DETERMINANTS OF LOW-SKILLED EMIGRANTS' SUCCESS IN THE HOST COUNTRIES

Dr Kassegne Damtew | *Department of Management, College of Business and Economics, Wollo University, Ethiopia*

ABSTRACT

It is observed that from South Wollo Zone, many people legally or illegally move to Gulf countries for economic purpose. The emigrants mostly recruited in low –skilled jobs : Male emigrants for waste disposal, camel and goat herding and construction while female emigrants, on the other hand, are mainly recruited for household labor purposes including cleaning rooms and compounds, laundry, washing cars, cooking, disposing waste, nursing and looking after children and elders. , However, emigrants' intensions are affected by some antecedent factors. Therefore, this study is designed to investigate the determinant factors of emigrants' success in their destination countries. In order to achieve this objective descriptive research design was employed in which mixed research approach was used. The sampling design selected for the study was snowball sampling and primary data was collected from target respondents: returnees, potential emigrants, kebele officials, South Wollo Zone Labor and social affairs experts via questionnaires and interviews. Secondary data for this study was reviewed from literatures and websites. The collected data was analyzed descriptively using central tendency and dispersion while inferences are made using correlation and regression analysis.

The findings of the study showed that emigrants' education level, knowledge/skill on the job they engaged, and legal mobility are related to emigrants' success. Emanates from the result, suggestion was made that emigrants need to fulfill requirements of completing elementary education, participate in training before departure and use only authorized mobility. It is also suggested that concerned bodies need to facilitate to curb illegal migration and work for the enforcement of proclamation 909/2015

KEYWORDS:
Emigrants, emigrants education level, Training, legal mobility, & success

INTRODUCTION

Success is the status of achieving the desired objectives. Emigrants move to other countries mainly for economic factors which are because of low employment opportunities at the local level, low wage rates, low income, impoverished life and limited access to basic means of production such as land and credit facilities so that emigrants marsh to aboard in the desire of making money .Thus, large numbers of people cross the border to Arab and other countries. According to RMMS (May 2016) report the flow of Ethiopians going into the transit country Yemen in 2016 continued at a similar pace to previous years. It is recorded more than 512,000 Ethiopian migrants crossed into Yemen between 2006 and March 2016.In addition to this many emigrants enter Saudi and other Gulf countries via tourist visa, contractual agreement or other means.

Before leaving home every emigrant has aspiration of success to achieve in the host countries. Their success can be measured by individual emigrant of comparing desire to actual performance. It is observed that some illegal emigrants detained and deported home before repaying their loan. Others recruited in low wages or suffered due to some unfounded reasons. Others encounter a mismatch between emigrants knowledge/skill to job requirements in the host country. This makes a paramount issue to study determinants of emigrants' success in the host country.

SOCIO-ECONOMIC CONTEXTOF SOUTH WOLLO ZONE

i. Economic situation: Over the last decades, Ethiopian economy is growing fast. According to National bank of Ethiopia 2015/16 annual report Ethiopian economy had exhibited 9.8 percent average annual growth during2010/11-2015/16, registered 8% growth in 2015/16.The sectoral contribution is depicted below.

Table 1.1: Sect oral Contributions to GDP and GDP Growth (In Billions of Birr)

Items		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Sector	Agriculture	212.5	222.9	238.8	251.8	267.8	274.0
	Industry	49.8	59.6	73.9	86.5	103.7	125.0
	Service	216.6	237.0	259.0	292.0	325.0	353.0
Total		478.9	519.5	571.7	630.3	696.5	752.0
Real GDP		475.6 5	517.0	568.0	627.0	692.0	747.0
Growth in Real GDP		11.4	8.7	9.9	10.3	10.4	8.0
Per capita GDP (USD) (Nominal)		396	523	559	640	725	794
Growth rate in Per capita GDP			32.2	6.8	14.4	13.4	9.5
Mid-year population(in millions)		80.7	82.7	84.8	87.0	89.1	91.2

Source: South Wollo Zone finance and economy department document

ii. Demographics profile: Based on the 2007 Census conducted by the Central Statistical Agency of Ethiopia (CSA), this Zone has a total population of 2,518,862, an increase of 18.60% over the 1994 census, of whom 1,248,698 are men and 1,270,164 women; with an area of 17,067.45 square kilometers, South Wollo has a population density of 147.58. While 301,638 or 11.98% are urban inhabitants. A total of 598,447 households were counted in this Zone, which results in an average of 4.21 persons to a household, and 574,378 housing units. The 1994 national census reported a total population for this Zone of 2,123,803 in 498,480 households, of whom 1,047,512 were men and 1,076,291 women; 210,291 or 9.9% of its population were urban dwellers at the time

Table 1:2 South Wollo zone population size by Woredas and age

No	Woreda	<15 yrs			15-39yrs			>40yrs			Total		
		M	F	T	M	F	T	M	F	T	M	F	T
1	Mekdela	34012	31749	65761	30311	32835	63146	19845	19547	39392	84168	84131	168262
2	Tenta	36439	31082	67521	35022	35045	70067	25495	25288	50783	96956	91415	182830
3	kutaber	20647	19477	40124	19817	17467	37284	13889	14588	28477	54353	51532	103064
4	Ambasel	28792	23098	51890	28451	22265	50716	17784	18162	35946	75027	63525	127050
5	Tewledere	21302	18246	39548	23955	18275	42230	13979	14465	28444	59236	50986	101972
6	Hayke	4777	4313	9090	8502	6572	15074	3223	3382	6605	16502	14267	28534
7	Werebabo	22512	20707	43219	22470	21272	43742	14510	15831	30341	59492	57810	115620
8	Kalu	45648	39444	85092	44948	39588	84536	26178	28032	54210	116774	107064	214128
9	Albuko	18796	16176	34972	18397	14541	32938	9963	10204	20167	47156	40921	81842
10	De/zeyt	37172	32517	69689	33133	30652	63785	20629	22734	43363	90934	85903	171806
11	Legambo	38812	40343	79155	34396	31185	65581	23540	26679	50219	96748	98207	196414
12	Saynt	34619	31172	65791	30681	32183	62864	18869	20612	39481	84169	83967	167934
13	Borena	34754	33497	68251	32243	30263	62506	18244	14056	32300	85241	77816	155632
14	Me/selam	2480	2299	4779	2299	2095	4394	1302	1309	2611	6081	5703	11406
15	kelala	34276	31746	66022	30707	29612	60319	16397	16513	32910	81380	77871	155742
16	Jmma	29892	29472	59364	27287	25694	52981	95400	16664	112064	152579	71830	143660
17	Wereilu	24964	24694	49658	23831	23519	47350	13823	14428	28251	62618	62641	125282
18	Wegdi	32534	32129	64663	27930	27019	54949	16286	16818	33104	76750	75966	151932
18	Kombelcha	19445	21288	40733	30189	35100	65289	15818	15617	31435	65452	72005	144010
20	Argoba	9405	8642	18047	7405	6819	14224	3818	3848	7666	20628	19309	38618
21	Me/saynt	17518	16925	34443	14876	15776	30652	8552	9376	17928	40946	42077	84154
22	Legehida	14565	15446	30011	15041	13563	28604	8312	9376	17688	37918	38385	76770
23	Delanta	29425	28843	58268	25629	26531	52160	17945	15806	33751	72999	71180	142360
	TOTAL	592786	553305	1146091	567520	537871	1105391	423801	353335	777136	1584107	1444511	2889022

iii. Infrastructure and social services: According to World Bank Memorandum (May 24, 2004), 13% of the inhabitants of South Wollo have access to electricity, this zone has a road density of 76.1 kilometers per 1000 square kilometers (compared to the national average of 30 kilometers), the average rural household has 0.7 hectare of land (compared to the national average of 1.01 hectare of land and an average of 0.75 for the Amhara Region) and the equivalent of 0.6 heads of livestock. It is evidenced that 10.6% of the population is in non-farm related jobs, compared to the national average of 25% and a regional average of 21%. Besides this, 63% of all eligible children are enrolled in primary school, and 12% in secondary schools(Wikipedia, the free encyclopedia, retrieved at December 2016).Although there is fast economic growth, rapid population growth remains a major barrier to poverty reduction.

iv. Current migration patterns : Migration is the movement of people from one place to another within a country, or from one country to another for different reasons. When the emigrant makes the decision and willing to move to other new area temporarily or semi-temporarily the process can be termed as voluntary migration. However, when the mover has no role in the decision-making process the process can be termed as involuntary migration (forced migration).In South wollo , many people consider voluntary migration as one option to improve their life . According to International Labor Organization (2011) poverty and lack of opportunities, failure in educational endeavors, are critical push factors behind migration. Most of the economic factors are related to low employment opportunities at the local level, low wage rates, low income, impoverished life and limited access to basic means of production such as land and credit facilities. Pull factors which include rapid changes in economies, weak protection regimes for migrant workers, and the role of traffickers in artificially expanding demand for cheap labor. Peer and family pressure, negative attitudes attached to local domestic work, low performance and motivation in pursuing education, networking and operation of traffickers, limited information about regular and legal migration channels, limited enforcement of protective laws contributes for increasing migration from south Wollo zone to Gulf countries . It is observed that low skilled people are migrated for escaping economic hardship i.e. migration is increasing resembling geometric progression while the economy is growing fast. RMMS (June 2013) reported that 38,858 illegal Ethiopian migrants crossed into Yemen in the first half of 2013. Other resource reveals that , from 2001 to December 2005 (E.C) 111,608 legal labor migrants left Ethiopia (Ministry of

Workers& social, Dec.2005 E.C).For simplification, increment of migration in the three routes (via Kenya to South Africa, via Sudan to Europe and other countries,)are depicted in the figure below.

v. Migration nexus development: Why emigrants from Ethiopia are increasing while Ethiopian economy is growing? Is there a relationship between migration and development? In classical theories, an increase in development has been expected to lead to a decrease in migration (Koppenberg ,2012). This implies development decreases the flow of migration, but this is not observed the Ethiopian case. The latest studies, however, have disproved this assumption by showing that more development leads, at least until a certain level, to more migration. In his study on development drivers of international migration, De Haas shows that emigration initially rises with increased development, and only goes down once countries have reached a high level of development (De Haas 2010).

STATEMENT OF THE PROBLEM

Ethiopian low skilled emigrants move away from home with the intention of finding employment thereby improving their standard of life. In reality however, most of these legal or illegal unskilled emigrant workers find themselves unfit to their employer expectations (Interview response). In 2011 the ILO conducted a study on female emigrants to and from Ethiopia and concluded that women that migrate regularly do not have significantly different experiences than women who emigrate irregularly. This means emigrants do not prepare themselves for the work they engage in low labor and in low wages (interview response)

Ethiopian male emigrants are sought in destination countries for household labor that includes waste disposal, camel and goat herding or, slaughtering, and construction. Female migrants, on the other hand, are mainly involved in household labor purposes including cleaning rooms and compounds, laundry, washing cars, cooking, disposing waste, nursing and looking after children and elders, and sometimes attending customers in hotels and restaurants, in Djibouti and Yemen (ILO, 2011).Low-skilled jobs are not the same as no-skilled jobs, most jobs require English, math, problem solving, and communication skills, the so-called new basic skills. More than three-fourths of low-skilled jobs require oral and written comprehension of English, more than half require oral and written expression and deductive reasoning, and at least half require math, reading comprehension, active listening, writing, and speaking. Workers in low skilled jobs are expected to act appropriately at work and to perceive cues from others correctly. Many low-skilled jobs also require physical abilities and mechanical skills. In fact, low-skilled jobs require physical and mechanical skills at higher levels than other jobs(Nan L. Maxwell, 2006)

According to focus group discussion Ethiopian emigrants engaged in underemployed works as unfit for jobs as: drivers, cooks, masons, carpenters, steel fixers, welders, plumbers, etc. Studies assume a direct relationship between the accumulation of education, training and skills and the rise of current and lifetime income (Steiner, V.; Lauer, C, 2000) . This means that education and training regarding earnings complement each other. Both education and training affect the earnings of individuals in the short term and the long term (Pischke, J. et al. 2000). Emigrants to Gulf countries engaged in low jobs which makes them unsuccessful of their intentions. Women have a lack of knowledge of their rights and the options

available to them in the event of abuse in the host country (Katie Kuschminder , 2014). It is evidenced that unskilled emigrant individuals often accept jobs that nationals do not want, or do so at lower wages and with fewer social benefits than nationals. Migrant workers face new challenges. The challenges are exacerbated where there is migration of both skilled and lower-skilled migrants at the same time in the same area.

Thus, this study aimed at to investigate the role of education training and regular mobility for emigrants' success. So that this study tries to search answers for questions:

1. What are the roles of education and training for emigrants' success?
2. What are the roles of training for emigrants' success?
3. Does legally labor mobility contribute for migrants' success?

RESEARCH OBJECTIVES

Ethiopian labor migrants may find it more difficult to work in their destination countries' due to the fact that disequilibrium conditions. Thus, the overall objective of this research is to assess the antecedent factors leading migrant workers meeting to their expectation. And the specific objectives   to be addressed are:

1. To examine the contributions of migrant workers' education level   for fulfilling their expectation in their destination countries.
2. To explore the contributions of migrant workers' training for fulfilling their expectation in their destination countries.
3. To identify the role of authorized labor migration for workers expected success in their destination area.

RESEARCH HYPOTHESIS

This study attempts to test the following hypotheses

Ho_1: There is no relationship between education   of emigrants and their expected success.

Ho_2: There is no relationship between trainings of emigrants and their expected success.

Ho_3: There is no relationship between authorized mobility of emigrants and their expected success

RESEARCH DESIGN AND APPROACH

The research design is mainly descriptive owing to its objectives and scope, particularly its emphasis to exploring the phenomena of factors effect emigrant workers to be effective in their destination countries. Due to this, qualitative and quantitative research approach was employed to explore the experiences of migrants in their destination countries, the opportunities they accessed, and the difficulties they encountered.

SAMPLING DESIGN

The study focuses on examining major factors and their effects on emigrant workers success .For this study it is difficult to take the whole population in the study because the population is scattered in wide area. And also the number of population is unknown (Check the target group below on table 3.1). Due to this fact, snowball sampling is selected. In snowball sampling, an initial group of respondents is selected randomly. After being interviewed, these respondents are asked to identify others who belong to the target population of interest. Subsequent respondents are selected based on the referrals**.** The formula for computing sample size required for this study is based on Rajendra(2010) as depicted below

. $n = (Zs/e)^2$ $^{= (1.96*s/.03)2}$

Where : **Z**= 1.96 equivalent to a 95% confidence level
S= represents the population standard   deviation which can be known after a pilot test result
E= tolerable error (3% tolerable error is acceptable, Morgan, 1970)

DATA COLLECTION METHODS

Specific data collection tools are developed to gather information from primary and secondary sources. The primary data required for the study are collected through structured questionnaires   from sample respondents. The main sources of primary data are migrants who returned back to home. The respondent fills in the questionnaires on the personally (by enumerators) distributed designed questionnaires. Interview and focus groups are also designed in order to elicit real information. The secondary data sources include: Journals, reports, periodicals and electronic sources, records of labor migrations. Source of data includes: Interviews, Focus group discussions and Questionnaires which are depicted below.

Table 3:1 Target Group

Informants	Study size	Interview size	Focus Group size	Questionnaires size
Returnees	kalu	3	1	20
	Dessie	3		20
	Kombolcha	3		20
	Ambasel	3	1	20
	Tehulederie	3	1	20
Parents of potential migrants	kalu	2		
	Dessie	2		
	Kombolcha	2		
	Ambasel	2		
	Tehulederie	2		
Kebele officials	kalu	1		3
	Dessie	1		3
	Kombolcha	1		3
	Ambasel	1		3
	Tehulederie	1		3
Labor and social affairs	Dessie	1		2
W/S technique & vocational institute		2		
	Total	33	3	117

Both interview questions and questionnaires are restructured designed. The reliability of questionnaires is measured via Cronbach's alpha.

DATA ANALYSIS AND INTERPRETATION RESPONSE RATE

Table 4.1: Response rate

	Questionnaires	Interviews	Focus group
Planned(Distributed)	117	33	3
Collected (conducted)	95	25	3
Rate in % (actual *plan)	81%	78%	100%

As it is indicated in the above table, out of 117 distributed questionnaires to respondents 95 responses are returned. Thus, based on the questionnaires received   data is analyzed

Table 4.2: Respondents' Demographic particular Analysis

Demographic variables	Attributes	Frequency	percent
Sex-wise distribution	Male	36	37.9
	Female	59	62.1
	Total	95	100.0
Marital status	single	48	50.5
	Married	28	29.5
	Divorce	12	12.6
	widow	7	7.4
	Total	95	100.0
Age-wise Distribution	18 to 30 years	80	84.2
	31 to 40 years	15	15.8
	Total	95	100.0
Education-wise distribution	illiterate	14	14.7
	Less than 9	47	49.5
	High school	32	33.7
	Diploma and above	2	2.1
	Total	95	100.0

As the table above reports 62% of the respondents are male .The table also reveals most of the emigrants 51% are single while married emigrants' 30% follows. Among the emigrants 84% are youngsters which implies the working force is moving from home to host countries. In relation to emigrants education level most of the respondents have primary education which make emigrants eligible to work low skilled jobs in the host countries.

Table 4.3 : Descriptive Analysis

Drivers for Migration	Frequency	Percent	Mean	SD
Family conflict	3	3.2		
Poverty	25	26.3		
Unemployment	18	18.9		
Viewing others' life improvement	22	23.2		
Pressure of family	15	15.8		
Brokers' influence	6	6.3		
others	6	6.3		
Total	95	100.0	3.66	3.66

Table 4.3 above exhibits, the most driving force for migration is poverty (26%). According to interview sources poverty is related to low employment opportunities at kebele, low wage rates, low income, impoverished life and limited access to basic means of production such as land and credit facilities.

One returnee emigrant lady reveled her migration to Dubai as : I could not pass to 11th grade in my education , meanwhile my family pushed me for migration indirectly . A broker convinced me as everything is save. He told me job training orientation would be provided in Addis Ababa. I stayed in Addis Ababa for 15 days in very narrow room with 7 women; the promised training was not there.

Another lady from Kalu, age 20 explained what influenced her to go Kuiet ," One of my neighbor dropped from school and went Saudi . She returned after five years and dressed all family, gave gold for her family, she bought house for her, she bought two oxen and a cow for her father .I was attracted by such and made decision for migration. My age was 16 at that time but registered as 18. My families borrowed money for passport, transport, health check and for other related expenses. I stayed in Addis Ababa for 19 days in narrow room with 9 friends. During this time broker sexual harassment and asking additional money is my bad memory. When I arrived in host country my employer could not come for 3 days and stayed with annoyance conditions. I was assigned cleaning rooms and compounds, laundry, disposing waste, and looking after children .My employer had negative attitude on me. Even I had no experience of using laundry, I could take notes how to operate and could manage quickly that made me to meet my employer expectations.

Table 4.4: Destination countries

	Frequency	Percent
Saudi	15	50.5
Dubai	23	24.2
QUatar	15	15.8
Libanos	6	6.3
Kuiwit	3	3.2
Total	95	100.0

As the above table exhibits most of emigrants destination country (51%) is Saudi while Dubai (24%) comes next. This implies emigrants have opportunities to acquire trainings what their host country demands before leaving home.

Table 4.5: Which one can be successful: Literate or illiterate emigrants?

Options	Frequency	Percent
Literate emigrants	77	81.1
No difference	18	18.9
Total	95	100.0

As it is presented in table above 81% of respondents believe that literate emigrants are more benefits to achieve their objectives while 19% of the respondents believe education level does not matter for success. Interview response supports benefit of being literate simply as emigrants can write procedures activities, write phone number and calling when abused, able to learn language faster, for taking address for sending money, to record wages and so on.

A lady shared her friend experience in the host country, " a friend of mine was illiterate , she was ordered by her employer to bring Jebigider in Arabic which means dish, but my friend was searching for animal as she was misled by her perception of word translation . Another woman ordered to wash a baby and poured hot water on baby's body without checking the water hotness which led her physical torched". Such wrong impression could come from confusions and frustration of illiteracy.

Another interview with South Wollo Zone social and labor department expert supports the necessity of emigrants' education level for success. Emanates from this recently government regulation forced emigrants to achieve a minimum of completing 8th grade.

Table4.6: Benefit of education for emigrants' success

	Education background help to protect rights		Education helps to get job	
	Frequency	**Percent**	**Frequency**	**Percent**
Disagree	20	21	41	43.15
Neutral	17	17.9	19	20
Agree	58	61	35	36.8
Total	95	100	95	100

As the above table reveals 61% of the respondents believe that emigrants with better education level could able to protect their rights, however 43% of the respondents do not believe education could not help for success.

An interview with a returnee lady of Ambasel shared her experience related to education as," I went to Dubai my age was at that time 30 my employers were not happy. I was assigned cleaning rooms and compounds, and treatment of elders. It was difficult for me; my employer did not give me food but made me to work for long hours. I could not get wages on time. I could not have phone numbers and could not take notes of address even I was trouble to differentiate currency. Ladies from other countries were better educated and things were easy for them. Educated emigrants could develop skills by reading and could build confidence in satisfying employer. They can take notes of words to learn language quickly. Illiterate emigrants are observed confused to use equipments as difficult to identify .

Table 4.7: Training before departure

	Frequency	Percent	Duration of Training					
			1 Day	**Week**	**A month**	**2 months**	**3 Months**	**>3 months**
yes	19	20.0	20(21.1%					
No	76	80.0						
Total	95	100.0						

As the above table reports only 20 % of emigrants got one day training so that they engaged in low skilled jobs which do not demand much training. Interview sources indicate that emigrants from other countries have trainings including host country language so that they have opportunities to be recruited in higher wages and in better jobs.

One lady from Dessie age of 23 shared me her experience as, "In my birth place Kelala I saw returnee women changed their and families life. They changed their family thatched houses into tin roofs. Thus, I decided to migrate and someone gave me phone address of Alafar agency. They told me requirements and promised me to send me to one of the Arabcountries. My family sold their land for Br. 6000 and I got passport, purchased black dress, anti-pain medicine, and prepared Br.12 000 for total transport expenses. The agency informed me that my employer is in Saudi, Demam town and went there for two years contractual agreement. I attended one day orientation supported by video about child service, usage of utensils, how to clean and cleaning materials, behavior expected from us, forbidden things, dressing and how to behave in host country. The video was helpful as it showed successful and unsuccessful women. I also got literatures about Arab people behavior and culture, how to communicate with them. I also read Arabic language translated in Amharic which gave me hint to communicate with my employer. However, I was recruited Reyad 700 bi-monthly, but one lady from Philips recruited Reyad 1200 in the same house as she was better trained and could satisfy employer.

Table 4.8: Benefit of emigrants training for their success

	Training before departure create good opportunity		Training helps to get opportunities	
	Frequency	**Percent**	**Frequency**	**Percent**
Disagree	26	27.4	24	25.26
Neutral	12	12.7	4	4.2
Agree	36	37.9	67	70.5
Total	95	100.0	95	100.0

The above table exhibits that taking training before leaving home is advantageous (38%) than not attending any training. Focus group discussion supports this idea. Most female emigrants from South wollo do not know how to operate laundry, they do not have idea how to prepare Saudi food so that if they have idea related to jobs their frustration will be decreased. Most employers in Saudi prefer emigrants from other countries. Table 4.11 above expresses about 71%

of respondents believe that emigrants training help them for achieving success .Respondents belief is supported by focus group discussion.

Emigrants from South Wollo	Emigrants from other countries
No training about the job in host country	Got training before migration
Work practice in home is much different from host country practice. Education is not mandatory	Better fit to host country Emigrants are literate
There is communication problem	Better to communicate to their employer
Employer degraded us, in our dressing and skill	Employers respect them
Violating rights, physical and emotional torch	Their agency protect them

Sources from interview discussions reveal that anyone who has awareness of the host country expectation has better opportunity. No insulation happen to them, better wages and assign in better jobs as preparing food.

Sources from South Wollo Zone social and labor department expert revealed the importance of training for emigrants' success. For this reason Ministry of Social and labor affairs was provided a three days orientation previously and recently a three months training for emigrants arranged in vocational and technical school. The importance of training and education level is emphasized by the government as proclamation 923/2008 E.C declares emigrants should complete 8th grade and should participate in training before departure.

Table 4.9: Benefits of legal and illegal migration

	legal & illegal migration do not have difference		Legal migrants could protect their rights	
	Frequency	Percent	Frequency	Percent
Disagree	67	70.5	26	27.3
Neutral	8	8.4	8	8.4
Agree	20	21	61	64.2
Total	95	100.0	95	100.0

Table4.9 above exhibits which one leads to success for emigrants, legal &illegal, about 71% of the respondents support this. About 64.2% of the respondents believe legal migrants could protect their rights. Sources from focus group discussion differentiate legal and illegal migration in relation to emigrants' success as below. Ethiopian Government issued proclamation 909/2015 to prevent illegal out migration

Legal migration	Illegal migration
Emigrants could get treatment when got sick	Hidden treatment
Possible to change employer	Never
When abuse , possible to complain	Never
Easy to communicate with family	Depends on employer willingness
Relatively free	Working and living in hide away. Whatever you kicked , whatever you forced to work above average, no option , refuse to pay wages, silence
Monthly wage is low when compared to illegal mobility, my wage was Riyad 700	Monthly wage is relatively high, while my friend who escaped from her contract employer recruited by Riyad 1200

One interviewee stated that "I borrowed br. 10,000 from village usury to repay Br 20,000 and I with other two friends reached Bati and paid Br.5,000 for broker and moved to Djibouti .Brokers gave us 3 kg powder , I kg sugar and 3 litter water container for journey . In the journey we suffered too much due to hungry and thirsty of water. I saw other tired and weak people lying on the ground. Before reaching Djibouti some outlaws asked us to give them money in Afar region and we paid them Br. 100 each and released. Thirty –eight emigrants start journey evening at 12.00 and after six hoursjourney by boat we arrived at Yemen in the morning.

Some gangsters asked us Br 25,000 each to pay them. As soon as family add money to their account in Ethiopia we released, and marsh to Saudi our destination. In Saudi border we detained and deported to Ethiopia. An interview with one lady from Dessie Zuria revealed, "I support legal mobility because one could not detain accidentally, but there is deceptive act in name of legality. In the contractual agreement name of person for accident is the name of broker not my family name. The agreement paper is in hand of employer not in our hand. There are also times you assigned for other purpose violating the agreement.

Table 4.10: Assessment of success

	Achieving my aim		Success comes via effort		preparation helps to be successful		Happy in my migration	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	F	P
Disagree	52	55	20	21	26	27.3	60	63
Neutral	12	12	13	13.7	11	11.6	7	7.4
Agree	31	33	62	65.3	58	61	28	29.5
Total	95	100.0	95	100.0	95	100.0	95	100.0

As the above table reveals most emigrants more than 55% of them explained that they are not successful in their migration while 33% of the respondents explained as they are successful, and most believe 65% success comes via their own effort. Besides this most of the respondents believe that prior preparation could lead them to success although above 22% are not very happy and 41% are not happy in their migration

Sources from group discussion revealed the requirements for emigrants' success in the host country. First, preparationin education, completion of primary education needs to be mandatory. Illiterate emigrants could not communicate with others. Could not take notes for usage of technology, etc. Second, potential emigrants need to identify which country to go and in what job to engage. Third, training is essential as for example anyone who aspires to be driver, engineer, mason, carpenter, steel fixer, welder, and lumbering destination countries should have trainings and hold certificate as well. Trainings on host country culture, behavior of employers, employers expectations and emigrants duties and rights, and related issues. Trained emigrants could struggle for his/her rights when abuse.

Relationship Analysis: Determinant factors & emigrants success

Table 4.11 Relationship analysis between antecedent factors and success

Correlation		Emigrants success
Emigrants Education Level	Pearson Correlation	.195
	Sig. (2-tailed)	.050
Emigrants legal movement	Pearson Correlation	.213*
	Sig. (2-tailed)	.038
Emigrants prior trainings	Pearson Correlation	.235*
	Sig. (2-tailed)	.022
	N	95

*. Correlation is significant at the 0.05 level (2-tailed).

The table above exhibits that there is positive relationship between success and emigrants education level, trainings of jobs, emigrants' legal movement. This implies both variables go positively in the same direction. As the rules of thumb of:

r>.6 is strong,

r =between .4 and .6 is medium

and r < .4 is weak ,

The relationship is weak not strong as r< .4. However, the relationship between variables is significant as p<.05.That is null hypotheses are rejected and alternative hypotheses are accepted.

Effect Analysis

In order to identify the effect of antecedents factors on the emigrants' success in host country regression analysis is employed. The reason of performing through regression analysis is to be able to make inferences from observed associations of the independent variables to the dependent variable. This means regression analysis is performed to understand the influence of influencing factors on emigrants' success. Regression analysis is a measure of how strongly each independent variable predicts the dependent variables (Malhotra 2008). The variables we are using to predict the value of the dependent variable are: emigrants' education level, emigrants training before departure and authorized mobility.

The variable we are wishing to predict emigrants' success in the host country, the dependent variable. In order to conduct regression analysis, there are three assumptions to be fulfilled.
1). **Assumption #1:** variables should be measured at the **interval** or **ratio level**.
2). **Assumption #2:** Normality: Variables are approximately normally distributed.
3). **Assumption #3:** Linearity: There needs to be a **linear relationship** between the two variables (the independent & dependent variables). These assumptions are checked and are met so that we are in the position to analyze regression analysis.

From the Regression Analysis table below, we can observe three results as:
1) R^2 (the coefficient of determination) tells us the total variation-the model summary below.
2) The fitness of the model or if the model is statistically significant-the ANOVA table.
3) The rate of change-the coefficient table

The Model summary table below, shows what % of variability in the dependent variable is accounted for by all of the independent variables together (by R-square).The dependent variable is emigrants success and the predictive variables are: service quality perception, customer satisfaction, customer trust and switching cost. Mean and standard deviation of the variables are also calculated.

Table 4.12 : Model Summary

Model	R	R Square	Adjusted R Square
1	.366a	.134	.106

a. Predictors: (Constant), Training, Education, Legality

The table above presents the model summary model; R value is .366, which represents the correlation between the observed values and predicted values of the emigrants' success which indicates positive correlation. This means the multiple correlations (R .366) between emigrants' success and the three predictors is low. The R^2 value indicates how much of the dependent variable, success explained by the independent variables. The R square (.134) that is (13.4%) of the variation in success explained by influencing factors, which is small. This means the combination of the three predictors' accounts for 13.4% of the variation in success .Moreover, whether the model is fit or not, it is assessed using the ANOVA table as below.

Table 4.13: ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.649	3	3.550	4.700	.004a
	Residual	68.723	91	.755		
	Total	79.372	94			

a. Predictors: (Constant), Training, Education, legality
b. Dependent Variable: Emigrants success

As it can be seen from the above table the regression row displays information about the variation accounted for the model .The regression sum of square is less than residual sum of squares .The significance value of the F-statistics, F=4.700 ,p-value is less than .05, which means the variation explained by the model is not due to chance. This means the overall, the model applied is significantly good enough in predicting the dependent variable.

Table 4.14: The coefficient Table (rate of change)

	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
(Constant)	3.384	.496		6.824	.000
Emigrants Education	.211	.096	.216	2.187	.031
Emigrants legality	.160	.094	.167	1.693	.050
Emigrants training before departure	.234	.097	.241	2.422	.017

a. Dependent Variable: Emigrants success

The table above reports the coefficient of the regression line, provides us with information on each independent variable to predict emigrants success. The B coefficient of the independent variable, the slope represents the amount of change in the dependent variable for a one-unit change in the independent variable. The intercept (Constant) is the position on the vertical y-axis where the regression line crosses the axis. Based on the above table under the Unstandardized Coefficients column, we can develop the raw regression equation as $Y = 3.384 + 0.211x_1 + 0.160x_2 + 0.234x_3$.

This equation is derived from $Y = a + b_1x_1 + b_2x_2 + b_3x_3$
$$Y = 3.384 + 0.211X_1 + 0.160X_2 + 0.234x_3$$

Where: y = emigrants success   a= intercept

$b_1 - b_3$ = regression coefficient

X_1 = education, X_2 =   Legality X_3 = Training ,

As it can be seen in above, education of emigrants (Regression weight=.211, p<.05), it is statistically significant. Hence, Null hypothesis is rejected. Emigrants training influence emigrants success (Regression weight=.234, p<.05), it is statistically significant. Hence, Null hypothesis is rejected. Emigrants legal mobility, influence success (Regression weight=.160, p<.05), it is statistically significant. Hence, Null hypothesis is rejected. When emigrants' education level goes up by 1, success goes up by 0.211. The estimate of regression weight also denotes when emigrants legal mobility goes up by 1, emigrants success goes up by 0.160. When emigrants' training goes up by 1; emigrants' success goes up by 0.234.According to Sjaastad, L. A. (1962) education and skill acquisition play an important role at many stages of an individual's migration. The economic success of emigrants in the destination country is to a large extent determined by her educational background, knowledge and skills of performing jobs in the host country Based on the above premises the hypothesis testing result can be summarized as below

Null hypothesis	Estimate of Regression weight ,B	Sig	Decision	Inference
There is no relationship between education of emigrants and their expected success.	.211	.031	Ho is rejected	When emigrants' education level goes up by 1, success goes up by 0.211.
There is no relationship between trainings of emigrants and their expected success	.234	.017	Ho is rejected	When emigrants' training goes up by 1, emigrants' success goes up by 0.234.
There is no relationship between authorized mobility of emigrants and their expected success	.160	.050	Ho is rejected	When emigrants' legal mobility goes up by 1, emigrants success goes up by 0.160

RECOMMENDATIONS

The study proposes the following recommendations:

1. All emigrants need to have training related to the job they aspired to engage   before departure.
2. Education is pre-requisite for emigrants' success so that proclamations 923/2008 need to be fully implemented.
3. Emigrants need to migrate legally, but illegal out migration should be stopped by fully implementing proclamation 909/2015. And establishing alternative regular channels of labor migration for emigrants' success as of bilateral agreement need to signed with the destination countries
4. Developing communication strategy and creating awareness rising among potential emigrants and for the society at large about the pre-requisite of training, education level and   legal mobility need to be launched.

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