



Irregular Ethiopian Immigrants and Urban Labour Market in Eastern Sudan: The Experience of Sudanese Employers in Gadarif Locality

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Abstract

This study focused on experience of Sudanese employers (SEs) with Irregular Ethiopian Immigrants (IEIs) in Gadarif locality, which is located in Gadarif state in eastern Sudan. In order to investigate the different aspects of this experience, empirical data was collected from the (SEs) and (IEIs) in the locality of Gadarif, the collection of data mainly depends on questionnaire, interviews and observations. The empirical data collected was analyzed. The most remarkable results are: First: there are continuous influxes of (IEIs) towards Gadarif locality. Second: The tendency of (SEs) in employing (IEIs) related to the characteristics and advantages of (IEIs). Third: The experience of (SEs) shows that there is a positive attitude from (SEs) towards the (IEIs). As a result of this, the (SEs) support the continuity of the (IEIs) and prefer to employ them in different low-skilled jobs more than the Sudanese one. The study ended with providing some recommendations, part of them are to enhance the skills of the Sudanese labor force through training, in particular the low-skilled labors and planning and restructuring of labor market in Gadarif State in order to attract the skilled-labour to trade-off the experiences.

Keywords: Sudan, Gadarif locality, employment, labor force.

Introduction

Immigration is defined in this study as: “flows mostly from neighboring countries represent a typical case of south-south migration” (International organization for migration, 2011). The term “Labour Market” refers to the supply of workers looking for jobs and the jobs available in a given area (Choi, et al 2000). A lot of literature reflects the issues of the relation between immigration and labour market such as: labour supply, labour mobility...etc (Hanson, 2009).

This study deal with some aspects of the immigration and labour market, the study conducted in a local context of Gadarif state in eastern Sudan. Sudan is characterized by several

conflicts, political instability, lack of investments and limited effectiveness of policies, in addition to environmental deterioration and climate change, lack of sustainable forms of livelihood, famine and population displacement. Neighboring countries also experienced similar challenges and development problems. These factors resulted in significant waves of internal and international displacement and made Sudan an important emigration, transit and immigration country, both for economic and forced migrants (Migration profile, 2011).

Informal nature of human mobility from the neighboring countries and the existence of irregular migration phenomenon in Sudan mean that the total number of foreign nationals in the country could be much higher. Most foreigners in Sudan (around 685,000) are recognized refugees coming mostly from Eritrea, Chad and Ethiopia. These numbers decreased by around half in the last 20 years due to voluntary and organized repatriations (Migration profile 2011). In addition, a number of asylum seekers and an unspecified number of irregular migrants from the same neighboring countries are resident and/or transiting through Sudan, the latter generally spending long period in the cities along the main migration routes. Given the need for self-maintenance, many refugees and irregular migrants enter into informal labor market. Although young men compose the majority of immigrant population, families and women are also presented, especially in the case of refugees. Immigrants are mostly located where the pressure from neighboring countries is higher, i.e. Eastern Sudan, Darfur, and Khartoum state (Migration profile 2011).

Ethiopia represents one of the neighboring countries from which the immigrants flow to eastern parts of Sudan. Gadarif state is located in eastern Sudan and it shares an international border with Ethiopia to its east. The economy of the state is rich in terms of natural resources; mechanized farming is considered an important source of employment for the state's inhabitant and immigrant population. In addition, the urban centers of the state witnessed a growth especially in the services sector, which contribute in creating more opportunities for both inhabitant and immigrants.

The main objectives of this study are: a) to know why (SEs) employing (IEIs) as labours? b) To study the experience of (SEs) with the employment of (IEIs) labours? and c) To provide the policy makers by information which can be helpful for enhancing future developing policies, migration management and in planning the structure of labor market in Gadarif State. The significance of this study is based on the importance of some issues of immigration which are related to the political, economical, social and security problems in Sudan in general. In addition, the experience of (SEs) with (IEIs) has not been well studied at the local context of Gadarif locality, by focusing on that experience of (SEs) in Gadarif locality, the researchers expect to find results and provide some relevant recommendations to address the problems in regard to (IEIs) in Gadarif locality.

Statement of the Problem

Gadarif state is affected by various types of regular and irregular migration, given geographical location and long international borders. It's observable, that there is increase in irregular Ethiopian immigrants (IEIs) in the state and it is expected that this increase may affect on economic situations for the communities of state. Sudanese employers in the state have access to huge numbers of (IEIs) competing for jobs with Sudanese. In the last years the immigrants were mostly young; 60 percent were between the ages of fifteen and forty-four, 46 percent of them were females (IOM, 2011), many of them are succeeded in finding different types jobs with different employers. In view of what was mentioned above the problem of the study can be

expressed in the following main question: What are the experiences of Sudanese employers with employing Irregular Ethiopian Immigrants?

Methodology

Data for this research has been collected from both primary and secondary sources, through mixed (quantitative and qualitative) methods. The primary data has been collected by a questionnaire, semi-structured interviews and observations. The interviews has been used to collect information from various sources like; Sudanese immigration authority, Sudanese formal and informal institutions deal with issues of labour, (IEIs) and Ethiopian Community in Gadarif State.

The questionnaire covered 46 (SEs), and 19 interviews were conducted with (IEIs). The sample size for both has been taken through convenience sample. The secondary data has been collected from many sources such as: reports, Periodicals, official sources and working Papers. The quantitative data has been analyzed by econometrics techniques depending on Binary Logistic Regression (BLR) and Correlation, and the analysis of qualitative data has been based on framework analysis and interpretive analysis. The unit of the analysis has been the (SEs) and (IEIs).

This study was conducted between March 2014 and November 2014. The area of the study is Gadarif locality; the sample has been taken from the community of Gadarif locality (SEs) and (IEIs).

This study consisted four sections: Section one of this paper is the introduction, section two presented the literature review. Section three dealt with the analysis of empirical data. Finally section four devoted to the empirical results, conclusions and recommendations.

Theoretical Background

Different theories have been developed in migration respect; the most important ones are: First: The Gravity theory which explains immigration from the stand point of push-pull factors (Dinkel & lebok, 1996:43); the positive factors attract people to settle on their origin area, on the other hand there are negative factors which force people to leave their area and take a decision of immigration to other area, the third kind of factors, are those lead people to be indifference between the decision of immigrate or settlement.

Second: The Neoclassical economic theory relates causes of international migration to economic considerations such as the labour supply and demand and wage differentials, other factors are only secondary.

Third: The Household theory based on that the individual's decision to migrate considers to be taken by the family not by the individuals themselves.

Forth: The Network theories refer the causes of migrations to: personal, Cultural and other social types where potential migrants benefit from experiences of their peers who could possibly provide them with relevant information and help them to adapt with the new environment in receiving communities.

Fifth: A political economy model approach has been developed in reaction to the neoclassical modernization approach and the push-pull model discussed earlier. It is known as Structural theory among others. This theory explain migration in the context of centre-periphery dialectical relation emphasizing on the element of economic exploitation of less developed countries (LDCs) (Goss & Lindquist,1995, Munck, 2008).

Sixth: The Integrative approach which represent an attempt to formulate an inclusive framework to understand better the dynamics of female migration (Jamie, 2013:187).

Sudan a Overview

Sudan is located in east Africa. It has plenty of natural resources, and turned around a struggling economy with sound economic policies and infrastructure investments, but it still faces formidable economic problems, starting from its low level of per capita output. From 1997 up to date, Sudan has been implementing IMF macroeconomic Reforms. There are mainly three sectors which plays a major role in Sudan's economy namely: the Agriculture (38.6% of GDP), Services (33.6% of GDP) and Industrial (27.8% of GDP).Agricultural sector with this contribution accounting for significant part of GDP growth and remains Sudan's most important sector, employing 65% of the work force, contributing 38.6% of GDP .This sector is heavily dependent upon natural conditions. This makes Sudanese economy vulnerable and its growth too. The main export commodities in Sudan are animals, cotton, sun flowers, Arabic gum etc. The population of Sudan is 33.42 Million as per the latest estimates (Migration profile 2011). The population growth rate was 2.1%, this high rate of growth in population creates burden on public and private services. Sudan has significant number of people in young age group (about 55% of total population), so the economy has started growing well, increased participation by the Sudanese in labor market, which is a good sign for Sudanese economy (Sudan Economic & Strategic Outlook 2007).

Ethiopia Overview

Ethiopia is the second-most populous country in Sub-Saharan Africa with a population of about 92 million (United Nations, 2012). Ethiopia is also one of the poorest countries in world. The country's per capita income of \$410 is substantially lower than the regional average (Gross National Income, Atlas Method). The government aspires to reach middle income status over the next decade. The economy of Ethiopia is largely based on agriculture, which accounts for 46.6% of the gross domestic product (GDP) and 85% of total employment. Ethiopia's agriculture is plagued by periodic drought, soil degradation caused by overgrazing, deforestation, high population density, high levels of taxation and poor infrastructure. As many as 4.6 million people need food assistance annually. Production is overwhelmingly of a subsistence nature, and a large part of commodity exports are provided by the small agricultural cash-crop sector. The mining sector is small in Ethiopia. In general, Ethiopians rely on forests for nearly all of their energy and construction needs. Petroleum requirements are met via imports. The manufacturing sector constitutes about 4 percent of the overall economy. Almost 50% of Ethiopia's population is under the age of 18, and even though education enrollment at primary and tertiary level has increased significantly, job creation has not caught up with the increased output from educational institutes. The country need to create hundreds of thousands of jobs every year just to keep up with population growth.

The current government has embarked on a program of economic reform, including privatization of state enterprises and rationalization of government regulation. While the process is still ongoing, the reforms have begun to attract much-needed foreign investment. Despite recent improvements, with an exploding population Ethiopia remains one of the poorest nations in the world (UN, 2012).

Gadarif State Profiles

Gadarif state is located in the eastern part of Sudan between latitudes 12° 40' and 15° 40' N. and longitudes 33° 30' and 36° 30' E. It has international borders with Eritrea in the northeast and with Ethiopia in the east and southeast. It covers an area of 71,000 Km² (Babikir & etl. 2005). The geography of the state is characterized by vast, flat, fertile, clay lands interrupted by numbers of scattered hills of low and medium height, about 10 million feddan of this land are arable lands. This makes the state one of the biggest areas of agricultural activity in Sudan. Beside the arable lands the state has natural ranges and pastures with an area of 4.8 million feddan, but the size of ranges and pastures is decreasing as a result of expansion of traditional and modern agriculture. The state is very rich in terms of animal resources, supporting some 5.2 million heads of livestock throughout much of the year. Mechanized farming in Gadarif state constitutes the backbone of the state economy and continues to be an important source of employment for the state's inhabitants and migrant population. Past prospecting has revealed the presence of significant mineral resources in Gadarif state. The state's total population is estimated to stand at some 1.35 million people with an annual growth rate of 3.87%. Over two-thirds of the population lives in rural areas and population density on a state-wide basis stands at around 19 persons per km², Gadarif State is divided into ten administrative localities. Gadarif state is characterized by high levels of social and ethnic diversity where the population groups include Shukriya, Lahawyien, Dabaina, Kawahla, Fur, and Bargo tribes along with northern and riverine tribes such as the Shaygiya and Ja'alyin in addition to Eastern Sudan tribes of Bani Amir, Rashaida and Beja. The multi-ethnic nature of Gadarif state is in large part a product of historically protracted waves of migration to the region. It is clear that the state has high population growth rate, this refer to the waves of immigrations from the neighboring countries and others state of Sudan, for the state is considered one of the biggest areas and main centre of agricultural activity and attractive area for labours, beside receiving great numbers of refugees from Eritrea and Ethiopia.

Labour market structure, demographic structure, participation rate and economic activities

Labour market in Sudan characterized by: the dominance of the public (government) sector in total employment compared to weakness of private sector, majority of employed workers are concentrated in the traditional agricultural sector, while manufacturing and industrial sectors have only marginal share in total sectoral employment. The techniques of production are most likely characterized by high labour intensity and low capital intensity, low productivity of labour and inefficient regulations and institutional settings to organize the labour market, deficiency in employment, planning and skill upgrading. In addition to the high incidence of duality (due to presence of two sectors together: rural-urban; traditional-modern and formal-informal); prevalence of high rates of unemployment, especially among youth population and child labour. Mismatch between educational output (supply) and labour market requirements (demand).

A demographic transition which resulted in rapid population growth, slow down in labour absorption and combined with large-scale shifts of population from rural to urban areas, led to severe pressures on labour markets, especially in urban areas.

Concerning the characteristics of labour market in Gadarif State it is not much different from the structure of labour market in Sudan as general because of similarity of most characteristics of

the two labour markets in particular; contribution of men and women, the demographic characteristic of the economically active population, the high share of public sector. However, Gadarif labour market is characterized by the dominance of the agriculture sector, due to the fact that over 70% of the population working in this sector.

In spite of large amounts of production yield by mechanized farms, the main benefits have tended to accrue with well-positioned merchants and landowners. In fact, the majority of the population continues to live at subsistence-level supporting themselves through diversifying their livelihoods strategies around paid work. Operating in this environment, many small-scale farmers and livestock herders have also completely abandoned traditional activities, becoming vagrants and migrating to urban centers. Furthermore, the structure and nature of labour market in Gadarif Locality, its look like the labour market of Gadarif State, because it represent the center of the state economically, geographically and politically. The majority of the state population are youth (their age less than 40 years), 20% of the state population are concentrated on Gadarif locality (population census, 2008).

Results and Discussions

Migration of (IEIs) to Sudan

There are socioeconomic, cultural and political factors in Ethiopia which push Ethiopians to migrate to Sudan, section two in this paper reflected these factors. The study found that currently the economic factors are the main causes behind the movement of Ethiopian immigrants to Gadarif locality. All the interviewed immigrants agreed on the decrease in their living standard which lead them to seek for jobs which represent the first motivation that push them to exist in Gadarif locality, this reflect the difficult economical situation and high rate of poverty. Beside the economical factors few of the interviewers add some political and social factors such as conflicts and intermarriage between Sudanese and Ethiopian.

The shift in the socioeconomic conditions in Sudan in the recent few years that mentioned in the previous sections, contributed to create a high demand for Ethiopian immigrant labours among part of Sudanese society in general and part of the community of Gadarif locality in particular.

The demand in Gadarif locality labour market is dominated by low paid works and domestic works, the demand has increased, special reference here is made to socioeconomic transformation in Sudan, and this demand is considered a pull factor for the (IEIs) who are affected by the push factors. As a result of these push and pull factors the (IEIs) moved from different parts of Ethiopia to Gadarif locality, through several legal and illegal ways, the most important of them are:

- (1)Smuggler and brokers: there are existence of networks of smugglers and brokers in both sides of Sudanese Ethiopian borders.
- (2)Relatives, spouse and employers: many of the (IEIs) confirmed that they had some sort of help from their relatives, friends and employers when crossing the border or inside Sudan.
- (3)Infiltration across border: some of interviewed immigrants had the experience of crossing the borders by themselves sneaking at night and days on foots to cross the Sudanese border and they success.
- (4)Formal ways: few of the interviewed immigrants arrived Gadarif locality through formal channels, the research found that the authorities in Gadarif State used to issue work permissions to the (IEIs), this shows the weaknesses of the Sudanese immigration policies.

Basing on what mentioned above men usually do not depend on the networks of smuggling and brokerage, while women mostly prefer these networks.

It is observable that (SEs) in Gadarif locality have tendency to employ (IEIs) during the past few years. The labour market in Gadarif locality (SE) show that there are different types of employers including; merchants, farmers, Traders, employee in public and private sector, business men and women and housewife.

The Experience of Sudanese Employers (SE)

This part discusses the experience of (SEs) with the (IEIs) in the urban context of Gadarif locality labour market. The discussion is based on the primary data which collected through the field work conducted by the researchers. The Sudanese Employers (SEs) in this study include all Sudanese who existed in the labour market of Gadarif locality and employing (IEIs). The following parts will introduce some characteristics of the (SEs).

Characteristics of Sudanese Employers

The study found that 69.6% of the (SEs) are males and 30.4% are females, the existed Gender gaps refer to cultural factors. In spite of the fact that Gadarif locality considered an urban context, it is observable that the community conservative to some extent which lead a lot of restrictions to involvement of female in the labour market. Even employing (IEIs) is a male issue in most cases. There are many types of (SEs) in labour market of Gadarif locality that involved in employing (IEIs). Below the professions of employers who represent the sample of the study.

Table (2)
Professions of Employers

Profession	Frequency	Percent
Farmers	5	10.9
Merchants and Traders	6	13
Employee in the Public Sector	16	34.8
Employee in the Private sector	10	21.7
Independent Business	4	8.7
Domestic works	5	10.9
Total	46	100

The table(2) shows that 56.5% of employers in the sample are employee in public and private sectors, this percentage confirm what is mentioned about the nature and structure of Gadarif locality labour market. Certainly these employers do not depend on (IEIs) in their respective sectors, however they employ them in their own business or as domestic workers.

Table (3)
Marital Status

Marital Status	Frequency	Percent
Married	34	73.9
Unmarried	11	23.9
Widow	1	2.2
Divorce	0	0.0
Total	46	100

Basing on table (3) a relation between marital status and employing (IEIs) can be observed, because 73.9% from the sample are married, which means that the majority of those who decide to employ (IEIs) among Sudanese employers are married, so the probability of being married increase the tendency to employ (IEIs).

Table (4)
Level of Education

Level of Education	Frequency	Percent
Primary/Basic	3	6.5
Intermediate/H. Secondary	15	32.6
Graduate	17	37.0
Post Graduate	11	23.9
Total	46	100

It is assumed that as much as education level is higher the acceptance of outsiders is higher, so the level of education has a relation with attitude of employing foreigners or not. Based on this table the majority of the sample of (SEs) 60.9% is graduates and post graduates. The high educated Sudanese employers represent a considerable part of the category that have much concern with the issue of social prestige in the community, this explain why they represent the majority of our sample.

Employing Irregular Ethiopian Immigrants by (SEs)

The experience of employing (IEIs) by Sudanese employers (SEs), is not new phenomenon. There were many examples since the 70s. During the recent few years the experience has become an observable to some extend that it worth studying and documenting. Referring to the experience of (SEs) it is found that most of (IEIs) who are employed by (SEs) they had opportunity to have work directly and personally when meeting (SEs) they represent 37% of the sample and 28.3 % through brokers and mediators, only 15.2% of them they had their work through agencies of employment and 19.6 % through relatives, neighbors and friends

This is confirming what is mentioned by (IEIs) themselves about their sneaking through the borders or coming to Gadarif locality through illegal ways. The sample which investigated shows that 71.7 % of (IEIs) employed by (SEs) had informal deals with (SEs) and rest which represent 28.3 % had formal legal contract (work permission). This illegal status for most of (IEIs) make them prefer to deal directly and personally with (SEs) and avoid the legal ways to obtain works in labor market of Gadarif locality. As a result of this an economical negative impact may occur.

Table (5)
The Gender of (IEIs)

The Gender of (IEIs)	Frequency	Percent
Male	12	26.1
Female	34	73.9
Total	46	100

Depending on above table the results show that the percentage of female (73.9%) is greater than that of male (26.1%), meaning that a considerable number of Sudanese employers according to our sample are employing females more than males, As most (IEIs) work as domestic workers (see table, 6), and females are preferred for this type of works because of the community tradition and customs. According to the answers of (SEs) to the question about the preference of a male or a women labor that is 65.2 % prefer females and only 21.7 % prefer males while 13 % they do not prefer any of the two.

Table (6)
Types (IEIs) Jobs

Job	Frequency	Percent
Office\Shop worker	2	4.4
Domestic worker	29	63.0
Others	12	26.1
More than one job	3	6.5
Total	46	100

Basing on table (6) (SEs) employ (IEIs) in various types of works, it is found that 63 % of (IEIs) are working as domestic workers, and other types of works represent 37 % which indicate that most of (IEIs) are working in domestic works so this is support the result which indicate that the demand of the employer to the (IEIs) domestic workers is higher than any other types of works. In addition this table implies also a certain relation between a married Sudanese employer and demanding of (IEIs) domestic workers in particular. In urban context of Gadarif locality mostly the parents are involved in jobs ,then it is difficult for them to deal with different duties and

responsibilities related to house work and child care, so in this case employing female Ethiopian immigrants as domestic workers is relevant as a solution.

Table (7)
Number of Employed (IEIs)

Number of (IEIs):	Frequency	Percent
One	38	82.6
Two	5	19.9
Three and more	3	6.5
Total	46	100

Basing in table(7) we can discern that majority of Sudanese employers (82.6%) employ one (IEIs),this result can be interpreted to the fact that structure of Gadarif locality labour market relatively dominated by simple economic activities(domestic works and small enterprises) which mean that its ability to absorb big numbers of (IEIs) seemed to be impossible.

Table (8)
Repetition of (SE) experience with (IEIs)

Times of Experience	Frequency	Percent
One time	10	21.7
Tow times	10	21.7
More than Three times	26	56.5
Total	46	100

According to (table 8) 56.5% from the sample have experienced employing(IEIs) more than three times meaning that Sudanese employers day by day became aware of dealing with (IEIs), this may refer to the preference of Sudanese employers to certain characteristics of (IEIs).

Table (9)
The Skills of (IEIs)

The Skills of (IEIs)	Frequency	Percent
Manual skills	31	67.4
Practical Experience	2	4.3
Technical Training	1	2.2
More than one skill	12	26.1
Total	46	100

Basing on table (9) 67.4 % of (SEs) think that the (IEIs) have basically manual skills and 26.1% of them have more than one skill, while 4.3 % of them distinguished with practical experience and 2.2% technical training, this percentages indicate that Ethiopian labour supply who work in Gadarif locality labour market are unskilled workers.

Table (10)
Reasons of Existence of (IEIs) in Gadarif Labour Market

Reasons	Frequency	Percent
Shortages of Sudanese labours	6	13.0
Advantages of(IEIs)	13	28.3
Attraction of Sudanese Labour Market	3	6.5
Weakness of Rules and Laws	8	17.4
The Condition of Immigrants	5	10.9
More than one Reason	11	23.9
Total	46	100

(SEs) think that (IEIs) are existed in labor market of Gadarif locality for many reasons that mentioned previously in this study, relevant one here is 28.3 % of the sample think that the advantages of (IEIs) is the reason which motivated (SEs) to employ them. Part of (SEs) expressed some disadvantages concerning (IEIs), the disadvantages they mentioned are: The high cost, carelessness, lack of skills and experience, poor academic qualification and training, instability and seasonality and others.

From among all these instability and seasonality represent 56.5% this confirms that the majority of (IEIs) are domestic workers. It is obvious that domestic workers in the context of labor market of Gadarif locality do not need academic qualification and high level of training and skills ...etc. Therefore each of other disadvantages represent a low percent in the sample, and what explain the instability and seasonality of (IEIs) the fact that Gadarif locality is considered a transition area for them because most of (IEIs) have plans to reach Khartoum and migrate to other destination outside Sudan.

The cost of (IEIs) is mentioned by (SEs) as one of the advantages that distinguish (IEIs) in the labor market in locality of Gadarif 37% of employers they think that (IEIs) have more than one advantages and the low cost is included and 13% consider the only advantages that characterized (IEIs) is low cost, but only 8.7% of the sample consider the cost is disadvantage characteristic because they think it is expensive.

The (SEs) used to pay the (IEIs) in cash but they also have other commitment in addition to the cash they pay, the study find that 87 % of the sample have more than one commitment towards their(IEIs) employees (including cash payment) and 13 % offer the ELM only cash payments. When comparing the (IEIs) with the S labors who work in the same works 47.8 % of the (SEs) think that employing a Sudanese labour increase the commitments and 26.1% think that the commitments will decrease while 15.2% see no remarkable difference and the rest are representing 10.9 % not knowing the difference or selecting other. Based on this the majority think that the cost of employing the (IEIs) is lower than employing a Sudanese labor.

Concerning the cash there are different ways of paying it according to the deal or contract between the two parties, the (SEs) who pay a monthly salary are considered the majority because they represent 91.3 % of the sample, and who pay a daily wages are 2.2% while those who pay accordingly to size of production are also 2.2% then the employers who depend on undertaking represent 4.2%. There is a range in monthly salary paid by (SEs) to (IEIs), (SEs) who pay monthly less than 350 SDG represent 10.9% of the sample, the majority are those who pay monthly between 350 and less than 700 SDG because they represent 50.1% of the sample, while the ones pay 700 and less than 1050 SDG are 30.5 % of the sample and 6.6% for those who pay more than 1050. In addition to all what is mentioned above, (SEs) think that(IEIs) have many positive characteristics which are shown at the below table:

Table (11)
Positive characteristics of (IEIs)

Characteristics	Frequency	Percent
Honesty	2	4.3
Discipline	4	8.7
Order	2	4.2
Following directions and instructions	16	34.8
More than one of the mentioned Characteristics	20	43.5
Other	2	4.3
Total	46	100

In addition to these positive characteristics 78.3 % of (SEs) confirms that they did not have any problem through their experience of employing (IEIs,) while 21.7 % had some sort of problem with them, which means that most of (SEs) had experience without problem.

The easy access to (IEIs) in Gadarif locality, the types of works they do, a lot of advantages distinguish them, the low cost of employing them, the positive characteristics they have and few problems they have with their employers make most (SEs) in Gadarif locality labour market support the continuity of (IEIs) in the labor market of Gadarif locality(67.4 % of sample support the continuity of the (IEIs) in the labor market in Gadarif locality and 32.6 % of them do not support that).

The study found that most (SEs) had more than one experience with employing (IEIs) because 84.8 % had a previous experience with (IEIs) while 15.2 % for first time employ them. When asking (SEs) about nationality of the latest labour they employed before the current ones their answer is that 56.5 % were employed Sudanese labours and 34.8 % were employed (IEIs), 4.3 % of them employed other nationalities and 4.3 % of them were not employing anyone, The sample of this study shows that there is a clear shift to (IEIs), 65.2 % of (SEs) who employed Sudanese labours and other nationalities shifted to (IEIs) and also those who did not employ anyone they employed (IEIs). Having more than one experience and shifting to (IEIs) or deciding to employ them by employers who had no labors is indicators that (SEs) prefers (IEIs) and expresses their satisfaction with what (IEIs) offer. What is confirm this that 67.4 % of sample of (SEs) want (IEIs) to continue in labour market of Gadarif locality while 32.6% of them do not want this.

Logistic Regression

According to survey results reveals that 67% of the Sudanese employers in the sample have desire of employing (IEIs), while 33% of sample have no interest in continuity of employing (IEIs). The following tables summarize the regression results:

Table (12)

The Desire of Sudanese Employers in Continuity of Employing (IEIs)

The Independent Variables	The Coefficient	The Significance
Q23	-11.28	0.000
Q26	-11.9	0.000
Q37	-12.23	0.000

$$R^2 = 72\%$$

$$\text{Sig.} = 0.000$$

The Dependant Variable: (Q3)

Where:

Q3: The Desire of Sudanese Employers in Continuity of Employing (IEIs).

Q23: Disadvantages of (IEIs).

Q26: The ways of paying Commitments to (IEIs).

Q37: The Problems with (IEIs).

Accordingly, the regression result reveal that the explanatory variables namely: (Q23), (Q26) and (Q37) have a negative relation with Dependent variable (Q3), meaning that increasing in (IEIs) disadvantages, the increment of commitment to (IEIs) and increasing in the problems with (IEIs) from the point of view of Sudanese employers these all reduce the desire of Sudanese employers in employing (IEIs).

The value of (R^2) indicates that about 72 % of the change in the Dependent variable refers to the explanatory variables mentioned above.

Table (13)

The problems of (SEs) with (IEIs)

The Independent Variables	The Coefficient	The Significance
Q9	-7.78	0.000
Q13	-9.18	0.000
Q25	-2.62	0.073

$$R^2 = 65\%$$

$$\text{Sig.} = 0.002$$

The Dependant Variable: (Q37)

Where:

Q9: Monthly Income.

Q13: Duration of employing the (IEIs).

Q25: Kinds of commitments to (IEIs).

Q37: The problems with (IEIs).

Basing on above table the regression shows that the explanatory variables namely: (Q9), (Q13) and (Q25) have a negative relation with Dependent variable (Q37), which indicate that the increasing in Monthly income of (SEs), Duration of employing (IEIs) and Kinds of commitments to (IEIs), these all reduce problems with (IEIs) employees. These results can be interpreted as follows:

- a. The decline in (SEs) monthly income (Q9) may reduce (IEIs) wages, and this will contribute significantly in appearance of some problems such as; infiltration of (IEIs) and frustration in community of (IEIs), and this will definitely create problems with (IEIs) employee.
- b. The increase of (SEs) commitments towards (IEIs) (Q25) will satisfy and relax them; this will reduce their problems with (SEs).
- c. Concerning the duration of employing (IEIs) (Q13) negative sign of the parameter of this variable may be explained according to the fact that the extension in the duration of employing (IEIs) may lead to frictions with (SEs).

The value of (R^2) indicates that 65 % of changes in Dependent variable explained by independent variables mentioned above.

Correlation Analysis

In order to determine the relation between the variables under consideration the Spearman's correlation test was conducted as we show in the following table:

Variable (1)	Variable (2)	The correlation Coefficient
Marital Status	Duration of employing(IEIs)	+ 0.44*
Gender of(IEIs)	Access to (IEIs)	+ 0.25*
Advantage of (IEIs)	Advantages of Sudanese employees	- 0.32**
The repetition of the experience of (SEs) employing (IEIs)	The beginning of employing (IEIs)	+0.39*
Advantage of (IEIs)	Suitable Types of Jobs of (IEIs)	+0.29 **

Note: (*),(**) indicated significant at 1%, 5% level respectively.

1. The above table show that Marital Status and Duration of employing (IEIs) are highly positive correlated (+ 0.44), imply that the majority of (SEs) in sample are married, then there is a need for help in daily home tasks.
 2. There are moderate positive correlations (+0.25) between: The Gender of (IEIs) and Access to (IEIs); this mean that the issues of Gender get a little weight concerning the way of access to (IEIs).
 3. Concerning the advantage of (IEIs) in contrast of advantages of Sudanese employees, it is noticed a highly negative (-0.32) correlation between them. This means that any progress in advantages of (IEIs) will lead them to substitute Sudanese employee.
 4. The repetition of experience of (SEs) in employing (IEIs) and beginning of employing (IEIs) are highly positive correlated (+0.39), which mean that the early beginning of employing (IEIs) lead to more time of experience with (IEIs).
 5. There are a moderate positive correlation (+0.29) between advantages of (IEIs) and suitable types of Jobs of (IEIs), this may indicate to fact that the progress in advantages of (IEIs) will lead to increase in opportunities of them in labour market of Gadarif locality.
- Finally most of these results are supported by evidence from the discussed tables previously.

Conclusions & Recommendations

This study dealt with the experience of Sudanese employers (SEs) with Irregular Ethiopian Immigrants (IEIs) in Gadarif locality, which is located in Gadarif state in eastern Sudan. By investigating the different aspects of this experience, the study revealed these results:

1. There are continuous influxes of (IEIs) towards Gadarif locality.
2. There are different types of work opportunities in labour market of Gadarif locality attract unskilled (IEIs).
3. (SEs) tend to employ (IEIs) in different types of jobs. The most remarkable type is the domestic works. Females are dominant in these types of jobs.
4. The (IEIs) Compete Sudanese workers in low - skilled jobs in particular domestic works.
5. The tendency of (SEs) in employing (IEIs) related to characteristics and advantages of (IEIs).
6. (SEs) support the continuity of (IEIs) and prefer to employ them in different low-skilled jobs more than the Sudanese one.

The study recommended to enhance the skills of Sudanese labor force through training, in particular the low-skilled labors and Planning and restructuring the labor market in Gadarif State in order to attract skilled- labour to trade-off the experiences.

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Interviews

1. The Department of Migration, Mr. Isam Assir Hassan, 21th August 2014.
2. The Chairman of the Chamber of Commerce, Gadarif State Mr. Awad Abdurrahman, 15th of September 2014.
3. Interview with a group of Irregular Ethiopian Immigrants during (March – June 2014).
4. Interview with The Ethiopian Community in Gadarif locality November 2014.

Acknowledgements

The researchers acknowledge with sincere gratitude the Assisting Regional Universities of Sudan and South Sudan (ARUSS), for funding the research and supportive fellow-up. Thanks are also extended to many others who help the researchers during the different stages of this study.