

# Ethiopia - Job Creation in Ethiopia - Impact Evaluation Survey, 2016-2020

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## Identification

### SURVEY ID NUMBER

ETH\_2016-2020\_FJW\_v01\_M

### TITLE

Job Creation in Ethiopia - Impact Evaluation Survey, 2016-2020

### ABBREVIATION OR ACRONYM

ETH FJW 2016-2020

### COUNTRY/ECONOMY

| Name     | Country code |
|----------|--------------|
| Ethiopia | ETH          |

### STUDY TYPE

Labor Force Survey [hh/lfs]

### ABSTRACT

We study the impact of a light-touch job facilitation intervention that supported young female jobseekers during the application process for factory work in a newly constructed industrial park in Ethiopia. Using data from a panel of 687 jobseekers and randomized access to the support intervention, we find that treated applicants are more likely to be employed and have higher earnings and savings 8 months after baseline, although these impacts are short-lived. Four years later, the effects on employment and income largely dissipated. Our results suggest that young women face significant barriers to engaging in factory work in the short run that a simple job facilitation intervention can help overcome. In the long term, however, these jobs do not offer a better alternative than other income-generating opportunities.

### KIND OF DATA

Sample survey data [ssd]

### UNIT OF ANALYSIS

Individuals

## Version

### VERSION DESCRIPTION

Edited, anonymous dataset for public distribution.

### VERSION DATE

2024-01-26

## Coverage

### GEOGRAPHIC COVERAGE

The project targeted geographically the outskirts of Addis Ababa, Bole Lemi Industrial Parks. More details under Sampling.

## Producers and sponsors

### PRIMARY INVESTIGATORS

| Name           | Affiliation |
|----------------|-------------|
| Girum Abebe    | World Bank  |
| Niklas Buehren | World Bank  |

|                  |            |
|------------------|------------|
| Markus Goldstein | World Bank |
|------------------|------------|

## PRODUCERS

| Name                 | Role               |
|----------------------|--------------------|
| Adiam Hagos          | Research assistant |
| Taylor Van Salisbury | Research assistant |

## Sampling

## SAMPLING PROCEDURE

The impact evaluation estimates the impact of supporting and facilitating the job application process for young women seeking a production line position at three factories in the Bole Lemi Industrial Park in Addis Ababa (Ethiopia). These firms were all foreign-owned and produced finished garments for export. They also had large-scale hiring plans for the study duration. Each firm agreed to interview the applicants the research team randomized into the study sample. Given that all firms were only considering female applicants, the study sample comprises only women.

The research team advertised for the factory positions and directed interested applicants to a local sub-district (woreda) administration office for registration. The factory positions were advertised using various methods, including posting advertisements in public places, passing out flyers in high-traffic areas of the city, coordinating with youth associations and utilizing other forms of community mobilization. Unemployed individuals who have registered with their local woreda were also contacted directly by a professional HR consultant.

During the recruitment process, those individuals identified as potential candidates were told to bring their identification and qualification documents to the nearest screening center which was set up in several woreda offices across three sub-cities of Addis Ababa. These screening centers were staffed by trained enumerators every day of the working week from 9am-3pm.

During the scheduled opening hours, enumerators reviewed the documentation of the interested applicants who visited the screening centers and determined their eligibility for the advertised positions. Applicants with incomplete documentation, for example, those who did not have personal identification cards or those who did not meet any of the firms' eligibility criteria (i.e. applicants fell outside the targeted age range or were unable to provide proof of the required education) were screened out from the study.

Eligible individuals received an invitation to interview with an Industrial Park firm and were provided transportation to the factory for the interview. All applicants who met the eligibility criteria and had proper documentation to prove their eligibility were selected into the sample and asked to stay for the baseline survey. Study participants were then randomized into treatment and control, with two-thirds of applicants in the treatment group and one-third in the control group using a public lottery method. Once randomized, the treatment applicants were assigned a specific firm to interview with. Following the interview, the firms decided whether to make a job offer to the applicants and initiate any hiring procedures for the individuals who they wanted to hire.

## Data collection

## DATES OF DATA COLLECTION

| Start      | End        | Cycle           |
|------------|------------|-----------------|
| 2016-06-01 | 2016-08-30 | Baseline Survey |
| 2017-01-01 | 2017-03-31 | Midline Survey  |
| 2020-02-01 | 2020-04-30 | Endline Survey  |

## DATA COLLECTION MODE

Face-to-face [f2f]

## DATA COLLECTION NOTES

Baseline data collection started in Addis Ababa in June 2016 and ended in August 2016. The midline survey took place approximately eight months after the baseline data collection in January 2017. The endline survey took place in February-

April 2020.

This evaluation draws upon three surveys one qualitative survey:

- The baseline quantitative survey (month 0): a quantitative survey was administered to 935 eligible job applicants directly after the eligibility checks for those who agreed to take part in the study. The interview lasted 90 minutes (about 1 and a half hours). The data collection took place at screening centers directly after the eligibility checks of individual job applicants to minimize attrition and ensure that the treatment and control groups were fully comparable.
- The midline quantitative survey (month 8): the midline survey was administered to 837 respondents who were successfully tracked. The interview lasted 90 minutes (about 1 and a half hours). The interview took place at the respondent's residence, workplace or by phone.
- The qualitative survey: this qualitative survey was implemented following the midline quantitative survey. The survey was carried out in-depth interviews with 76 eligible and randomly selected workers including stayers (remained with their employers eight months on), quitters (left their firms) and non-beginners (rejected job offers). The primary objective of the survey was to understand key drivers of workers' occupational choices, turnover decisions and alternative livelihoods.
- The endline quantitative survey (month 38): the endline survey was administered to 741 respondents who were successfully tracked. The interview lasted 90 minutes (about 1 and a half hours). The interview took place at the respondent's residence, workplace or by phone.

## Questionnaires

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### QUESTIONNAIRES

The baseline, midline and endline survey questionnaires are provided for download in English.

The questionnaire comprises the following modules:

#### Baseline

A - Female job seeker Module - Baseline

S1 - Identification and Consent

S2 - Demographics and Health

S3 - Human Capital

S4 - Household and Networks

S5 - Cash, Savings and Remittances

S6 - Women's Status

S7 - Conscientiousness

S8 - Job Search and Perceptions

S9 - Work History

S10 - Wealth

S11 - Cognitive

S12 - Time and Risk

S13 - Domestic Violence

S14 - Income Risk

S15 - Conclusions

#### Midline

B - Female job seeker Module

S1 - Identification and Consent

S2 - Demographics and Health

S11 - Cognitive (Position 1)

S3 - Human Capital

S4 - Household and Networks

S5 - Cash, Savings and Remittances

S6 - Women's Status

S8 - Job Search and Perceptions

S9 - Work History

S10 - Wealth

S12 - Time and Risk

S13 - Domestic Violence

S14 - Income Risk

S11 - Cognitive (Position 2)

S15 - Conclusions

#### Endline

C - Female job seeker Module  
 S1 - Identification and Consent  
 S2 - Demographics and Health  
 S11 - Cognitive (Position 1)  
 S3 - Human Capital  
 S4 - Household and Networks  
 S5 - Cash, Savings and Remittances  
 S6 - Women's Status  
 S8 - Job Search and Perceptions  
 S9 - Work History  
 S10 - Wealth  
 S12 - Time and Risk  
 S13 - Domestic Violence  
 S14 - Income Risk  
 S11 - Cognitive (Position 2)  
 S15 - Conclusions

Notes on survey modules:

Sections numbering - Some baseline sections have been removed in midline and endline questionnaires. Thus, baseline and endline section numbering is not continuous. We have chosen to keep them in this order and not to number them so that the prefixes of the variable names (s1, s2, s3, s4, etc) correspond to the sections of the questionnaires.

Cognitive section - The baseline questionnaire includes one cognitive section while midline and endline questionnaires include two. The goal was to assess whether randomizing the position (or timing) of the cognitive skills questions would alter the quality of survey questions. Some people were asked these questions early in the survey and some others later on. The authors did not find significant variations between the two approaches.

## Access policy

### CONFIDENTIALITY

### CITATION REQUIREMENTS

Use of the dataset must be acknowledged using a citation which would include:

- the Identification of the Primary Investigator
- the title of the survey (including country, acronym and year of implementation)
- the survey reference number
- the source and date of download

Example:

Girum Abebe (World Bank), Niklas Buehren (World Bank), Markus Goldstein (World Bank). Ethiopia - Job Creation in Ethiopia - Impact Evaluation Survey, 2016-2020 (ETH FJW 2016-2020). Ref: ETH\_2016-2020\_FJW\_v01\_M. Downloaded from [uri] on [date].

## Disclaimer and copyrights

### DISCLAIMER

The user of the data acknowledges that the original collector of the data, the authorized distributor of the data, and the relevant funding agency bear no responsibility for use of the data or for interpretations or inferences based upon such uses.

## Metadata production

### DDI DOCUMENT ID

DDI\_ETH\_2016-2020\_FJW\_v01\_M\_WB

### PRODUCERS

| Name | Abbreviation | Affiliation | Role |
|------|--------------|-------------|------|
|------|--------------|-------------|------|

|                        |       |            |                            |
|------------------------|-------|------------|----------------------------|
| Development Data Group | DECDG | World Bank | Documentation of the study |
|------------------------|-------|------------|----------------------------|

DATE OF METADATA PRODUCTION  
2024-02-27

DDI DOCUMENT VERSION

Version 01 (2024-02-27)

Update includes: rounds 14 and 15 data, questionnaires and updated Basic Information Document.

**Data Dictionary**

| <b>Data file</b>                            | <b>Cases</b> | <b>Variables</b> |
|---|--------------|------------------|
| <b>cjc_baseline</b><br>Baseline survey data | 935          | 589              |
| <b>cjc_midline</b><br>Midline survey data   | 827          | 475              |
| <b>cjc_endline</b><br>Endline survey data   | 742          | 1473             |