



The role of entrepreneurship in addressing women unsafe migration: The case of dessie city administration, Ethiopia

Dr. Hamed MS Ahmed¹, Mulugeta Chane Wube²

¹ Assistant Professor, Management Department, Wollo University, Ethiopia

² Management Lecturer, Wollo University, Ethiopia

Abstract

This study is designed to assess the role of entrepreneurship in addressing women unsafe migration in Dessie town. The study tried to address the economic, administrative and training supports that women returnees in Dessie town get so as to start their own business. The fact that Dessie town is a hot spot to women unsafe migration and similar studies were not done in the area was the main motivating factors that force the researcher to study the issue. In doing so a sample of 105 women returnees in 2008/9 E.C who have been involved in women unsafe migration were taken for the study using comprehensive sampling technique. Moreover, interviews and focus group discussions have been made with women and children affairs, labor and social affairs and TVED office leaders/expertise using a purposive sampling. So as to answer the basic questions a questionnaire having demographic profile, economic, administrative and training supports together with unsafe migration intension of women because of the supports were prepared in a Likert scale having 5 scales. Moreover, interviews and focus group discussions have been held with women and children affairs, labor and social affairs and TVED office leaders/expertise have been held. After the data has been collected, it was analyzed using SPSS V.21 using descriptive narrations, descriptive statistics (mean and standard deviation) and inferential analysis (correlation and regression). The findings of the study showed that the different economic supports such as finance, market linkage, business training, working area, seed money, information support, technological and infrastructural supports given to women returnees to start their own business is limited. Moreover, administrative supports including business assistance, administrative network, legal and policy supports, loan support, bureaucracies, incentives and tax advantages are extremely weak. In addition, the training supports mainly entrepreneurship, marketing, accounting and finance, operations and production management, business plan development and kaizen training are not as such encouraging. The study also found that the limited economic, administrative and training supports given to women returnees do not bring an encouraging entrepreneurial attitude. Hence the supports do not contribute a lot in reducing women unsafe migration through starting own business. Hence the study reaches to the conclusion that the role of entrepreneurship in addressing women unsafe migration in Dessie town is not as such significant. Hence it is recommended that much should be done in the side of the government in providing the necessary economic, administrative and training supports so as to encourage women entrepreneurship thereby women unsafe migration can be reduced.

Keywords: women unsafe migration, entrepreneurship, women entrepreneur, enterprise

1. Introduction

1.1 Background of the study

Literally, human unsafe migration is the movement of persons from the local area to the different place or other countries of the World illegally. It is not a new occurrence and it seems backside to the history of mankind, migration has been part of the lives of human beings. The causes of their migration were quite multifaceted “Migrations have occurred throughout human history, beginning with the movement of the first human groups from their origin in East Africa to their current location in the world” (National Geographic Society, 2005) ^[49] because man has been living on earth racial groups have travelled to regions of the world in look for a better basis of existence. Human unsafe migration is related to slavery in the world’s history ancient Rome, the British Empire and the United States were all built on slavery and indentured servitude (Hailemichael, 2014) ^[31]. The term human unsafe migration lacks a common definition among scholars who are working on the field. This is because it is a complicated and hidden activity, crafting even inexact

estimates the number of people trafficked annually is difficult. Compounding the difficulties in estimation, unsafe migration is often committed by distinct ethnic groups that are hard for outsiders to penetrate (Shelley, 2010; and Savona and Stefanizzi, 2007) ^[54].

Human unsafe migration is a social justice issues that has been addressed in the past history by a lot of scholars in the social sciences fields and has in recent times in progress recognized by academics of businesses fields. Exploited labor assisted in building more companies needs renewable human resources. In this case, the demands of human resources are increased time to time. Recently “human unsafe migration is starting to become an acknowledged issue in the business world, there remains opportunity for companies seeking to be leaders and differentiate themselves from their competition to take these positions” (Elizabeth, 2014) ^[21].

The owners of the companies and their agents are working hardly to fulfill the high rate of human labor force to the well-organized

industries in western countries and home workers in Middle East countries serve as slavery, all of the powers attaching to right of ownership are exercised including being forced to work via treat; owned or controlled by “employer” through mental, physical, and/or threatened abuse; de-humanization and treated as a commodity; subjection to economic exploitation though under payment; and being physical constrained or restricted in the freedom of movement (Crane, 2011)

As ANRS women, children and youth affairs bureau human unsafe migration awareness creation document (2007) stated some of the cause of worldwide migration of the peoples are environmental problems, poor living conditions, violence and armed conflicts, lack of sufficient economic income and the growing gap between poor and rich countries are identified and lack of support by the concerned government in solving economic and administrative problems (Ibid). A study by ILO shows that poor economic condition, low educational background of women and poor entrepreneurial spirit of women were believed to be reasons for women unsafe migration in Ethiopia (ILO, 2008) ^[40].

According to Dessie city administration Technical, Vocational and Enterprise development office (TVED) report, the numbers of returnees from foreign countries mainly from Arabian states are 85 males, 147 females total 232 in 2007 E.C, 21 males, 105 females total 126 in 2008 E.C. and 8 males, 99 females and total 107 in 2009 (10 Month) E.C. Totally the above three years Arab returnee’s registration report showed 114 male, 351 female totally 465.

In spite of the fact that the Ethiopian government is trying to report on the difficulty involving the human unsafe migration in different parts of the country, no significant decrement is not recorded in relation to unsafe migration (MOLSA Report, 2008). A few researches have been done in Ethiopia on the issue of women unsafe migration. The majority of these researches were done by different international and local organizations studies highly concentrated on the investigation of the challenges, forecast, and different kinds of right violations that Ethiopian domestic workers experiences in the Arab Middle East, mainly depending on returnee domestic workers as key informants. None of the above researchers have given much focus on the role of entrepreneurship in reducing women unsafe migration.

As ANRS women, children and youth affairs Bureau human unsafe migration awareness creation document (2007) stated that, there are many problems on Ethiopian citizen’s migrants, such as: doing the cruelty and de-humanization on journeys, to cut out one parts of the human body to sell as a commodity, high labor exploitation, to use for sexual purpose as a business field, the human traffickers are living as a salivary. This research may be opened doors to support a new finding for other researches at Dessie town.

Even though some beginnings are observed in engaging women returnees in establishing own business, the trend in Dessie town is not as such encouraging. There are still a large number of women migrating illegally through different passing routs mainly through Afar and Djibouti. Efforts have to be made more on the area of entrepreneurship so as to create employment opportunities of young female in general and women returnees in particular so the miserable women unsafe migration can easily be minimized. Therefore, the purpose of this study is to assess the role of entrepreneurship in addressing women unsafe migration in

Dessie town, where it is mainly taken as a hot spot in unsafe migration.

1.2 Statement of the problem

As anecdotal evidence suggests human unsafe migration is the fastest growing crime in the world and it is the third money generating illegal activity next to drugs and arms unsafe migration (Bales and Soodalter, 2009) ^[9] to get the degree of human unsafe migration is very difficult because it is hidden in nature to obtain data on the correct estimates the victims of human unsafe migration around the world and the human traffickers facilitating this processes (Hailemichael, 2014) ^[31].

As Agree Net organization report (2004 E.C), most of exposed human unsafe migration participants are female and do not have marriage. a study conducted on sample of 443 female Ethiopian citizen living in Egypt, Yemen, Saudi Arabia and Lebanon found that 7.5% are within the age between 13-17 years. From this numbers 87.1% are illegal way migrants. The study also showed that the human unsafe migration involve under age children and over aged women too. (ANRS women, children and youth affairs bureau human unsafe migration awareness creation document, 2007)

In the study it is also indicated that the migrant’s educational status is 5% illiteracy, 95% able to reading and thought 12 grade and above some amount of migrants are graduate of college and universities. Based on this analysis the educated women are also participated in the human unsafe migration systems. As human right commission reports from 2003-2005, in 9 regions including Addis Ababa and Dire Dawa, it is indicated that in 2003 E.C. male 20703 female 39530, total:60233, in 2004 E.C male 10727 female 187940, total:198667, in 2005 E.C. male 7266 female 175430 total:182696 totally 441596 people are migrated within three years (Ibid).

Currently, human unsafe migration in Ethiopia is given a due attention and government started to fight the problem in collaboration with other concerned non-governmental organization. But one major thing that the media and the above researches forget is the role of entrepreneurship to reduce the intension of women to involve in unsafe migration.

The researcher select the issue of women unsafe migration because the problem increased from time to time. It is also true that risk of women exploitation affect the developmental goals and agendas. Majority of skilled rates of migrants are adolescent girls that play great role in reducing poverty and build sustainable development. The women have the decisive to replace the next generations. Even who return from the foreign countries are addicted and tighten with serious social and psychological problems. They do not live peacefully even with their family as before (Ibid).

It is obvious that entrepreneurship contributes a lot in tackling economic problems. Studies showed that poor economic and administrative support together with training supports in developing counties forced women to leave their country for search of employment (Mulugeta, 2010) ^[48]. Even though similar studies were not found in Ethiopia in general and Dessie town in particular, supports given to women to establish their own business were not as such promising (Gemechis, 2008).

A study by ILO (2005) ^[38] showed that women unsafe migration at Dessie town become so high that it is one of the most vulnerable towns in Amhara region. This study is designed to

identify the major supports that women require in establishing their own business in the process of reducing women unsafe migration in Dessie town. The fact that similar studies are not conducted in relation to the role of entrepreneurship in reducing women unsafe migration at Dessie town forced the researcher to study in this area. Moreover, Dessie as a most women unsafe migration center needs research in the area of entrepreneurial supports.

In light of this, the study tried to answer the following basic questions

1. What economic, administrative and training supports are given to women to tackle unsafe migration through women entrepreneurship?
2. What is the contribution of economic, administrative and training supports given to women to start own business in reducing unsafe migration?

1.3 Objective of the study

Based on the problems the objective of the study was focused in the following general and specific objectives

1.3.1 General Objective

The General Objective of this study is to assess the role of entrepreneurship in reducing women unsafe migration in Dessie town.

1.3.2 Specific Objectives

In accordance to the above general objective, the specific of this study are

1. To identify the economic, administrative and training supports given to women entrepreneurs to reduce unsafe migration.
2. To explore the contributions of economic, administrative and training supports to start own business and reducing women unsafe migration.

1.4 Significance of the study

1. It can be one input to women, administrative bodies and the regional bureau to alleviate women unsafe migration through entrepreneurship.
2. It shows what areas of support should women require to create their own jobs.
3. Since more is not written in this area, this study may be a stepping-stone to other researchers for their further and deeper investigation in the area

1.5 Delimitations of the study

The scope of study would include women returnees in 2008/9 E.C in Dessie town who have been involved in women unsafe migration. Moreover, the study is delimited to the economic and financial, administrative and legal and training and business development supports given to women to encourage women entrepreneurship in reducing unsafe migration in Dessie town.

2. Research Method

2.1 Research design

The study was designed as descriptive survey used both qualitative and quantitative study which was used to gather the relevant and pertinent information with regard to the role of

entrepreneurship in reducing women unsafe migration. Thus, this study is classified as survey research.

2.2 Population and Sampling Procedures

Since the purpose of this study is to describe the role of entrepreneurship in reducing women unsafe migration in Dessie town, the target population of this study were 105 women in Dessie town who have been involved in women unsafe migration. As per the information obtained from Dessie town TVED office, there are 105 women returnees in 2008/9 E.C in the town who have been involved in women unsafe migration. Since their number is manageable all women were included in the study using comprehensive sampling technique.

2.3 Data Sources, Gathering Instruments and Procedures

In order to generate relevant data for this study, both primary and secondary data sources were considered. As this study is basically empirical in nature, primary data were gathered from women. Hence, more emphasis was given to the primary data source. The closed ended questionnaires, which were designed on an ordinal scale of measurement basis was used to collect the data, so that the variables could be ranked to measure the degree of their strength or the agreement or the disagreement of the respondents with the variables.

In order to answer the basic questions raised, a questionnaire that has 2 parts was prepared. The first part consists of general profile of the respondents which is designed in a close ended format. The second part designed using Likert scale address issues of economic and financial, administrative and legal and training and business development supports given to women. The Likert scale ranges from 'strongly agree' to 'strongly disagree' (5=strongly agree 4=agree 3=undecided 2=disagree 1=strongly disagree, see appendix) so as to not limit the response of respondents to some limited ranges. Moreover, unstructured interview and focus group discussion was used to gather information from labor and social affairs, women and children affairs office and TVED expertise and leaders.

The secondary data of this study is compiled from many sources like e-sources, library books, and journals/ articles. This data is used to get better insight on the research topic, to establish the viable platform for the theoretical framework constituting the bases of this research, and to design the sample frame and questionnaire for retrieving the primary data. Another advantage of using secondary data is its comparability character. The research used it to validate and compare the data get through questionnaire to existing literature and articles.

The questionnaire was prepared in English language based on the literature review and some adaptations from prior researches. It was then distributed to 5 sample respondents (randomly selected using lottery method) to check whether what is expected to acquire is achieved or not as a pre-test.

2.4 Validity and Reliability

In assuring the reliability and validity of the tests, the pretest results show a Cronbach alpha value of 81.9%. According to Yalaw (2009), taking the number of items in the questionnaire and the characteristics of respondents, the value can verify the reliability of the testes. In addition, it was checked for grammar and other spelling errors using language and measurement professionals. Based on the findings of the pretest and comments

of language and measurement experts, certain amendments were made on the questionnaire and lastly by giving the necessary orientations to respondents, the questionnaire was distributed to the whole returnee respondents.

2.5 Data Analysis and Presentation Procedures

After the data collected, it is necessary to utilize simple statistical techniques to analyze the information. Therefore, the survey data was processed using an SPSS (version 21). First the relevant data were coded, summarized and then transferred to SPSS to be analyzed and presented.

Frequency tables were used to summarize the respondents profile in the form of frequency percentages and graphs whereas the descriptive statistics such as mean and standard deviations of respondent were used to know the supports given to women in reducing unsafe migration. Descriptive statistics was also being used to calculate mean and standard deviations the economic and

financial, administrative and legal and training and business development supports given to women.

Moreover, Pearson's correlation was used to test the relationship among the economic and financial, administrative and legal, training and business development supports and reduced women unsafe migration. In addition, multiple linear regression was used to predict the major determinant factor that contribute a lot in reducing women unsafe migration.

3. Summaries, conclusions and recommendations

3.1 Summary

- Majority of the respondents are within the age category of 20-29 years old.
- The educational background of majority of the respondents is grade10/12 completers.
- The marital status of majority of the respondents is single
- The economic support given to women is poor as the table below summarizes.

Table 1: Economic support

No.	Economic supports	Mean	Std. Deviation	Rank of Supports
1	I am satisfied with the financial access given by micro finances and other lending institutions.	1.80	0.91	9
2	Accessibility to market for my products	1.77	0.81	10
3	Accessibility to different business training	1.71	0.76	11
4	I have my own premises (land) to run my business	1.82	0.65	8
5	I have my own seed money to run my business	1.71	0.76	11
6	My family supports me to start my own business	2.35	1.03	2
7	I have an access to information to exploit business opportunities	2.00	0.86	5
8	I have managerial skills to manage my business	1.93	0.87	6
9	Accessibility to necessary technologies to facilitate my business	2.23	0.94	4
10	There is no stiff competitions in the market place that I am engaged in.	1.84	0.73	7
11	Adequate infrastructures are available	2.43	1.11	1
12	Accessibility to necessary inputs (raw materials)	2.28	0.98	3
	Grand mean and standard deviation	1.99	0.87	

Women returnees do not have encouraging economic support. Hence, financial access, market linkage, business training problems, premises/working area problem, access to information, weak managerial skills, low access to technology, stiff competition in the market, raw material access are the serious problems for women returnees to start their own problem. The

support in this regard is so weak that women returnees are expected to be involved in unsafe migration because of these economic supports.

- The administrative and legal support give to women is week as the table below clearly depicts.

Table 2: Administration and legal supports

No.	Administration and legal supports	Mean	Std. Deviation	Rank of Supports
1	I have business assistants and supporters from government bodies	2.37	1.04	3
2	I have a network with different administrative bodies	2.11	0.87	9
3	Accessibility to policy makers	1.97	0.68	10
4	I have no legal, institutional and policy constraints	2.14	0.82	6
5	I can borrow money even without titled assets as a collateral	2.12	0.65	7
6	Interest rate charged by micro finances and other lending institutions in reasonable	2.12	0.90	8
7	I have never encountered bureaucracies and red tapes	2.16	0.83	5
8	I am beneficiary of government incentives	2.53	1.17	1
9	I have never faced unfavorable legal and regulatory environments	2.23	0.96	4
10	The Tax levied on my business is reasonable	2.37	1.04	2
	Grand mean and standard deviation	2.21	0.90	

- Women returnees do not have strong administrative support to establish their own business. The necessary supports from the government, network with relevant stakeholders, access to policy makers, legal supports, loan supports, interest rate charged, government bureaucracies and red tapes, weak

government incentives, unfavorable government regulations, high tax are bottlenecks to start own business.

- Training and development supports given to women is not encouraging as the table below shows.

Table 3: Training and Business development supports

No.	Training and Business development supports	Mean	Std. Deviation	Rank of Supports
1	Accessibility to entrepreneurship training from government	1.87	0.70	4
2	Accessibility to marketing training from government	1.80	0.48	8
3	Accessibility to financial planning and reporting training from government	1.81	0.59	7
4	Accessibility to machine maintenance training from government.	1.75	0.53	9
5	Accessibility to customer service training from government	2.11	0.94	3
6	Accessibility to technical skill trainings from government	2.27	1.01	2
7	Accessibility to time management and kaizen training from government	1.82	0.64	6
8	Accessibility to Business Planning and record management training from government	1.75	0.48	9
9	Accessibility to business development support from government	2.37	1.04	1
10	Accessibility to a business plan and bookkeeping service from government	1.84	0.62	5
	Grand mean and standard deviation	1.94	0.70	

Training supports given to women returnees is so poor that it does not enable them establish their own business. Hence, entrepreneurship trainings, marketing, planning and financial management trainings, machine maintenance trainings, customer service trainings, technical trainings, time management and

kaizen trainings, business counseling trainings given to them are not effective in making women returnees to be self employed

- Trafficking intension of women is so high because of the poor economic, social and training supports

Table 4: Intension to involve in trafficking

No.	Intension to involve in trafficking	Mean	Std. Deviation	Rank of intension
1	I will never think of involving in women trafficking	1.84	0.73	6
2	Working in a home land country is better than going abroad	2.44	1.13	1
3	Starting my own business solved my economic problems	2.32	1.01	3
4	Supportive environment to start own business in my home country made me stable	2.37	1.04	2
5	I recommend others to start own business and not to involve in women trafficking	2.11	0.87	5
6	I believe that most women involve in human trafficking lack entrepreneurial skills	1.76	0.54	8
7	Continual Entrepreneurial training can reduce women trafficking	2.12	0.97	4
8	Comprehensive economic and administration supports can reduce the rate of women trafficking	1.77	0.81	7
	Grand mean and standard deviation	2.09	0.89	

The economic, administrative and training support given to women is so weak that their intension to involve in women unsafe migration is so high. Women returnees think of re-involving in women unsafe migration. They do not believe that working in home country is better than working abroad. Since there is no fertile ground for Starting own business, women respondents believe that their involvement in women unsafe migration is inevitable.

3.2 Conclusions

Based on the summaries outlined above the following conclusions are drawn. The fact that there are no encouraging supports in the area of economic, administrative and training leads to the conclusion that the entrepreneurial spirit of women returnees from the Arabic world is not as such developed. Their involvement in entrepreneurial activities is limited. Government do not give due attention in providing the required support so as to encourage entrepreneurship in the process of reducing women unsafe migration. Entrepreneurship is not taken as a key instrument in reducing women unsafe migration. The government emphasized more on awareness creation, ensuring safe and legal migration rather than trying to retain women in their home country.

Therefore, it is possible to reach to a conclusion that the role of entrepreneurship in reducing women unsafe migration in Dessie town is minimal.

3.3 Recommendations

Based on the findings and conclusions drawn the following recommendations are forwarded to the concerned bodies.

Concerned government officials

Much should be done in the side of the government in providing the necessary economic, administrative and training supports so as to encourage women entrepreneurship thereby women unsafe migration be reduced.

Creating other job opportunities in the home country with no doubt reduce women unsafe migration. Hence measures should be taken by the government in creating employment opportunities to women.

To the public

It is observed and found that families are the main facilitating agents in involving their children in unsafe migration to the extreme that they compete even with their neagboures by having children in the Arabic world. The public should provide the adequate support in educating, financially supporting and morale boosting their children to retain and work in domestic country that arranging situations to go abroad. Families should encourage their children to take different technical and business skill trainings in their locality so that they can be ready for domestic work: self-employed or paid employed.

4. References

1. Aderajew Teshome. Ethiopia's Response to Human Unsafe migration: Towards Effective Criminalization and Protection. Accessed from, 2013. <http://phys.org/news/2013-03-human-unsafe-migration-modern-day-slavery.html>.
2. Aidis R, Mickiewicz T. Entrepreneurs, expectations and business expansion: lessons from Lithuania. *Europe-Asia Studies*. 2006; 58 (6):855-880.
3. Ahwireng-Obeng F, Piaray D. Institutional obstacles to South African entrepreneurship. *South African Journal of Business Management*. 1999; 30(3):78-98.
4. Alexis Aronowitz, Gerda Theuermann, Elena Tyurykanova. Analysing the Business Model of Unsafe migration. Austria: Ueberreuter, 2010.
5. ASEFACH. An Investigation into the experiences of female Victims of Unsafe migration in Ethiopia, unpublished MA thesis, University of South Africa, 2012.
6. Ashene E. Unsafe migration of Ethiopian Women and Girls to the Middle East. Hungari, 2013.
7. Assefa GT. A critical assessment of the violation of rights of girls during irregular migration: the case of woreda Sa'esi'e Tsa'adamaba in eastern zone of Tigray. Addis Abeba, 2015.
8. Auwal Mohammed. *Ending the Exploitation of Migrant Workers in the Gulf*. The Fletcher Forum of World Affairs, 2010, 34(2).
9. Bales Kevin, Soodalter Ron. *The Slave Next Door: Human Unsafe migration and Slavery in America*. Berkeley: California University Press, 2009.
10. Barkham RJ. Entrepreneurial characteristics and the size of the new firm: a model and an econometric test. *Small Business Economics*. 1994; 6(2):117-125.
11. Batjargal B. The dynamics of entrepreneurs' networks in a transitioning economy: the case of Russia. *Entrepreneurship & Regional Development: An international journal*. 2006; 18(4):305-320.
12. Baum JR. *The relation of traits, competencies, motivation, strategy, and structure to venture growth*. Retrieved 01 25, 2010, from *Frontiers of Entrepreneurship Research*, 1995. <http://fusionmx.babson.edu/entrep/fer/papers95/baum.htm>
13. Baum J, Locke EA. The relationship of entrepreneurial traits, skill, and motivation to subsequent venture growth. *Journal of Applied Psychology*. 2004; 89(4):587-598.
14. Baumeister H. *Customer relationship management for SMEs*. Munchen, Germany: Institut fur Informatik, LMU, Oettingenstr, 2002.
15. Belayneh T, Tekle. Unsafe migration of Women from Ethiopia, Addis Ababa and Ethiopia Affairs Sub-Sector the Prime Minister's Office and IOM, Addis Ababa, 2000.
16. Bird B. Toward a theory of entrepreneurial competency. In J. Katz, & R. H. Brockhaus, *Advances in entrepreneurship, firm emergence and growth*. Greenwich, CT: Jai Press. 1995; 2:51-72
17. Bird B, Jellinek M. The Operation of Entrepreneurial Intentions, *Entrepreneurship Theory and Practice*, winter, 1988; 21-29.
18. Cronbach LJ. Coefficient Alpha and the internal structure of tests. *Psychometrika*. 1951; 16:297-334.
19. Cullen-DuPont, Kathryn. *Human Unsafe migration*. New York: InfoBase Publishing, 2009.
20. Dinan Kinsey. Globalization and national sovereignty: From migration to unsafe migration. In: Cameron, Sally and Newman, Edward (Eds.). *Unsafe migration in Humans: Social, Cultural and Political Dimensions*. Tokyo: United Nations University Press, 2007.
21. Elizabeth Kaczmarek. The Business of Human Unsafe migration. Western Michigan University: Honors Theses, 2014, 2417.
22. Emebet Kebede, an assessment of the international labour migration situation: The case of female labour migrants, GENPROM Working, 2014, 3.
23. Eshetu B, Zeleke W. Women entrepreneurship in micro, small and medium enterprises: The case of Ethiopia. *Journal of international women's studies*. 2008; 10(2):3-5.
24. Ethiopian Business Development Services Network. (n.d). Links related to Micro, Small and Medium Enterprises, www.bds-ethiopia.net, retrieved on 21-4-10.
25. Ezeilo MJ. Human Unsafe migration & Global Supply Chains. Ankara, Turkey, 2012.
26. FDRE Ministry of Trade and Industry, "Micro and Small Enterprises Development Strategy," Addis Ababa, 1997.
27. Gemechis Tefera. *Attitude of College Students Towards Entrepreneurship: A Case Study of Addis Ababa University and Rift Valley University College*. Addis Ababa, Ethiopia. Unpublished Thesis, 2007.
28. Green CJ, Murinde V, Kirkpatrick CH. Finance for Small Enterprise Growth and Poverty Reduction in Developing Countries. *Journal of International Development*. 2006; 18:1017-1030.
29. Green E, Cohen L. Women's businesses: Are women entrepreneurs breaking new ground or simply balancing the demands of 'women's work' in a new way? *Journal of Gender Studies*. 1995; 4(3):297-314.
30. Hagose HN. Causes and Consequences of Human Unsafe migration: A Case Study in Metema Town. Addis Abeba, 2014.
31. Hailemichael Nigusu. Causes and Consequences of Human Unsafe migration: A Case Study in Metema Town, AAU, 2014.
32. Hailu GK. Anti-Human Unsafe migration Measures in Tigray, Ethiopia: A Human Rights-Based Perspective. Netherlands, 2015.
33. Hisrich R, Brush C. Women business owners: A longitudinal study. In N. C. Churchill, J. A. Hornaday, B. A. Kirchoff, O. J. Krasner, & K. H. Vesper, *Frontiers of entrepreneurial research* (pp. 187-199). Wellesley, MA: Babson College, 1987.
34. Hisrich R, Peters M. *Entrepreneurship* (5th Edition ed.). USA, 2002. Irwin/McGraw-Hill.
35. Hundera Mulu Berhanu. "Micro and Small Scale Enterprises (MSEs) Development Services in women's Entrepreneurial Start-Ups in Ethiopia: A study conducted in three cities: Dire Dawa, Harar and Jigjiga." *Journal of Behavioural Economics, Finance, Entrepreneurship, Accounting and Transport*. 2014; 2(4):77-88.
36. Hunter MP. Human Unsafe migration and Business: Good Practices to Prevent and Combat Human Unsafe migration. UN. GIFT, 2010.
37. ILO. Preventing Discrimination, Exploitation and Abuse of Women Migrant Workers: An Information Guide. Gender

- Promotion Program International Labor Office, Geneva, 2003.
38. ILO. unsafe migration in persons overseas for labor purposes: the case of Ethiopian domestic workers. ILO, Country Office, Addis Ababa, Ethiopia, 2005.
 39. ILO. Vulnerability and young women Entrepreneurs: A case study of Ethiopian Informal Economy. Geneva: International Labor Organization, 2006. From http://www.cartierwomensinitiative.com/docs/Ethiopian_women_entrepreneurs_ILO.pdf.
 40. ILO. Women Entrepreneurs in Kenya. Factors affecting Women Entrepreneurs in Micro and Small Enterprises in Kenya. Geneva. International labor organization, 2008.
 41. Kamalakannan. The role of financial institution in development of women entrepreneurs, *Kurukshastra*. 2005; 53(6):10-14.
 42. Kearney Michael. From the Invisible Hand to Visible Feet: Anthropological Study of Migration and Development. *Annual review of anthropology*. 1986; 15:331-361. Accessed: 27/11/2013 06:48
 43. Kothari CR. *Research methodology: Methods and techniques (2ndrev.ed)*. New Delhi: New Age International (p) Limited Company, publishers, 2004.
 44. Linus Akor. Unsafe migration of women in Nigeria: Causes, Consequences and the way forward, *Corvinus journal of sociology and social policy*. 2011; 2(2):89-110.
 45. Martin SF. *Women and Migration*. Malmö, Sweden, 2003.
 46. Ministry of Trade and Industry. *Micro and Small Enterprises Development Strategy*. Addis Ababa. Ethiopia, 1997.
 47. Mohammed YA. Cause and Consequence of Cross Border Illegal Migration from South Wollo, Ethiopia. *Arts Social Sci J*. 2016; 7:188.
 48. Mulugeta Chane. Factors affecting the performance of women entrepreneurs in micro and small enterprises (the case of Dessie town), Bahir Dar university, 2010.
 49. National Geographic Society. *Human migration guide*, 2005. Accessed from, www.nationalgeographic.com.
 50. O'Neill H, Ducker J. Survival and failure in small business: An application of strategic prescriptions in entrepreneurial firms. *Journal of Small Business Management*. 1986; 24(1):30-37.
 51. Philip Hunter, Quinn Kepes. *Human Unsafe migration & Global Supply Chains: A Background Paper*, Ankara, Turkey, 2012.
 52. Reda AH. An investigation into the experiences of female victims of unsafe migration in Ethiopia, 2012.
 53. Selamawit Bekele. *The vulnerability of Ethiopian Women and Girls: the Case of Domestic Workers in Saudi Arabia and Kuwait*, 2013.
 54. Shelley Louise. *Human Unsafe migration: A Global Perspective*. New York: Cambridge University Press, 2010.
 55. Schumpeter J. *The Theory of Economic Development: An Inquiry into Profits, Capital, Credit, Interest, and the Business Cycle*. 16th ed. New Brunswick, NJ: Transaction Publishers, 1934.
 56. Singla, Syal. *Group Entrepreneurship for women entrepreneurship and business*, Rowat publication, Jaipur, 1998.
 57. Tegegne T. the role of micro and small enterprises in reducing youth unemployment: the case of meserak TVET college graduates in Addis Ababa city administration, Addis Ababa, Ethiopia, 2014.
 58. Unsafe migration of Women from Ethiopia. Atsede Woine Tekle & Tsehay Belayneh, a study Commissioned by the Women's Affairs office at the Prime Minister's office and the IOM Ethiopia, Addis Ababa, Ethiopia, 2000.
 59. Tufa W. Socio-economic impacts of Human unsafe migration: in Ethiopia the case of Bati town Oromo administration zone, Amhara regional state. Haramaya, 2014.
 60. UNDP. Ethiopia: Country Economic Brief" Analysis, 2015, 1(1-15). Accessed at www.et.undp.org.
 61. UNDP. National Human Development Report 2014: Accelerating Inclusive Growth for Sustainable Human Development in Ethiopia. Addis Ababa: Ethiopia, 2015.
 62. UNECE. Women's Self-Employment and Entrepreneurship in the ECE region, background paper prepared by the secretariat for the Regional Symposium on Mainstreaming Gender into Economic Policies, Geneva, 2004. from <http://www.unece.org/indust/sme/ece-sme.htm.pdf>.