

FOSTERING WOMEN'S ENTREPRENEURSHIP IN ETHIOPIA:

EXPERIENCES FROM THE SKY AND
UP-WOMEN PROJECTS APPLYING
INCLUSIVE JOB-ORIENTED SHORT-
TERM TRAINING MODELS

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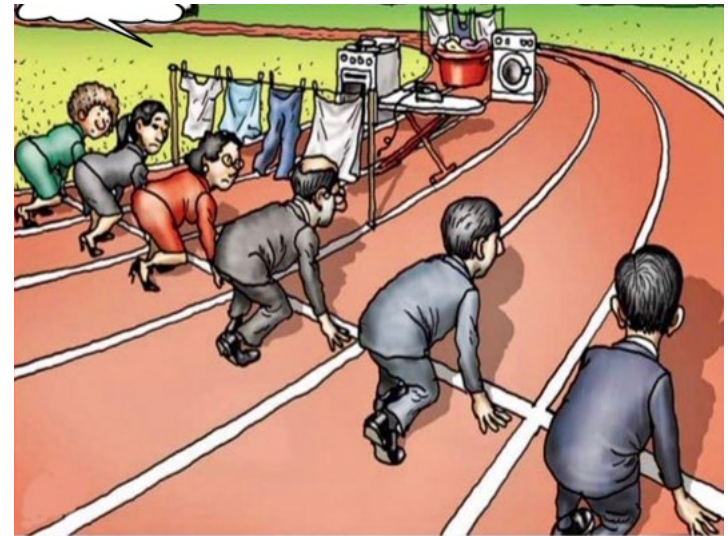
Simon B. Opladen

Objectives

- ❖ Share experiences from women entrepreneurs in Ethiopia on how to start your own business
- ❖ Share experiences from skills development and entrepreneurship projects with applying a results-based financing approach
- ❖ Exchange ideas on lessons learnt: how skills and entrepreneurship projects can increase transversal competences of vulnerable women

Challenges for young women in Ethiopia:

- ❖ Women excluded from access/control over land
- ❖ Limited access to sexual reproductive health services
- ❖ Demanding care and family responsibilities
- ❖ Lower education
- ❖ Limited training opportunities



Context

Challenges for women entrepreneurs:

- ❖ Lack of technical skills and soft skills
- ❖ Limited access to business development services
- ❖ No mentorship and support network
- ❖ Little or no starting capital or financial support from family & friends



Opportunities for women entrepreneurs:

- ❖ Availability of industrial parks, service sector in urban areas
- ❖ Private sector perceives women as reliable partners
- ❖ Gov. and development actors believe investing in women skills and self-employment contribute to wider development goals
- ❖ Self-employed persons usually have higher income

Voices from women entrepreneurs in Ethiopia

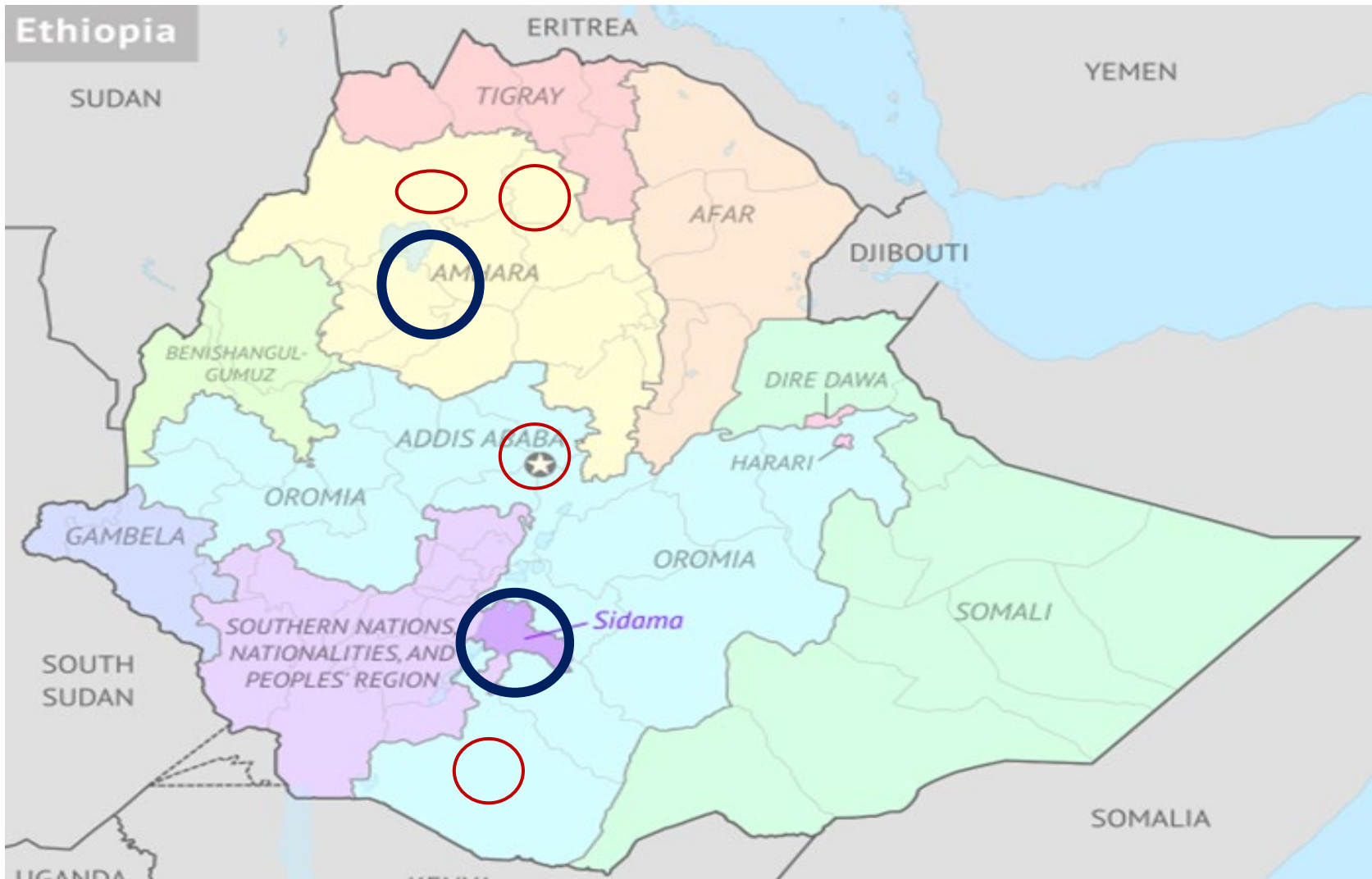
This is Sahilemariam Shebabaw, she started her own enterprise in the textile industry...



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HELVETAS in Ethiopia



Introduction to Sky - 8 years of experience

Goal: To enable young women and men in the Amhara region to gain vocational skills and access to jobs through inclusive job-oriented short-term TVET courses

- ❖ SKY I (2015-17): Introduce and co- design short-term vocational trainings – Test RBF model in Bahir Dar city
- ❖ SKY II (2018-2022): Solidifying and scaling RBF – Amhara state
- ❖ SKY III (2022-2025): Institutionalizing RBF with public & private TP – Focus on Small & Emerging Towns



Introduction to UP-Women

- ❖ Sidama National Regional State
- ❖ Duration 2021-2024

- ❖ Training disadvantaged young women between the age of 16-24

- ❖ Focus on women only
- ❖ Non-traditional (male) jobs
- ❖ Private enterprises become training providers

- ❖ Goal: 3500 young women enter attractive career paths and find (self-) employment with a decent income and in women-friendly training and working environments



Success factors: Inclusion & women entrepreneurship

Experiences from SKY and UP-Women:

- ❖ Life skill training, vocational training, entrepreneurship training, upskilling
- ❖ Trainings offered in proximity
- ❖ Sensitize trainers about needs women trainees
- ❖ Develop curricula for non-traditional jobs
- ❖ Trainers offered financial incentives to include (vulnerable) women in trainings
- ❖ Financial literacy and access to financial services



Voices from women entrepreneurs in Ethiopia



Results: graduation, employment & entrepreneurship

Results 2021:

- ✓ Graduation levels: 93%
- ✓ Majority of graduates are women
- ✓ Trainees who gained employment and self-employment: 85%
- ✓ Income self-employed significantly higher than wage worker: 2'000 vs 1'600 ETB – But, difference for women was lower: 250 ETB only

Private sector plays pivotal role in program:

- ✓ Wage employment: with market assessment, work placements & job opportunities
- ✓ Self-employment: with service provision, as future TP

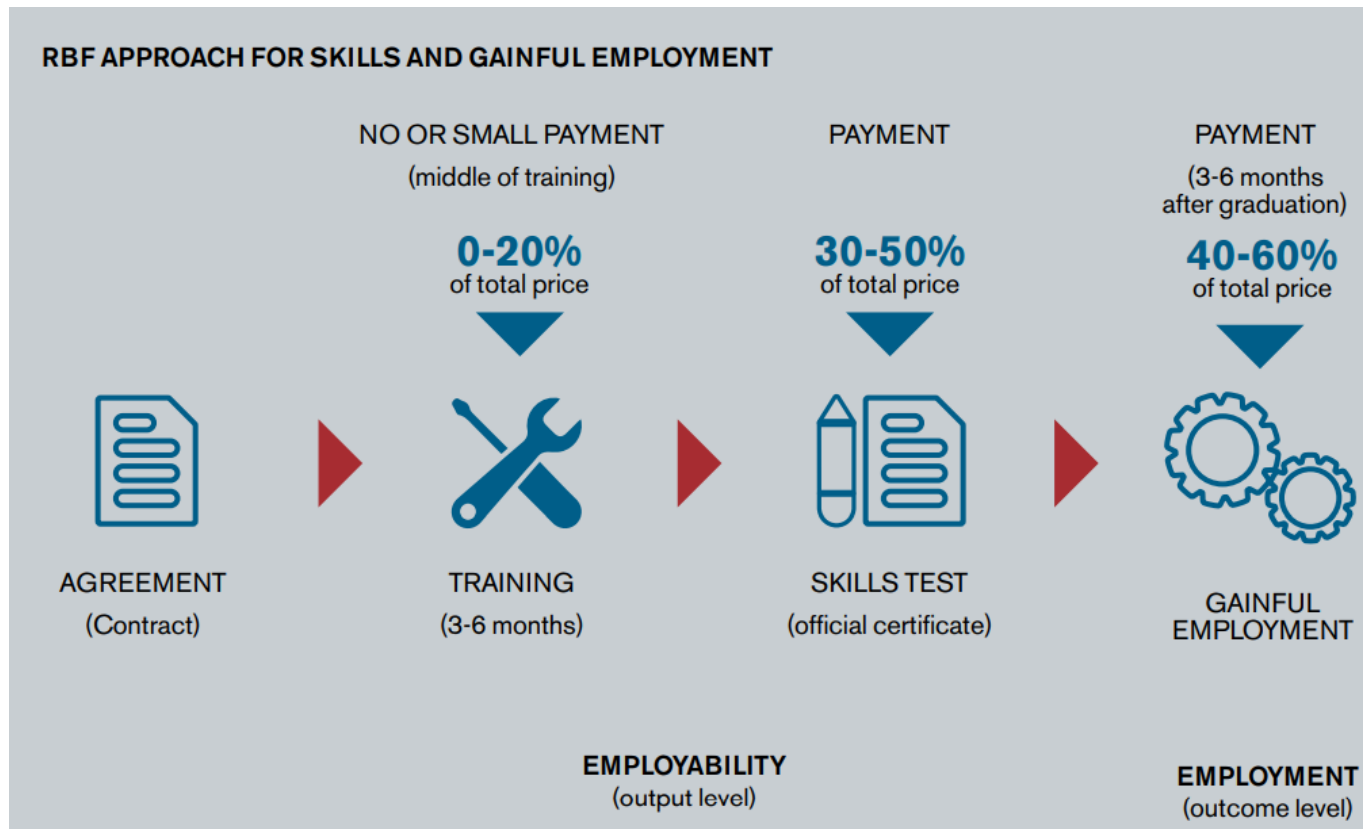


About the training model: Results-Based Financing

What is RBF? And how does it work?

RBF Approach: underlying premise and preconditions:

- ❖ Assess labour market
- ❖ Focus trainings on skills in demand
- ❖ Quality of TP
- ❖ Rigorous monitoring system



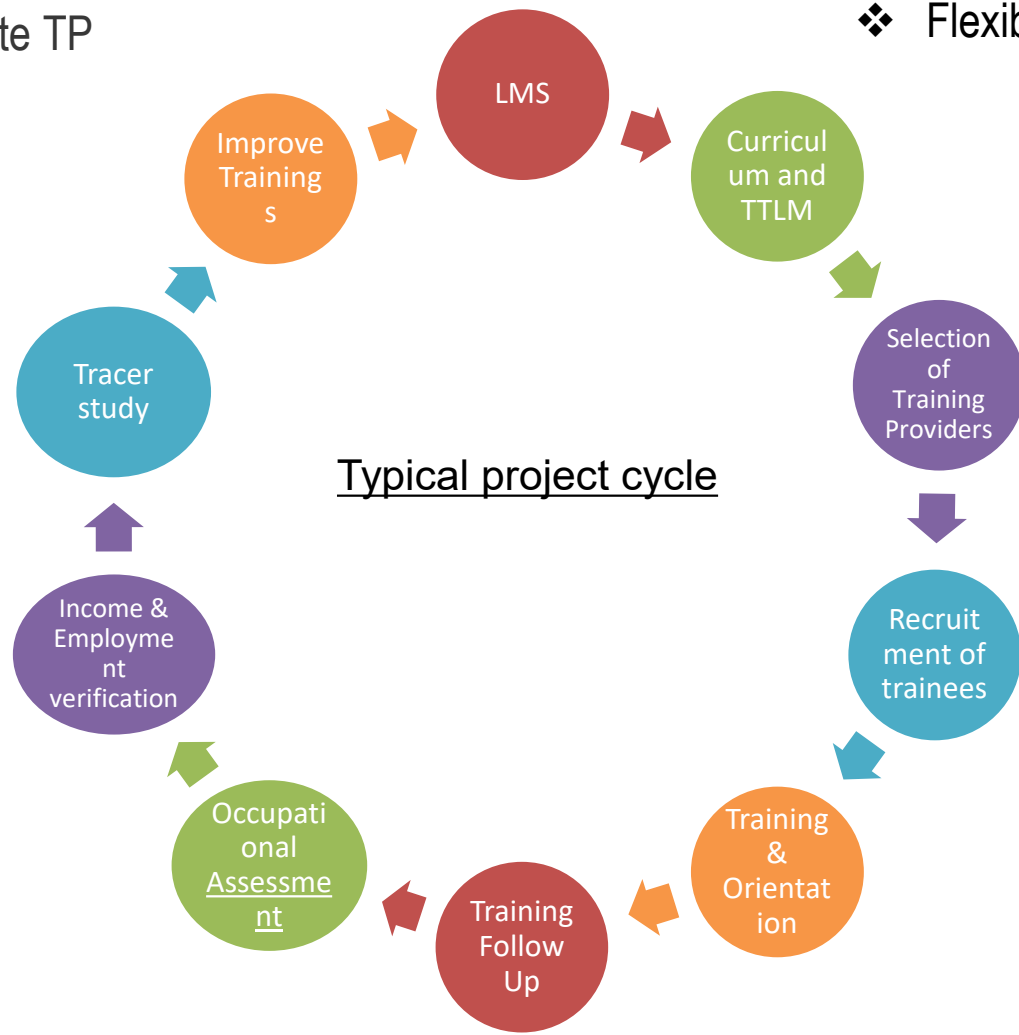
RBF approach: design & management

❖ Design of the program:

- ❖ Use many small contracts
- ❖ Financial Incentives
- ❖ Motivate TP

❖ Selection of training providers

- ❖ Mix of champions & weaker TP
- ❖ Mix public & private TP
- ❖ Flexible and accessible training offers



Lessons learnt: transversal competences

Life skills and entrepreneurship training is often based on transferable, soft or transversal competencies:

- ❖ positive attitude and initiative
- ❖ communication and interaction
- ❖ teamwork and collaboration
- ❖ critical and analytical thinking or problem-solving
- ❖ creativity and innovation





**THANK
YOU!**



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Questions for discussion

- ❖ We think that RBF has been successful in helping women and men gain (self-) employment: what complementary measures do you think are important to help women start their own business?
- ❖ How can these additional measures be integrated most effectively in vocational skills programs?
- ❖ How does your project strengthen transversal competences of its learners? What approaches do you apply?
- ❖ How far should a trainer support the strengthening of transversal competences and to what extent is self-development left to the individual?