንድሄድ ገፋፍቶኛል፡፡ |        |              |            |

|      |                                                                                      |  |  |  |
|------|--------------------------------------------------------------------------------------|--|--|--|
| 6.6  | እስከ አሁን ድረስ ስለ መሄዱ ጉዳይ እያመነታሁ ነው።                                                    |  |  |  |
| 6.7  | ከአለታት አንድ ቀን በመነሣሣት ለጓደኞቼ /ለወላጆቼ/ ወይም ለባሌ በግልጽ ወደ አረብ ሀገር ለመሄድ የወሰንኩ መሆኑን ነግራቸው ነበር። |  |  |  |
| 6.8  | አንድ አንድ ጊዜ በምወስናቸው ውሳኔዎች እፀፀታለሁ።                                                     |  |  |  |
| 6.9  | ከጓደኞቼ ጋር ለመሄድ ቃል ስለገባን ይህንን ጉዞ መሰረዝ አልፈልግም።                                          |  |  |  |
| 6.10 | ይህንን የጉዞ ውሳኔ ለመወሰን ከፍተኛ ችግር አጋጥሞኝ ነበር።                                               |  |  |  |
| 6.11 | ብዙ ሰዎች በእኔ ቁርጠኛ የሆነ ጉዞ ውሳኔ እና መሄድ እንደሚደሰቱ ተስፋ አደርጋለሁ።                                |  |  |  |

ለ. ቀጥተኛ የሆነ የ(compliance) መጠይቆች

| ተ.ቁ  | ጥያቄዎች                                                             | እስማማለሁ | እርግጠኛ አይደለሁም | ምንም አልስማማም |
|------|-------------------------------------------------------------------|--------|--------------|------------|
| 6.13 | ቤተሰቦቼ ያቀረቡልኝ ምክንያቶች እንድሄድ አሳምኖኛል።                                 |        |              |            |
| 6.14 | ጓደኞቼ ወደ አረብ ሀገር መሄድ ብዙ ተቀሜታ እንዳለው አሳምነውኛል።                        |        |              |            |
| 6.15 | ዘመዶቼ ወደ አረብ ሀገር ለመሄድ ያቀረቡልኝ ምክንያታዊ መረጃ አምኜ ተቀብየዋለሁ።               |        |              |            |
| 6.16 | የአሠሪና ሠራተኛ አገናኛ ምክር እንድሄድ አነሳስቶኛል።                                |        |              |            |
| 6.17 | አረብ ሀገር ከመሄድ የሚገኘው ጠቀሜታ የላቀ መሆኑን ጎረቤቶቼ የሰጡኝ ምክር እንድሄድ ገፋፍቶኛል።     |        |              |            |
| 6.18 | ወደ አረብ ሀገር መሄድ የፈለኩት ቤተሰቦቼ/ ጓደኞቼ/ ባሌ/ ለዋሉልኝ ውለታ ወሮታውን ለመክፈል ስል ነው |        |              |            |

ሐ. ቀጥተኛ የሆነ ትዕዛዝን (obedience) በተመለከተ የቀረበ መጠይቅ

| ተ.ቁ  | ጥያቄዎች                                                            | እስማማለሁ | እርግጠኛ አይደለሁም | ምንም አልስማማም |
|------|------------------------------------------------------------------|--------|--------------|------------|
| 6.19 | ብዙውን ጊዜ የታላላቆቼን ትዕዛዝ እቀበላለሁ።                                     |        |              |            |
| 6.20 | ወደ አረብ ሀገር የምሄደው ሠርቼ ከሚገኘው ገንዘብ በመላክ እረዳቸው ዘንድ በቤተሰቦቼ ስለታዘዝኩ ነው። |        |              |            |
| 6.21 | ኋቶች የወንዶችን ትዕዛዝ መቀበል ይኖርባቸዋል።                                    |        |              |            |
| 6.22 | ወደ አረብ ሀገር የመሄዱ ውሳኔ የተደረገው ከእኔ ስምምነት ውጭ ነው።                      |        |              |            |
| 6.23 | ታላላቆችን ወይም የባልን ትዕዛዝ መቃወም በባህል ደረጃ ተቀባይነት የለውም።                  |        |              |            |
| 6.24 | ወደ አረብ ሀገር የመሄዱን ጉዳይ ከቤተሰቤ/ ከጓደኞቼ/ ከባሌ የተቀበልኩት ያለምንም ተቃውሞ ነው።    |        |              |            |

## ክፍል ስድስት- ለፍልሰት ምክንያት ወይም መንስኤ ሊሆኑ የሚችሉትን ለማወቅ የተዘጋጁ መጠይቆች

የሚከተሉትን የፍልሰት መንስኤ ወይም ምክንያት የሆኑትን ጥያቄዎች በአንክሮ በማንበብ ለእርስዎ ወደ አረብ አገር መሄድ ምን ያህል አስተዋፅኦ እንዳላቸው (✓) ምልክት በማድረግ ይግለጹቸው፡፡

| ተ.ቁ  | የፍልሰት መንስኤዎች                           | በጣም<br>አፍተኛ | አፍተኛ | ዝቅተኛ | የለውም |
|------|----------------------------------------|-------------|------|------|------|
| 7.1  | በሀገር ውስጥ የሥራ ዕድል መጥፋት ወይም ውስን መሆን፡፡    |             |      |      |      |
| 7.2  | ለመረጃዎች ቅርብ መሆን፡፡                       |             |      |      |      |
| 7.3  | ሂደቱን ለማስፈጸም ቀላል ስለሆነ፡፡                 |             |      |      |      |
| 7.4  | አነስተኛ ወጭ እና የትራንስፖርት ዋጋ ስለምጠይቅ፡፡       |             |      |      |      |
| 7.5  | ተስፋ ቢስ መሆን፡፡                           |             |      |      |      |
| 7.6  | በሀገር ውስጥ የጉልበት ዋጋ ክፍያ አነስተኛ መሆን፡፡      |             |      |      |      |
| 7.7  | በሀገር ውስጥ ራስን ማኖር ከባድ ስለሆነ፡፡            |             |      |      |      |
| 7.8  | ከፍላጎት ውጭ የሚፈጸመውን ጋብቻ ለማምለጥ፡፡           |             |      |      |      |
| 7.9  | የተለያዩ ዕድሎችል ለሚወስኑ አፋኝ ከሆኑ ልማዶች ለመውጣት፡፡ |             |      |      |      |
| 7.10 | በሴትነቴ ከሚደርስብኝ አድሎ እና መገለል ለማምለጥ፡፡      |             |      |      |      |
| 7.11 | የባህል መመሳሰል፡፡                           |             |      |      |      |
| 7.12 | የእምነት መመሳሰል፡፡                          |             |      |      |      |
| 7.13 | ጥሩ ክፍያ ለማግኘት አስታማማኝ ቦታ ስለሆነ፡፡          |             |      |      |      |
| 7.14 | ሰርቼ ቤተሰቦቼን ለመርዳት፡፡                     |             |      |      |      |
| 7.15 | የውጭ አገር ሰዎችን የኑሮ ሁኔታ ለማወቅ ያለኝ ጉጉት፡፡    |             |      |      |      |

# **Appendix-D**

## **ADDIS ABABA UNIVERSITY SCHOOL OF GRADUATE STUDIES**

### **ETHIOPIAN WOMEN LABOR MIGRATION: THE CASE OF SOCIAL INFLUENCE OF EMIGRANTS TO THE MIDDLE EAST**

#### **FOCUS GROUP DISCUSSION GUIDELINES FOR EMIGRANTS**

1. What do you know and how do you see Middle East?
2. What sort of readiness have you made to migrate to the Middle East with respect to:
  - The work to be done?
  - Language of communication and other cultural aspects of destination country?
3. Where do you get information about the availability of job in Middle East and what other kinds of information have you get from these sources?
4. Does Society have contribution for your migration? How?
5. Is there any inducement for your migration?

## Appendx-E

### በአዲስ አበባ ዩኒቨርሲቲ የድህረ ምረቃ

### ጥናት ክፍል

#### ለውይይት የቀረቡ መሪ መጠይቆች

1. ስለ መካከለኛው ምስራቅ አገሮች ምን ታውቃላችሁ? እንዴትስ ታዩታላችሁ?
2. ወደ መካከለኛው ምስራቅ አገር ለመሄድ ምን አይነት ቅድመ ዝግጅቶችን አድርጋችኋል?
  - ❖ ስለሚሠራው ሥራ?
  - ❖ ስለ መግባቢያ ቋንቋ እና አንዳንድ ባህሎችን በተመለከተ?
3. መካከለኛው ምስራቅ ሥራ መኖሩን መረጃውን ያገኛችሁት ከየት ወይም ከማን ነው? ከእነዚህ የመረጃ ምንጮች ሌላ ስለአረብ ሃገር የሰማችሁት ነገር ምንድን ነው?
4. ለእናንተ ወደ መካከለኛው ምስራቅ መሄድ ኅብረተሰቡ አስተዋፅኦ አለው?  
እንዴት?
5. ወደ መካከለኛው ምስራቅ እንድትሄድ ከኅብረተሰቡ ወይም ከሌላ ጫና (ግፊት) አለ?



## Appendix-F

**List of Randomly selected Legal Private Employment Agents from which Representative Samples are drawn.**

| No | Name of Agents                       | Manager of the Agency | Address                                          | Middle East countries to which they send the Emigrants |
|----|--------------------------------------|-----------------------|--------------------------------------------------|--------------------------------------------------------|
| 1  | Tom international employment Agency  | Leulseged             | To Kidus Gebriel Hospital besides Zurga building | Beirut                                                 |
| 2  | GM private employment Agency         | G/Mediha Abreha       | Infront of Zerihun building                      | Saudi Arabia, Beirut                                   |
| 3  | Abeba private employment Agency      | Abeba Akalu           | Around Lem hotel                                 | Lebanon                                                |
| 4  | Seha job hunt and recruitment Agency | Seid Ahmed            | Merkato America gibi                             | Saudi Arabia                                           |
| 5  | Eman private employment Agency       | Abdi                  | Paster police club                               | Kuwait                                                 |
| 6  | Tefera private employment Agency     | Tefera Tadese         | Zerihun building                                 | Syria, Beirut, Kuwait                                  |
| 7  | Meftihe private employment Agency    | Bezabih Yitna         | Around Yenegesew school                          | Kuwait, Beirut                                         |
| 8  | Ethio-manpower Agency                | Zeyinu Awel           | Beside Gibson youth academy                      | Beirut                                                 |
| 9  | Alem private employment Agency       | Elias Mengistu        | Tefera trade center(3 <sup>rd</sup> floor)       | Kuwait                                                 |
| 10 | Gulf private employment Agency       | Romedan               | Gojam berenda around wollega hotel               | Bahiren, Beirut                                        |
| 11 | Hiyitala private employment Agency   | Nesredin Shure        | Gojam berenda (on yirgalem building)             | Saudi Arabia, Beirut, Kuwait                           |
| 12 | Selam private employment Agency      | Efrem Mulugeta        | Genet Hotel                                      | Beirut                                                 |
| 13 | Efrata private employment Agency     | Selemon Sime          | Semen hotel on Habesha building                  | Beirut                                                 |
| 14 | Aziz private employment agency       |                       | Yirga Haile building                             | Qatar                                                  |
| 15 | Genet private employment Agency      |                       | Arada subcity beside Meta Beer                   | Beirut                                                 |
| 16 | Habesha private employment Agency    |                       | Enkulal fabrica                                  | Beirut                                                 |
| 17 | Debitu private employment Agency     | Selamawit Bezabih     | Warit building                                   | Kuwait                                                 |
| 18 | Sofia private employment Agency      | Sofia Tahir           | 22 besides kidus Gebriel Hospital                | U.A.E                                                  |
| 19 | Eat future service                   | Belay bekele          | Infront of Lise                                  | Libanon                                                |
| 20 | Nehima Agency                        | Semara Tahir          | Saris Tana clinic                                | Kuwait, Bahiren                                        |

DECLARATION

I, THE UNDERSIGNED, DECLARE THAT THIS THESIS IS THE RESULT OF MY WORK AND THAT ALL SOURCES OF MATERIALS USED FOR THE THESIS HAVE BEEN DULY ACKNOWLEDGED.

NAME Gebeyesu Beyene

SIGNATURE August 2007 JMB

DATE OF SUBMISSION August 2007

THIS THESIS HAS BEEN SUBMITTED FOR EXAMINATION WITH MY APPROVAL AS UNIVERSITY ADVISOR.

Belany 2007  
ADVISOR

JMB  
SIGNATURE

1st Aug 2007  
DATE