

ETHIOPIA NATIONAL CORRUPTION PERCEPTION SURVEY THIRD REPORT



— ከመስናኝ የጸዳች አትዮጵያ —
CORRUPTION FREE ETHIOPIA
FEDERAL ETHICS AND ANTI-CORRUPTION COMMISSION

JULY , 2021

Preamble

The government of the Federal Democratic Republic of Ethiopia (FDRE) has placed combating corruption and improving good governance high on the list of its priorities. The government has been demonstrating its unwavering commitment to tackle corruption both in the public and private sectors by implementing wide-ranging preventive and curative measures.

Despite all these efforts taking place and some success achieved, Ethiopia still faces outstanding challenges in its fight against corruption. Therefore, it is necessary to understand and reach at consensus on the magnitude of the problem and the measures to be taken to alleviate it.

The Ethiopian government believes that the anti-corruption activities should be supported by studies in a bid to make them fruitful. Accordingly, as part of the Federal Ethics and Anti-Corruption Commission of Ethiopia's (FEACC) plan to fully understand the nature and extent of corruption in Ethiopia and progresses in fighting it, previously two National Corruption Perception Surveys have been conducted and this Third National Corruption Perception Survey conducted by FRONTIERi, a local consultancy has provided useful information on the current situation of corruption throughout the country.

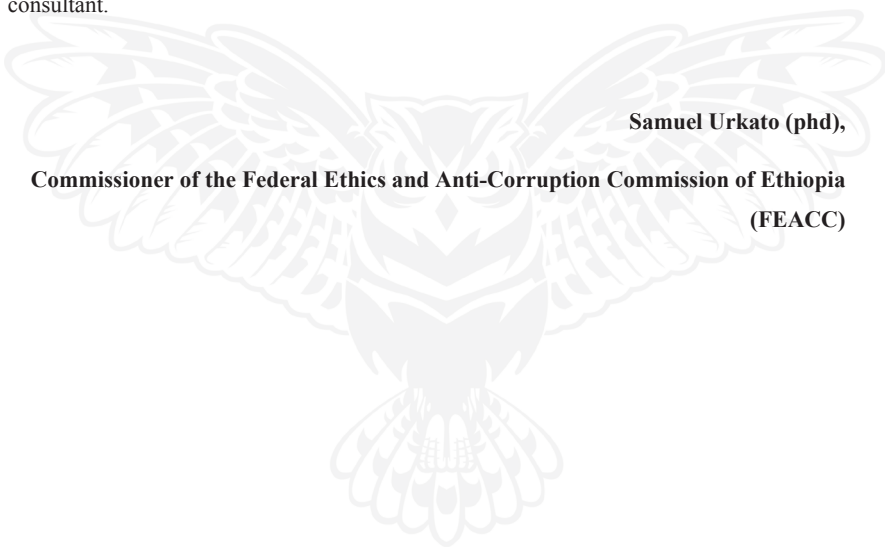
It is not contentious that such surveys and the recommendations forwarded play vital role to accelerate the ongoing struggle against corruption by ensuring transparency and accountability in our country. In sum, such study-based and concrete information will be vitally important to make reasonable decisions in our struggle against corruption, as they are not based on assumptions and guesses.

I would like to assure you that our Commission is committed to follow up the implementation of the recommendations forwarded in the same way it cooperated during

the conducting of the surveys. We would also do our level best to make the survey accessible to stakeholders.

Finally, on behalf of FEACC I would like to express my sincere gratitude to the United Nations Development Programme's Governance and Democratic Participation Programme (UNDP-GDPP) for technically and finically supporting the survey. I would also like to commend FRONTIERi and FEACC's team involved in working with the consultant.

Samuel Urkato (phd),
Commissioner of the Federal Ethics and Anti-Corruption Commission of Ethiopia
(FEACC)



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ABBREVIATIONS AND ACRONYMS

CPI	Corruption Perception Index
CSO	Civil Society Organization
ETB	Ethiopian Birr
FDRE	Federal Democratic Republic of Ethiopia
FEACC	Federal Ethics and Anti-Corruption Commission
GCA	Global Coalition of Africa
HoPR	House of Peoples Representatives
IMF	International Monetary Fund
NGO	Non-Governmental Organization
OECD	Organization for Economic Cooperation and Development
PSNP	Productive Safety Net Program
REACC	Regional Ethics and Anti-Corruption Commission
SNNPR	Southern Nations, Nationalities, and Peoples Region
TE	Transparency Ethiopia
TI	Transparency International
UNCAC	United Nations Convention Against Corruption
UNDP	United Nations Development Program
UNODC	United Nations Office on Drugs and Crimes
WB	World Bank

EXECUTIVE SUMMARY

Good governance and the fight against corruption have a great significance for sustainable development on national, regional and global development imperatives. Corruption has been becoming a burning global issue as it affects the development of every nation. In these days, it is hardly possible to find a country free from corruption, including those that are considered as democratic. This shows corruption is endemic in all governments, and that it is not peculiar to any continent, region and ethnic group. It is much distributed even in institutions that are principally believed to fight corruption across faiths, religious denominations, and political systems. It affects people indiscriminately both young and old, man and woman alike though it hurts more the poor and the vulnerable.

In recent days, corruption is labeled as ‘the single greatest obstacle to economic and social development’. It undermines development by distorting the rule of law and weakening the institutional foundation on which economic growth depends. Corruption is widespread and part of the day-to-day life in most developing nations and society has learned to live with it. Corruption, bribery, theft and tax evasion, and other illegal financial flows cost developing countries which can be enough to take out about 1.4 billion people who are already under poverty and keep them to lead relatively a secured life for several years. Among the corrupted regions in the world, Sub-Saharan Africa, including Ethiopia, is widely regarded as the most corrupt. Despite this fact, Ethiopia has recently shown progressive development in fighting against corruption.

With the aim of fighting the rampant corruption, the Ethiopian government had established the Federal Ethics and Anti-Corruption Commission (FEACC) in 2001. FEACC’s establishment was motivated by the belief that “corruption and impropriety are capable of hindering the social, economic and political development” of the country, and that the FEACC was necessary to address the

threat posed to Ethiopian development by such corruption and impropriety. To strengthen anticorruption institutions and systems, as well as to combat corruption intensely throughout the nation, all regional states since 2007 have been passing laws and establishing their own anti-corruption bodies and currently all the regional administrations have Regional Ethics and Anti-Corruption Commissions (REACCs).

The primary objective of this national level corruption perception survey is to determine the perceived levels of corruption in Ethiopia and promote public debates and drive demand for change on corruption. The specific objectives of the assignment are to:

- a. Identify the trend and status of corruption after conducting of the second survey;
- b. Review and determine comprehensiveness and effectiveness of existing ethics, integrity, and corruption prevention policies, strategies, mechanisms and systems;
- c. Identify and determine the forms and causes of corruption that are most prevalent;
- d. Identify sectors and institutions most affected by and prone to corruption and examine the extent, level, type and nature of corruption;
- e. Conduct a comparative analysis of the survey result with the previous corruption perception survey; and
- f. Propose interventions/strategies to enhance ethics, integrity and effectively combat corruption in Ethiopia, building on international best practices.

To address these objectives, a combination of methods were used starting from a systematic review of policies and strategies developed by the Ethiopian government with the aim of fighting against corruption to a collection of data for

empirical analysis to measure peoples' perception against corruption and against the effectiveness of strategies developed with the expectation of checking the threat of corruption. That is, initially a systematic review of Government of Ethiopia's existing corruption prevention policies' and strategies' comprehensiveness and effectiveness was done. Following this, data were gathered from the survey to measure the perceptions of respondents on corruption handling, government's commitment to fight corruption, awareness of anti-corruption institutions, effectiveness of the anticorruption institutions, perceptions on the responsibility to fight corruption, and the process and actions taken against corruption. Thus, the survey attempted to measure the major perceptions through literature, secondary data and primary quantitative information collected via questionnaire and shed light on the major corruption indicators. Key findings at the cluster of respondents' level and the corresponding conclusions are presented as follows.

Households' Perceptions

One of the major tasks of this survey was to measure the perception of corruption with information gathered from households (rural and urban) of eligible age. Hence, households' perception on the trend and status of corruption in Ethiopia was investigated. Forms and causes of corruption that are most prevalent, and sectors and institutions most affected by and prone to corruption were examined. The extent, level, type and nature of corruption was also assessed. Moreover, households' assessment of the level of corruption in different government, private and public institutions, and on the quality of service delivery by public institutions was investigated.

The findings of the survey exhibited that most of the survey participants endorsed the acts and practices listed in the Corruption Crimes Proclamation 881/2015 as corruption. Bribery, acceptance of undue advantages and abuse of power or responsibility are the common forms of corruption that often prevailed. This

shows that thoughtful follow-up should be done if such types of acts are started to be observed in any of the institutions that provide service to the public, and if they are started to be observed, an immediate measure should be taken before such attitude is widely distributed among the public. The majority perceive public sectors as the most affected institution by corruption, followed by private enterprises and CSOs/NGOs. The government in collaboration with other stakeholders should have a close look at every institution and enforce these institutions to maintain transparency and accountability in every operation of their duties.

The major reason given for offering gratification is that there is no other way to obtain a service. In contrast, some respondents indicated the moral unacceptability and risks of punishment as reasons for not giving gratifications. Most respondents perceive that today corruption in Ethiopia is at lower level than it was about five years back, yet the majority view corruption as a serious problem in the country today. Particularly, grand corruption in Ethiopia shows a decreasing trend whereas mild and petty corruptions show neither increasing nor decreasing trend. At present, greed and desire to get more, ambition to become rich quickly and being devoid of ethics or moral values are the major causes of corruption in Ethiopian context. With regard to the quality of services of different institutions, respondents rated the services provided by Transport Bureau, Ethiopian Electric Utility Office and Urban Development, Housing & Construction Bureau as very poor. Overall, the participants consider women to be less exposed to corruption compared with their male counterparts, and they generally believe that appointing women in areas vulnerable to corruption would help as a therapy to combat corruption in Ethiopia in general and in their respective areas in particular.

Public Institutions

Complaints handling, perception of corruption, presence and tolerance of corruption, trend and status of corruption, and perceived causes of corruption

were some of the main issues assessed with regard to public institutions. Most of the results obtained from public institutions were similar with those of households'. However, undue delay of matters, maladministration in governance of public enterprise work, and maladministration in governance of public enterprise work were the most common forms of corruption reported as prevailing in public institutions.

Customers who were satisfied with the manner in which their complaints regarding the quality of services were handled were lower than for those who were dissatisfied – probably an indication that service providers under study were not doing a good job in handling complaints. For institutions under the judicial branch of government, the quality of the services provided was favourably rated for Federal Supreme and High courts, Regional Supreme Court and Woreda First Instance Court. However, the quality of services rendered at City Dwellers Court was rated poor or very poor. On the other hand, the quality of services rendered by Parliamentary Committees was rated as average. Regarding the integrity of institutions under the legislative branch of government, most respondents perceive that these institutions are honest. An exception was the Ethiopian Broadcasting Authority where none of the respondents forwarded favourable rating.

Private/Business Institutions

Corruption is one of the main challenges currently facing private entities in the operation and growth of their business. Public institutions, private enterprises and NGOs are organizations where corruption is most prevalent. Most respondents think that neither other people nor themselves report corruption practices whenever they experience it. The majority of respondents perceive that people never report corruption, and a significant portion of respondents believe that they themselves would never report even if they would witness a corrupt act by any person today or in the future.

Undue delay of matters/actions, maladministration of government work and abuse of power, in their order of importance, are the common forms of corruption that prevail in business enterprises. Greed and desire to get more were cited as the leading causes of corruption in Ethiopia. This is followed by ambition to get rich quickly and having no ethics or moral, in their respective order. On the other hand, respondents perceive poor economic policies as the least cause of corruption. Ethiopian Investment Commission, from the executive arm, and Federal Supreme Court, from the judiciary arm, were mentioned as institutions that render good quality services and labeled as honest institutions by respondents. Private entities perceive that professional associations, Prime Minister's Office, and religious institutions contribute more in the fight against corruption in the country. On the other hand, awareness creation campaigns, registration of assets, and the establishment of federal and regional EACC initiatives were mentioned as the most effective measures in combating corruption in Ethiopia.

Civil Society or Non-Governmental Organizations

Ethiopia has faced a number of challenges of which corruption takes the lion's share. Bribery, abuse of power or responsibility and misappropriation in the discharge of duties were among the major forms of corruptions in the country. The presence of corruption in various organization was also reported with the highest prevalence in public institutions. Greed and desire to get more and ambition to get rich quickly are the main causes of corruption. Corruption and failure to expose corrupt acts also prevailed in NGOs/CSOs of the country though it was not considered as a major challenge.

In regard to service delivery, private banks took the leading position in the quality of service whereas Ethiopian Electric Utility was rated as an organization with very poor/poor service delivery. In spite of the need to report corruptions, people

did not do so mainly because of fear of retaliation. In combatting corruption, mass media (newspapers and TV), Regional Ethics and Anti-Corruption Commission, Civic Society organizations and Non-Governmental Organizations were considered as key players. The Sharia court is a system appreciated by respondents as a fair institution in its service delivery whereas first instance woreda courts were rated as an unfair system for most of the time. Appointing women in areas vulnerable to corruption was also considered as a remedy to combat corruption in the country.

Professional Associations

All respondents have a good understanding of the various form of corruption. Bribery, acceptance of undue advantage and appropriation and misappropriation in the discharge of duties, as well as lack of law enforcement are the common forms of corruption prevailing in Ethiopia. Most respondents think that the government's will and desire in fighting corruption is higher compared to the situation five years back. Unlike other categories of respondents, corruption in professional institutions is ranked as the third major problem that Ethiopians are facing, next to unemployment, high cost of living, and inflation.

Regional level government is the most corruption susceptible government structure in Ethiopia. On the other hand, confiscation/restoration of money/asset gained through corruption is a very effective penalty in curbing corruption in Ethiopia whereas transfer to other institutions or departments is the most ineffective mechanism to curb corruption in the country. Women are less predisposed to corrupt practices; thus, appointing them in areas vulnerable to corruption helps to reduce corruption in professional associations in the country.

Religious Institutions

Abuse of power or responsibility and bribery are among the top forms of corruption observed in Ethiopia. On the other hand, more survey participants did not confirm the presence of corruption committed by arbitrators and other

persons. Corruption has shown a decreasing trend today in the country as compared with its level about five years ago, yet it remains as a serious problem in the country today.

In the views of religious leaders, ambition to become rich quickly, greed and desire to get more and no ethics or moral are the main causes of corruption in Ethiopia. The services provided by Urban Development, Housing & Construction Bureau, Land Administration and Federal Police Commission are labeled as poor. There is a poor habit of reporting and exposing corruption in Ethiopia. Overall, women are less exposed to corruption compared to their male counterparts, and hence appointing women in areas vulnerable to corruption would help as a remedy to combat corruption in Ethiopia in general and in their respective areas in particular.

Media Institutions

Abuse of power, bribery, acceptance of undue advantages, etc. listed in the Corruption Crimes Proclamation 881/2015 are endorsed by media respondents as corruptions. None-existence of ethics or moral, ambition to become rich quickly, and greed and desire to get more are the main causes for corruption. The level of corruption is higher than five years ago in the media sector. However, it is emphasized that corruption in Ethiopia is a serious problem if it is not a very serious problem.

Assigning anti-corruption officers and awareness creation /training campaigns are recommended by the media participants as effective ways of fighting corruption in Ethiopia. Legal aid and council, strengthened whistleblowers' protection, and protection of media personnel were also indicated as valuable resources and support for them in the fight against corruption

1. Introduction and Objectives of the Study

Often corruption is conceptualized as the misuse of public authority for personal gains. It is the act of malfeasance by officials for personal enrichment while

performing tasks entrusted to them by the general public. It is a dishonest or illegal behavior. It hinders economic development, reduces social services, diverts investments in infrastructure, institutions and social services, and fosters an anti-democratic environment characterized by uncertainty, unpredictability and declining moral values and disrespect for constitutional institutions and authority. It undermines development by distorting the rule of law and weakening the institutional foundation on which economic growth depends.

A number of reports and studies show that corruption is rampant in Ethiopia. The 2019 Transparency International report shows that Ethiopia's rank has shown progress by ranking 96th out of 180 countries and the corruption rank with a record of 37.

With the aim of fighting the rampant corruption, the Ethiopian Government established the Federal Ethics and Anti-Corruption Commission (FEACC) in 2001. As part of the Commission's plan to fully understand the nature and extent of corruption and fight it, the FEACC in collaboration with donor organizations has been conducting National Corruption Perception Surveys (NCPS) and so far two surveys have been conducted.

This is the third National Corruption Perception Survey that provides useful information on corruption dynamics, intensity and trends regarding corruption throughout the country. This is the Executive Summary of the final report based on the data collected from eight regions and two city administrations: Addis Ababa, Afar, Amhara, Benishangul-Gumuz, Dire Dawa, Gambella, Harari, Oromia, SNNP, and Somali. Data were not collected from Tigray region due to security problem in the area for several weeks at the time of the study.

The specific objectives of the study were to identify the trend and status of corruption after the conduct of the second survey in 2012; review and determine comprehensiveness and effectiveness of existing ethics, integrity and corruption prevention policies, strategies, mechanisms and systems; identify and determine

the forms and causes of corruption that are most prevalent; identify sectors and institutions most affected by and prone to corruption and examine the extent, level, type and nature of corruption; conduct a comparative analysis of the survey result with the previous (second) corruption perception survey; and propose interventions/strategies to enhance ethics, integrity and effectively combat corruption in Ethiopia, building on international best practices. The main report has 12 chapters: Introduction, review of related literature, methodology, findings from households, from public institutions, from business/private institutions, from NGOs, from professional associations, from religious organizations, from the media sector, and comparative analysis with the previous NCPS findings, and the Summary of key findings. Bibliography and annexes are also provided.

2. Review of Related Literature

The definition of corruption has been the subject of intense debate and there is no single, comprehensive and universally accepted definition. The most commonly known definition of corruption given by UNDP (2004) is, *the misuse of public power, office or authority for private benefit – through bribery, extortion, influence, peddling, nepotism, fraud, speed money or embezzlement*.

The literature distinguishes between different types of corruption in terms of scale, cause, context and method. Types of corruption have been distinguished as petty versus grand, administrative versus political and so forth. Petty and administrative corruption refer to a smaller scale corruption involved in service delivery and could also mean to the type of extortion (e.g. by traffic police) or soliciting of “speed money” (e.g. customs officials) usually by lower level officials. Whereas, grand corruption refers to transactions involving substantial amounts of money, as for instance in construction or procurement and usually involving higher level officials. In line with this, political corruption could also encompass what is commonly referred to as “state capture”, where groups are

able to influence state rules and regulations in such a way that it would allow them to gain unjustified economic or political benefits.

Measurement of corruption is challenging as it encompasses a complex and continuously evolving phenomenon which takes many forms and various factors, including sociocultural scenarios, organizations and institutional structures, political atmospheres, and the different economic and structural policies affecting it. Besides quantifying resources lost from the public purse, measurement of corruption can signal problem areas that need more attention for accountability. Nonetheless, corruption is extremely difficult to capture with accuracy as it is hidden. That is to mean unlawful behaviours are often hidden and victims are not always willing or capable to report it. Apart from these, due to fears of retaliation, hesitancy to resist established practices or sentiments of co-responsibilities, those experiencing corruption are even less disposed to report it. Despite these challenges, some progress has been made in measuring corruption. These days, composite indices (statistical data from various sources), expert assessments, perceptions based indicators, and experience based indicators are used to assess the level and nature of corruption. The usage of perceptions and experiences (hybrid approach) is considered as relatively reliable method.

Corruption is a global phenomenon that causes poverty, hinders development and pushes away investments. It also has the ability to incapacitate political and judicial systems that should be working for the good of the people. There is growing evidence on the costs of corruption in rich and poor countries, its relationship to international organized crime, and its effect on foreign direct investment, growth of local entrepreneurs, protection of the environment, the poor, public policy, and the informal contract which provides legitimacy between governors and the governed. The evidences show that although corruption is present in both rich and poor countries, yet its impacts are more felt in poorer, developing countries.

In Ethiopia, corruption occurs in various forms, including but not limited to clientelism, kleptocracy, rent seeking and state capture. Although anti-corruption laws in the country remain strong in principle, yet they are not implemented adequately.

According to the Economist in its 2019 Democracy Index, Ethiopia is an “authoritarian regime” with a score of 3.44 (out 10) and a rank of 125 out of 167 countries. Corruption Perceptions Index reported by Transparency International (TI), Ethiopia is the 96th least corrupt nation out of 180 countries.

The TI 2018 report shows the major sectors that are prone to corruption in Ethiopia include the energy sector, judiciary, police, land administration, social services (health and education).

The Government of Ethiopia has rectified the Corruption Crimes Proclamation (No. 881/2015) and has included 25 types of corruption crimes which are punishable crimes of corruption. The 25 forms of corruption crimes that are punishable as per the proclamation include abuse of power, bribery, acceptance of undue advantage, and others.

The FEACC(2011 E.C.) conducted a survey focusing on the level of public satisfaction regarding the performance of the Commission in terms of education and training, prevention of corruption, property registration, etc. 1,120 persons from Addis Ababa and Dire Dawa participated in the study. About 50% of the participants indicated that they were highly satisfied with its overall performance, while also 21% indicated medium level satisfaction. As could be observed from the findings of that study (71% level satisfaction), the FEACC has made notable progress since its establishment in 2001.

1. INTRODUCTION

1.1. Background and Rationale

Often corruption is defined as the misuse of public authority for personal gains. It is the act of malfeasance by government officials for personal enrichment while performing tasks entrusted to them by the public. It is dishonest or illegal behavior of officials. The UNDP (2004) succinctly states that the “negative impact of corruption on development is no longer questioned. Corruption hinders economic development, reduces social services, and diverts investments in infrastructure, institutions and social services. Moreover, it fosters an anti-democratic environment characterized by uncertainty, unpredictability and declining moral values and disrespect for constitutional institutions and authority. Corruption, therefore, reflects democracy, human rights and governance deficits that negatively impact on poverty and human security” (p.14). A number of researchers (e.g., WB, 2012; Shumetie & Watabaje, 2019) argue that the “underdevelopment of Africa and the wide spread of political instability in the continent are connected with the high rate of corruption as its politicians, leaders, and public servants illegally collect wealth using public offices for private gains”.

Good governance and fight against corruption have a great significance for sustainable development on national, regional and global development imperatives. The Ethiopian Government, in its revised proclamation for the establishment of FEACC (Proclamation 1236/2021), has also recognized that, “corruption and impropriety are capable of hindering the social, economic and political development of our country”.

The World Bank Group (World Bank, 2010) branded corruption as “the single greatest obstacle to economic and social development”. According to this source, corruption undermines development by distorting the rule of law and weakening the institutional foundation on which economic growth depends. A report by the

World Economic Forum revealed that corruption is widespread and part of the day-to-day life in most developing nations and societies have learned to live with it. Corruption, bribery, theft and tax evasion, and other illicit financial flows cost developing countries \$1.26 trillion per year, which is approximately adequate money to lift the 1.4 billion people who get by on less than \$1.25 a day below the poverty threshold and keep them there for at least six years (World Economic Forum, 2019).

According to GAIN Integrity 2017 report, there is a rampant corruption in Ethiopia, although less high than in comparable regional countries. Ethiopian anti-corruption law is primarily contained in the “Revised Proclamation for the Establishment of the Federal Ethics and Anti-Corruption Commission: Proclamation 1236/2021 and the “Revised Anti-Corruption Law” which criminalize major forms of corruption. The “Corruption Crimes Proclamation” (Proclamation 881/2015) contains the list of major corrupt offenses (25) and the penalties for each offense. Based on Transparency International 2018 report on corruption, which was computed by adopting Corruption Perceptions Index of countries and territories based on how corrupt their public sector is perceived to be, Ethiopia ranked 114th the least corrupt nation out of 175 countries (Trading Economics, 2018). The 2019 Transparency International (TI) report shows that Ethiopia’s rank has shown progress by ranking 96th out of 180 countries and the corruption rank with a record of 37 (Transparency International, 2019). Furthermore, the TI reported that the corruption rank of Ethiopia decreased to 94 in 2020, from 96 in 2019.

With the aim of fighting the rampant corruption, the Ethiopian Government had established the Federal Ethics and Anti-Corruption Commission (FEACC) in 2001. FEACC’s establishment was motivated by the belief that “corruption and impropriety are capable of hindering the social, economic and political

development” of the country¹, and that the FEACC was necessary to address the threat posed to Ethiopian development by such corruption and impropriety. To strengthen anti-corruption institutions and systems, as well as to combat corruption intensely throughout the nation, all regional states since 2007 have been passing laws and establishing their own anti-corruption bodies and currently all the regional administrations have Regional Ethics and Anti-Corruption Commissions (REACCs). The proclamation issued only a few months ago grants the power to the FEAA, to establish ethics liaison units to accomplish its tasks in all public offices and to establish ethics and anti-corruption clubs. The objectives of the Commission, listed in the new proclamation, include enhancing ethical and moral values in the society, prevention of corrupt offenses and impropriety, creating anti-corruption popular movements, and ensuring transparency and accountability in public offices. However, the power to investigate and prosecute is not accorded to it. In the present day, Prime Minister Abiy’s Administration has brought fresh motion to address mounting public grievances, fight corruption, and prevent wastage of resources.

Although Ethiopia is a federal state and by law the regional states have the constitutional right to establish their own anti-corruption institutions that are independent of the Federal Government, yet the Federal Ethics and Anti-corruption Commission of Ethiopia is responsible for preparing a national report on anti-corruption efforts across the country (ACA, 2012). Moreover, the FEACC reports and is accountable to the House of Peoples Representative (HoPR) of the FDRE². As part of the Commission’s plan to fully understand the nature and extent of corruption in Ethiopia and to develop baseline information for the purpose of measuring progress in anti-corruption and efforts to combat corruption in the country, FEACC in collaboration with donor organizations has been

¹ Revised Establishment Proclamation Para 1.

² Proclamation No. 1097/2018 stipulates the definition of the powers and duties of the executive organs of the FEDRE.

conducting National Corruption Perception Surveys and so far two surveys have been conducted.

This third National Corruption Perception Survey is expected to provide useful information on corruption dynamics, intensity and trends regarding corruption throughout the country. This is the final report based on the data collected from eight regions and two city administrations: Afar, Amhara, Benishangul-Gumuz, Gambella, Harari, Oromia, SNNP, Somali, and Addis Ababa and Dire Daw.[Please note that data were not collected from Tigray region due to security problems at the time of this study, and the study in SNNPR was conducted when Sidama Region was still a zone in SNNPR].

1.2. Objectives of the National Corruption Perception Survey

The primary objective of the national level corruption perception survey was to determine the perceived levels of corruption in Ethiopia and promote public debates and drive demand for change on corruption.

The specific objectives of the study were to:

- a) Identify the trend and status of corruption after conducting of the second survey;
- b) Review and determine comprehensiveness and effectiveness of existing ethics, integrity and corruption prevention policies, strategies, mechanisms and systems;
- c) Identify and determine the forms and causes of corruption that are most prevalent;
- d) Identify sectors and institutions most affected by and prone to corruption and examine the extent, level, type and nature of corruption;
- e) Conduct a comparative analysis of the survey result with the previous (second) corruption perception survey; and
- f) Propose interventions/strategies to enhance ethics, integrity and effectively combat corruption in Ethiopia, building on international best practices.

1.3. Significance of the survey

The National Corruption Perception Survey (NCPS) is believed to help the Government of Ethiopia measure attitudes, and only when appropriate, experiences of the population on the genesis/root causes, trends, current status, nature and extent of corruption, to identify how severe the problem of corruption is in the country. In so doing, the survey is significant for bringing to light institutions and sectors that are susceptible to and affected by corruption and the overall level of corruption in the nation. In line with this, it is also deemed that the survey will support the ongoing anti-corruption efforts of the Government of Ethiopia by identifying and probing into the changes and new incidences learned since the second survey. Basing on the survey, the Government will be also able to pursue scientifically recommended directions from the survey outputs and design effective anti-corruption strategies which are indispensable to curb corruption in Ethiopia.

1.4. Structure of the Report

The study report has the following chapters/sections:

1. Introduction (part one)
2. A Brief Review of Related Literature
3. Methodology
4. Findings from Households
5. Findings from Public Institutions
6. Findings from Private/Business Institutions
7. Findings from CSOs/NGOs
8. Findings from Professional Associations
9. Findings from Religious Institutions
10. Findings from Media Institutions
11. Comparative Analysis of Current and Second Study

12. Conclusions and Recommendations

13. References

14. Annexes



2. A BRIEF REVIEW OF RELATED LITERATURE

This part of the report presents brief review of related literature for understanding and evaluating corruption along with empirical evidences basing on national and international experiences. It mainly deals with issues of conceptualization of corruption, typologies, and approaches to measure corruption, and an overview of the situation in Ethiopia.

2.1. Conceptualization of Corruption

Corruption has been with us for centuries and is as old as the history of governments. Casting our mind back to 350 B.C., we find the suggestions of Aristotle in *The Politics*: “To protect the treasury from being defrauded, let all money be issued openly in front of the whole city, and let copies of the accounts be deposited in various words” (Vyas-Doorgapersad , Lukamba-Muhiya, & Peprah Ababio, 2013). The mention of corruption and accountability in this quote shows us that both have equally been with us for ages. The term corruption is derived from the Latin word ‘Corruptus’, meaning to ‘break’ or to take anything without normal state (Anon, 2017). As a concept, the practice of corruption differs from the normal human day-to-day ethics, moral, laws and tradition, and is devoted to private benefit at the expense of others. Corruption is perpetrated by various actors and has unfavourable influences over the social, economic, political, cultural, institutional and organizational structures (UNDP, 2015).

The definition of corruption has been the subject of intense debate and there is no single, comprehensive and universally accepted definition of corruption. The quest for understanding the nature, dynamics and scope of corruption has occupied many scholars in the field and also has resulted in various scholarly differences and theories. The subjective and multifaceted nature of corruption has made it hard to define it concisely. Attempts to develop such a definition by social scientists, development agencies and other scholars have been made.

The most commonly known definition of corruption given by UNDP is a more comprehensive one that defines it as “*The misuse of public power, office or authority for private benefit – through bribery, extortion, influence, peddling, nepotism, fraud, speed money or embezzlement*” (UNDP, 2004). In line with this, the World Bank also concisely defines corruption as “*The abuse of public office for private gain*”. Although corruption is commonly linked to bribery and exchange of favors, yet the definition given by WB comprises the non-monetary aspects of corruption, such as nepotism(favoritism to relatives) and influence touting, and actions which do not signify exchanges such as forgery (World Bank, 2006). Even though these definitions are limited to the public domain, the definition by Transparency International(TI) has included private sector corruption by referring to corruption as “*The misuse of entrusted power for private gain*”(Transparency International, 2018).

Corruption has been recognized as a systematically deep-rooted political dilemma which goes far beyond individual level. Concomitantly, there is a dire need to embrace the systemic dimension of corruption and move away from the current focus on the sole private gain. The suggestion here is for such a modified definition: “The abuse of entrusted authority for illicit gain”(Disch, Vigeland, Sundet, & Gibson, 2009). According to these writers, the definition includes all transactions among players in state and non-state domains and still takes into account the non-transactional corruptions like forgery. From this definition, there are two expressions that are key in defining corruption as comprehensive as possible; “entrusted authority” which stresses on the capability to make decisions where different parties accept the rightfulness of the position to do so, whether a formal or informal (customary), and “illicit” which refers to prohibition by law or customs (Disch, Vigeland, Sundet, & Gibson, 2009).

Similar to the aforementioned definitions, USAID also defined corruption as “*the abuse of entrusted authority for private gain*”(USAID, 2005). This definition identifies/implies that corruption is not prevalent only in the public sector but also in political parties, in the private business sector, NGOs, associations and in the society as a whole. Hence, the definition of corruption by USAID not only involves abuse of public office but also other offices as well.

An interesting observation is that while definitions of corruption revolve in highly intertwined melodies, yet variations may persist depending on the definer. Thus, conceptually corruption in any given context has both the legal and sociocultural definitions, which may not always be in agreement. However, despite all the progresses that are being made to tackle corruption, it still remains rampant globally as it affects and interacts with numerous, social, economic, political and cultural factors; and its multifaceted and secretive nature makes it a complex problem to tackle.

2.2. Typologies of Corruption

Typologies of corruption – like those of the various definitions of corruption illustrated in the previous section – also differ in perspective. Therefore, it would be pertinent to differentiate between the various types of corruption. The literature distinguishes between different types of corruption in terms of scale, cause, context, and method. Basing on these, types of corruption have been distinguished as petty versus grand, administrative versus political and so forth. Petty and administrative corruptions refer to a smaller scale corruption manifested in service delivery and could also refer to the type of extortion (e.g. by traffic police) or soliciting of “speed money” (e.g. customs officials) usually by lower level officials. Whereas, grand corruption refers to transactions involving substantial amounts of money as, for instance, in construction or procurement and usually involving higher level officials. In line with this, political corruption could mean the same, but also encompasses what is

commonly referred to as “state capture”, where groups are able to influence state rules and regulations in such a way that it would allow them to gain unjustified economic or political benefits. These and other terminologies and their characteristics are summarized in **Table 2.1**.

Table 2.1: Types of Corruption

Terminology		Characteristic
Need	Greed	Refers to motivation of the bribe taker
Petty	Grand	Refers to scale of the corruption
Bureaucratic	Political	Refers to context of the corruption
Administrative	State Capture	Refers to context of the corruption
Organized	Disorganized	Refers to organizational structure for corruption networks
Individual	Systemic	Refers to the level of code of conduct

Petty corruption is typically characterized as an everyday low-level abuse of power that citizens and business people encounter – for example, requests for small bribes or gifts, or to get public services delivered which should have been done for free and so forth. Although the different types of corruption have different ways of weakening them, for petty corruption increased transparency is commonly suggested weakening it. Organized and disorganized corruption types refer to the level of networkers of corruptions in an organizational structure. As initially indicated by Herrera, Rodriguez, & Lijane (2007), in disorganized corruption networks, societies, firms and other service needy segments of an economy are faced with substantial uncertainty regarding government-provided rights and services and may often need to bribe multiple agents for the same service. Whereas in hierarchical and organized corruption networks, actions are coordinated to maximize total bribe revenue. And, there is a greater degree of certainty surrounding the delivery of services and clients are rarely confronted with unexpected demands for bribes. Therefore, under the organized corruption

network, opportunistic actions by individual agents are prevented (Herrera, Rodriguez, & Lijane, 2007).

On the other hand, individual corruption is understood as a deviant behavior by an individual aiming at abusing power entrusted to that person for his/her private gain. On the contrary, systemic corruption is more than an individual behavior where a network of corrupter who fulfill divergent roles but follow a common set of informal rules of a corruption. Abiding by these rules or norms is communally enforced and compensated, while noncompliance is chastened (Frič, 2016).

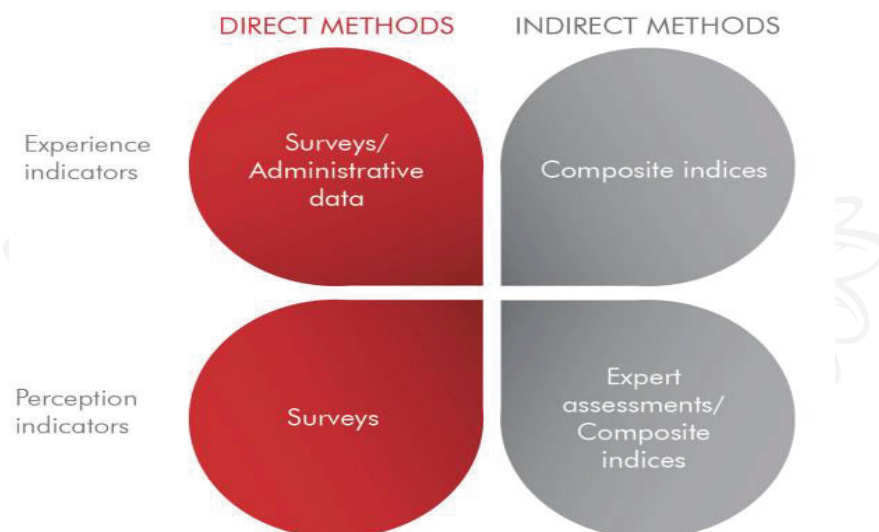
2.3. Approaches to Measure Corruption

Measurement of corruption is challenging as it encompasses a complex and continuously evolving phenomenon that takes many forms and various factors, including sociocultural scenarios, organizations and institutional structures, political atmospheres, and the different economic and structural policies affecting it (UNODC, 2018). The measurement of corruption is a means of documenting the ways in which power is subverted and resources are lost. Besides quantifying resources lost from the public purse [in] measurement of corruption can signal problem areas that need more attention for accountability. Nonetheless, corruption is extremely difficult to capture with accuracy as it is hidden. That is to mean unlawful behaviours are often hidden and victims are not always willing or capable to report it. Apart from these, due to fears of retaliation, hesitancy to resist established practices or sentiments of co-responsibilities, those experiencing corruption are even less disposed to report it. Despite these challenges, some progress has been made in measuring corruption.

According to the United Nations Office on Drugs and Crimes (UNODC), there are two major ways to measure corruption; the direct and indirect methods (see Figure 2.1). The direct ones are related to measures using experience and perception indicators. At the time when measuring corruption was started, difficulties in collecting reliable and valid evidences made the use of indirect

approaches ideal, where measurement is not based on the occurrence of phenomena but on other methods of assessments. The principal indirect approaches used in the assessment of corruption to date globally are composite indices and Expert assessment (UNODC, 2018).

Figure 2.1: Major approaches to measure corruption



Composite indices: are methods of combining a variety of statistical data (assembled data generated from diverse sources) into a single indicator. Composite indices' method is used to quantify multi-dimensional concepts concisely and in principle; they have mostly used expert assessments and perception surveys as their primary sources of data. This method also includes proxy indicators such as judicial independence, administrative burden, freedom of the press, etc. which offer more of assessment of risks than a direct measure of actual level of a phenomenon.

Expert assessments: these assessments are made by a selected group of experts by asking them to provide their assessments on the trends and patterns of corruption in a nation or group of nations. In the context of corruption, these

assessments have been adopted within the framework of integrity, governance and competitiveness assessments.

Indirect assessments of corruption have been produced and in use in the last two decades including Transparency International Corruption Perceptions Index; Global Integrity Index by Global Integrity; and Control of Corruption Indicator of the WB Governance Indicators. Although these methods have major weaknesses in validity and relevance, they have attracted the attention of policymakers, the media and the public at large. In fact, they have been useful in promoting the fight against corruption and to give discernibly in the international agenda.

On the other hand, **direct methods** of measuring corruption rely on indicators of perception or experience (UNODC, 2018).

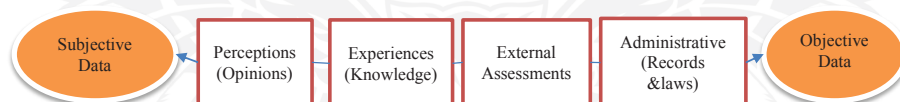
- **Perception-based indicators:** The haste to study perceptions regarding corruption meant a key methodological revolution was needed to achieve a more insightful understanding of corruption (Alemann, 2004). Perception-based indicators depend on the subjective perceptions and opinions on the levels of corruption among the people, civil servants, business representatives or other stakeholders in a nation. Similarly, corruption perception surveys aim to gather more subjective data on people's views on the nature and extent of corruption, as well as on their assessment of the effectiveness of existing anti-corruption measures. Whilst they are not able to generate evidence-based data, they can provide more insight into the general views of the respondent group regarding high-level/political corruption within a country (Transparency International, 2012).
- **Experience-based indicators** rely on actual personal experience to measure corruption. These indicators directly ask citizens, businesses or other specific groups of people if they have experienced the different forms of corruption.

Eventually, the use of direct methods on the perceptions or experiences of corruption are comparably reliable to produce detailed information on corruption which is essential for policymaking purposes (e.g., identifying corruption-prone areas, procedures or positions at risk, or monitoring trends over time). Evidence-based policy and strategies development and decision-making are the two key constituents that strengthen the fight to curb corruption in a nation.

2.3.1. Types of data for measuring corruption

According to UNDP (2015), data on corruption and anti-corruption generally fall into four categories on a continuum from subjective (“soft”) to objective (“hard”): perceptions, experiences, assessments, and administrative data.

Figure 2.2: A Continuum of Data Types Found in Selected Methods and Datasets



Perceptions data: consists of opinions by ordinary citizens, business owners, or other experts on specific topics. These kinds of data are often captured through surveys which require technical competence that ensures representativeness of the population under study and sufficiency of sample size to reduce margins of error (UNDP, 2015).

Experiential data: comprises specific citizen experiences or knowledge, and it consists of the frequency, location, and cost of bribes, or the incidence and severity of crimes, as well as the extent of knowledge about specific laws, policies, or practices (UNDP, 2015). Experiential data is often collected through face-to-face survey to ensure accuracy.

External/expert data: are forms of data captured through scoring, rating, or ranking of data from a variety of actors. These are often done by “experts” based either inside or outside the country. Expert assessments are often based on

administrative data or third-party reports, such as case studies, audit reports, or agency statistics.

Administrative data: captures what is considered “hard measures” of government laws, activities, and performance. It often consists of agency statistics or performance data generated by governments about their own activities, as well as audit reports or project/programme reports (UNDP, 2015).

Hybrid data: This is a combination of different types of data to better capture a phenomenon. In effect, perceptions are often based on experience, but indicators simply capture the perception or opinion of the respondent. An example of hybrid data use is the Barometer data or South Korea’s Integrity Assessment, as these indicators ask for both perceptions and experiences (UNDP, 2015).

2.4. Empirical Highlights on Corruption: International and National Level

Corruption is a global phenomenon that causes poverty, hinders development and pushes away investments. It also has the ability to incapacitate political and judicial systems that should be working for the good of the public (UNODC, 2018). In the last few decades, there has been a very significant upsurge in the interest on corruption by the international policy community. Since 1998 to present numerous countries have endorsed the OECD Anti-Bribery Convention. In 2005 the UN Convention against Corruption (UNCAC), which is one of the most comprehensive corruption conventions to date, entered into action, and currently, the Convention has reached near-universal ratification with 186 Parties. Furthermore, the World Bank Group in 2007 launched its Strengthening World Bank Group Engagement on Governance and Anticorruption (GAC) strategy. In line with this, quite a number of international aid agencies, including the Millennium Challenge Corporation, have made aid disbursements to low-income countries conditional on a country’s corruption record (A. Olken & Pande, 2012).

The approval of the 2030 Agenda for Sustainable Development was also a major breakthrough, with Member States openly recognizing the significance of promoting accountability, transparency and integrity for a sustainable development. The Sustainable Development Goal 16 and its targets on reducing corruption; developing effective, accountable and transparent institutions; ensuring responsive, inclusive, participatory and representative decision-making; and strengthening access to information, are not only treasured and vital ambitions in their own rights to build just, peaceful and inclusive societies, but they are also imperative conditions for a successful achievement of all the Sustainable Development Goals (UNODC, 2018). Regardless of this important progress globally, the pervasiveness of corruption remains substantial in many countries, and curbing corruption has proven to be a very complex challenge.

There is growing evidence on the costs of corruption in both rich and poor countries, its relationship to international, organized crime, and its effect on foreign direct investment, growth of local entrepreneurs, protection of the environment, the poor, public policy, and the informal contract which provides legitimacy between governors and the governed. The evidences show that although corruption is present in both rich and poor countries, yet its impacts are more felt in poorer countries. In response to this, a wide range of anti-corruption activities have been initiated by nations around the globe with supports from the United Nations Development Program (UNDP), Global Coalition of Africa (GCA), the World Bank (WB), the International Monetary Fund (IMF), and others.

The 2019 report by Transparency International using the Corruption Perception Index (CPI) shows that a number of countries are showing little to no improvement in tackling corruption. The results also recommend that reducing big money in politics and promoting inclusive political decision-making are essential to curb corruption. The CPI measure uses a scale of zero to 100, where

zero is highly corrupt and 100 is very clean. In the report, it is also indicated that the highest CPI scoring region was Western Europe & European Union (66/100) whereas the lowest scoring was the Sub-Saharan African region (32/100). In this respect, Ethiopia's score was found to be 37 (Transparency International, 2019). The Control of Corruption Indicator of the World Bank Governance Indicators which shows an aggregate percentile rank indicating the country's rank among all countries covered by the aggregate indicator, with 0 corresponding to the lowest rank, and 100 to the highest rank has ranked Ethiopia 37.5 (World Bank, 2018).

A study by IMF indicated that corruption tends to weaken economic growth, *"behaving more like sand than oil in the economic engine"* (IMF, 2019). The landscape of governance differs significantly around the globe, where most developing regions were found performing poorly. The study also shows that the governance dividend for countries in sub-Saharan Africa is two to three times larger than for the average country in the rest of the world—even in regions perceived to have equally weak governance. Getting Sub-Saharan Africa's governance to the world average could boost GDP per capita by an estimated 1 to 2 percentage points a year (IMF, 2019). Sub-Saharan Africa is a case in point where only 2 of the 30 countries from the region included in the International Country Risk Guide's 2017 governance index scored above the average from the rest of the world. IMF also indicated that better governance and less corruption would result in more revenue for governments, more efficient use of this revenue, increased private investment and job opportunities, and more money to spend and invest in services vital to long-term development, such as health and education in Sub-Saharan Africa (IMF, 2019).

2.5. Overview of Corruption in Ethiopia

In Ethiopia, corruption occurs in various forms, including but not limited to, clientelism (relations of patronage), kleptocracy (exploiting the people), rent seeking (manipulating policies) and state capture (private interests influencing the

State decisions). Although anti-corruption laws in the country remain strong in principle, yet they are not implemented adequately. Recent restructurings events of the power balance by the ruling coalition has resulted in the election of a new prime minister. The new Prime Minister since coming to power has adopted a more aggressive tendency towards corruption, replacing euphemistic vocabulary with more direct terms that indicate its criminal nature (Transparency International , 2018). The new PM in his speech on the fourth national anti-corruption partnership conference said *“Corruption is an existential threat to Ethiopia[...]. While Ethiopia is yet not considered among the top 10 African countries thought to have extreme levels of corruption, the lack of proactive media role in uncovering corrupt practices and ineffectiveness of government institutions to root out corrupt practices is endangering the country's political structure”* (Xinhua, 2018).

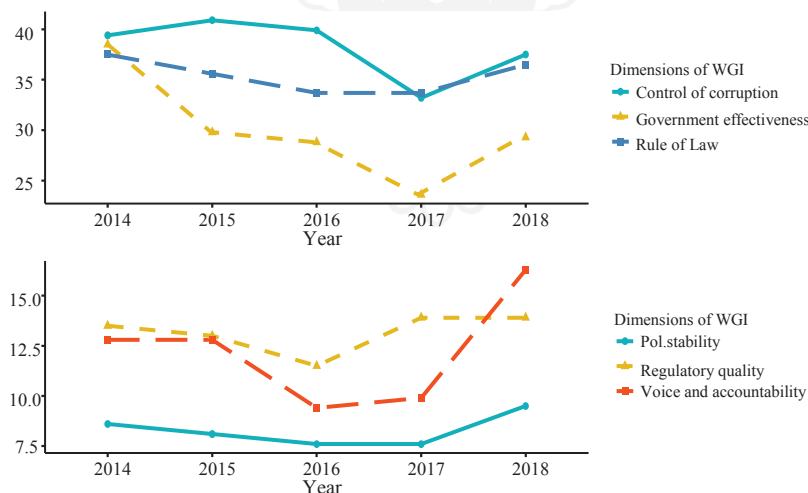
According to the *Economist* (in its 2019 Democracy Index), Ethiopia is an “authoritarian regime” with a score of 3.44 (out 10) and a rank of 125 out of 167 countries. Comparing this to the 2017 result (a score of 3.42 out of 10 and 129 out of 167 nations), the country has shown some progresses in the 2019 Democracy Index, although there are significant improvements needed in terms of free and fair national election, security of voters, and in the capability of civil servants to implement policies (The Economist, 2019). According to the 2019 Corruption Perceptions Index reported by Transparency International, Ethiopia is the 96th least corrupt nation out of 180 countries and 94th in 2020 (TI, 2019 & 2021).

The Similarity Gain Integrity report also indicated that there are high levels of corruption in Ethiopia, although less high than in comparable regional countries. Some examples of corruption in the country include facilitation payments and bribes being necessary to keep land leased from the state or in order to obtain government contracts (GAIN-Integrity, 2017). The anti-corruption law of Ethiopia is majorly contained in the Corruption Crimes Proclamation (881/2015)

which criminalizes major forms of corruption, including active and passive bribery, bribing a foreign official, and money laundering. In respect to this, facilitation payments are illegal, and it is prohibited for civil servants to accept gifts of any kind that may affect their decisions.

The Worldwide Governance Indicators (WGI) by the World Bank shows six dimensions of governance of nations around the globe using the following criteria: Control of corruption, government effectiveness, political stability and absence of violence/terrorism, rule of law; and voice and accountability. Ethiopia's five most recent years data using aforementioned dimensions is summarized in **Figure 2.3** below using percentile rank (Percentile ranks indicate the percentage of countries worldwide that score below each country. For example, a country with a percentile rank of 70 means that such country scores above 70 percent of the countries in the world, while scoring below the other 30 percent of (better scoring) countries).

Figure 2.3: Percentile ranks of the six dimensions of Worldwide Governance Indicators



Source: WB, 2019

The 2019 TRACE Bribery Risk Matrix – which bases on a theory about the factors that contribute to business bribery risk – places Ethiopia in the “high” risk category, ranking it 176th out of 200 surveyed countries, and this rank was a bit better than the 2017 result which was 178th. The risk matrix based on four factors that lead to bribery risks: opportunity, deterrence, transparency and oversight (TRACE International, 2020).

The Transparency International (TI) 2018 report shows that the major sectors that are prone to corruption in Ethiopia include the energy sector, judiciary, police, land administration, social services (health and education) (Transparency International , 2018). In terms of legal and institutional frameworks, Ethiopia has signed the United Nations Convention Against Corruption (UNCAC) in 2003 and has ratified it in 2007. Besides, the country has also signed the African Union Convention on Preventing and Combating Corruption in 2004 and has ratified it in 2007.

The report by TI also indicated that since May 2016, essential powers of corruption crimes investigation and prosecution by the Anti-Corruption Commission have been transferred to the Federal Attorney General. Hence, the current legal regime of anti-corruption includes, Proclamations, No. 433/2005, 434/2005, the amendments to these proclamations No. 883/2015, 884/2015 and the Federal Attorney General Establishment Proclamation No. 943/2016. The fact that FEACC’s powers were transferred to the Attorney General makes a big portion of the existing anti-corruption laws inapplicable. These recent alterations necessitate the revision of the Anti-Corruption Commission’s powers and obligations (Transparency International , 2018) and also reviewing the effectiveness of the new arrangements. Though additional powers (and duties and responsibilities) are provided to the Commission (Proclamation 1236/2021), such as the establishment of ethics liaison units (which are accountable to it) in all public offices and enterprises, the power of investigation and prosecution of corruption cases are not its mandate.

One of the significant measures adopted by the Government to combat corruption was the asset disclosure of public appointees and officials initiative. The Proclamation No. 668/2010 on Disclosure and Registration of Assets necessitates *“Any appointee, elected person or public servant shall have the obligation to disclose and register: a) the assets under the ownership or possession of himself and his family; and b) sources of his income and those of his family”*. The government introduced this proclamation with the intent that i) the disclosure and registration of assets is important to enhance transparency and accountability in the conduct of public affairs; ii) the disclosure and registration of assets is of paramount importance in the prevention of corruption and impropriety and helps to enhance good governance; and iii) it is necessary to put in place a transparent system that would help the conduct of public affairs and private interest go separate without intervening into one another’s territory to avoid possible conflict of interest (FDRE Proclamation No. 668/2010, 2015). With respect to this, during the fourth National Anticorruption Coalition Conference, FEACC announced that the commission would release registered assets of government officials online to ensure greater accessibility of the information for the public, upon request to the Commission (Getnet, 2019).

The Government of Ethiopia has rectified the Corruption Crimes Proclamation (No. 881/2015) and has included 25 types of corruption crimes which are punishable crimes of corruption. This proclamation is deemed to clarify the Criminal Code of the 2004. This new proclamation has expanded its horizon to include similar acts committed by the private sector particularly by those who administer funds collected from the public or collected for public purposes in the category of corruption offense. The 25 forms of corruption crimes that are punishable as per the proclamation include abuse of power, bribery, acceptance of undue advantage, and others (see Annex 1).

The FEACC(2011 E.C.) conducted a survey focusing on the level of public satisfaction regarding the performance of the Commission in terms of education and training, prevention of corruption, property registration, etc. 1,120 persons from Addis Ababa and Dire Dawa participated in the study. About 50% of the participants indicated that they were highly satisfied with its overall performance, while also 21% indicated medium level satisfaction. As could be observed from the findings of this study, the FEACC has made notable progress since its establishment in 2001.



3. METHODOLOGY

In this section, the overall methodological approaches used to address the key objectives of the National Corruption Perception Survey are briefly presented.

3.1. Study design and setting

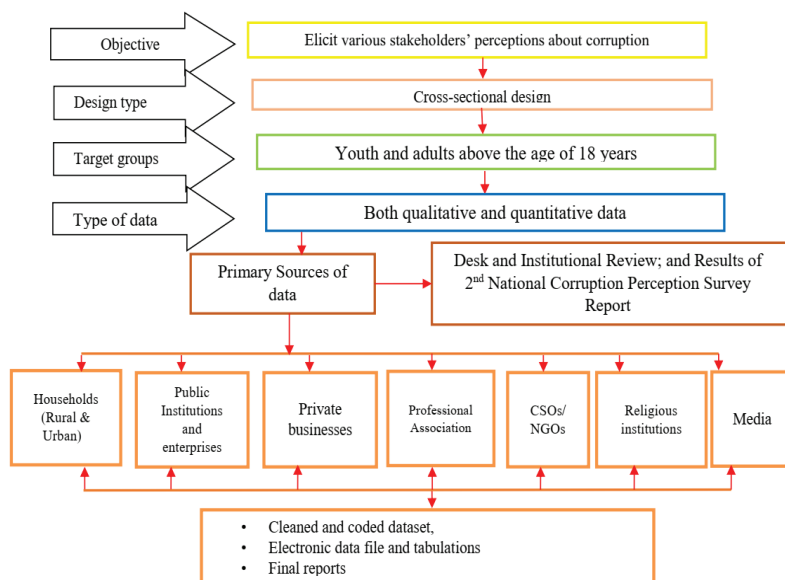
The implementation of the National Corruption Perception Survey III was designed to take place in different phases. The initial preparatory activities were begun during the inception phase primarily by reviewing pertinent and related materials and documents for shaping the foundations of the study and for developing tools. Following this, pretesting of the tools, piloting, and main field survey activities were conducted. The details of the field activities were as follows;

- A) The small-scale pretesting:** The small-scale pre-test was conducted by senior members of Frontieri team to test the validity of data collection instruments on the ground. After this activity, revisions were made on the components of the survey tools.
- B) The large-scale pilot testing:** The pilot phase of the assignment involved conducting large-scale piloting, during which the main task was defining and elaborating the methodological approach of the survey.
- C) The main survey:** The main survey was conducted using nation-wide samples and was done by using well-trained enumerators. The main survey was conducted in eight regions and two city administrations. This survey was also planned to be conducted in Tigray region. However, because of the ongoing conflict in the region it was not possible to conduct the survey, and thus the main findings of the survey do not include the reflections of sample respondents from Tigray.

3.2. Methodological Framework

This national corruption perception survey was conducted by using various sources of information. **Figure 3.1** presents the methodological framework of the study.

Figure 3.1: Methodological overview



3.3. Sources of data, study population, and sampling units

Both primary and secondary data sources were explored in order to gain sufficient insights about the issues under study for this survey. More specifically, secondary information was collected by relying on relevant documents from FEACC, Transparency International, UNDP, etc. Moreover, several reports relating to corruption perception surveys conducted in Ethiopia and internationally were explored.

In this study, the main sources of primary data were: rural and urban households; public sector (officials as well as employees); business enterprises/private; professional associations; CSOs/NGOs; religious institutions; and media from the

eight regional states and two city administrations. Information from these sources was gathered through face-to-face interview using structured questionnaires. The survey subjects (sampling units) were citizens (individuals) who are 18 years of age or above. The details of the target population used for this survey are as follows;

- i) **Households (Urban and Rural):** For the purpose of this study, households (both rural and urban) from eight regional states and two city administrations are included;
- ii) **Public institutions (including public enterprises):** Selected public institutions from different sectors – *inter alia* economic, social and legal – were interviewed;
- iii) **Private institutions:** these included private businesses that operate in economic and social sectors (including private health and education institutions);
- iv) **Civil Society Organizations (including non-governmental organizations):** consisting of domestic (national) CSOs as well as international (Governance & rights based, Humanitarian and Development) organizations;
- v) **Professional associations:** From a wide spectrum of areas of specialization, such as teachers, medicine, construction & engineering, etc.;
- vi) **Religious institutions:** Institutions from the four major religions; Orthodox Tewahdo, Islam, Catholic, Protestant, and their denominations; and
- vii) **Media:** governmental as well as private radio channels, TV stations, and print media outlets were used.

3.4. Sampling Design, Procedure, and Sample size for the main survey

Before embarking on a large-scale study or main survey, pretesting and piloting of the proposed data collection instruments were done to ensure their suitability and their relevance in addressing the objectives, overall methodology and contexts of the study. Accordingly, a pretest was conducted by the senior staffs of Frontieri by using a total of 63 respondents from all the target groups in Addis Ababa, Amhara, and Oromia regions.

In addition, a pilot survey was undertaken in four areas of Addis Ababa City Administration, Oromia, Afar, and SNNP regions. **Table 3.1** shows the specified number of interviews conducted for the pilot survey across the different sample categories and regions.

Table 3.1: Distribution of pilot sample by region and sample category

Sample categories	Regions				
	Addis Ababa	Oromia	Afar	SNNP	Total
Households	30	30	24	24	108
Public institutions and enterprises	26	30	24	24	104
Private institutes	30	20	18	20	88
CSOs/NGOs	18	6	6	6	36
Professional associations	6	2	2	2	12
Religious institutions	10	4	4	4	22
Media	6	2	2	2	12
Total	126	94	80	82	382

The main survey was carried out in eight regions and two city administrations. The sampling methodology utilized in this survey primarily intended to draw inferences in relation to awareness, opinion and perception of all citizens and employees and officials/heads of various sector organizations and institutions

towards corruption in a myriad of its nature, level, forms, causes and consequences. Moreover, the sampling methodology was designed to yield valid and reliable data for comparative analysis with the second corruption perception survey conducted in 2012.

3.4.1. Household Survey

For the household component of the survey, Frontieri stratified the study area based on the country's administrative boundaries. Accordingly, nine regional states and two city administrations were considered and 1,200 Woredas and 17,000 Kebeles (the smallest unit of governance) further divided as a frame to draw a completed list of eligible rural and urban households that resided in the study areas.

The total number of household samples was determined using appropriate formula and designed to conduct a total of 4406 households that were distributed to all regions and city administrations.

The sample was distributed among the nine regional states and two city administrations using disproportionate allocation. This was done through the square root transformation of the target population at the regional level to maintain the rank order of regions in terms of population size, and at the same time, to minimize the differences between those regions with very large and very small populations. The sample was allocated for each region/city administration through allocating equal chance between urban and rural areas (50% rural and 50% urban sample). The household sample size allocation per region is presented as follows (Table 3.2)

Table 3.2: Household Sample size allocation per region

Region	Square root	Weight	Sample size		
			Urban	Rural	Total
Tigray	1765.463	0.089477	197	197	394
Afar	1072.622	0.054362	120	120	240
Amhara	3512.402	0.178014	392	392	784
Somali	1832.071	0.092852	205	205	410
Oromia	4400.387	0.223019	491	491	982
Benshangul-Gumuz	792.271	0.040154	89	89	178
SNNP	3260.76	0.165261	364	364	728
Gambella	530.163	0.02687	59	59	118
Harari	400.472	0.020297	45	45	90
Addis Ababa	1596.423	0.080909	356	-	356
Dire Dawa	568.028	0.028789	63	63	126
Total (national)	19731	1	2381	2025	4406

After the sample size is determined, 30% of zones from each of the eight regional states (except Harari which has only one zone) were selected, 30% of Woredas from each of the selected zones and 15% of kebeles from each of the selected Woredas were selected. Within each of the kebeles, systematic sampling technique was employed to draw respondents based on proportional allocation. From sample households, at least 30% of female household survey respondents were selected purposively. The purpose of gender alternation was to make the most proportionate distribution between men and women in the sample. This procedure was followed to select sample interviewees in both rural and urban settings. Besides, the capital cities of all regional states were directly included in the sampling of urban settings basing on the notion that regional capitals have a higher concentration of representatives and regional head offices.

While selecting sample respondents in Addis Ababa City Administration, the random selection of 30% of sub-cities, 30% of Woredas from each of the selected

sub-cities, and then 15% of sub-kebeles from each of the selected Woredas was adopted. Concerning Dire Dawa City Administration, 15% of kebeles were considered. In both cases, the number of households included in the sample from each of the selected kebeles was determined based on the size of kebeles. The procedure to select sample interviewees was similar to that of adopted for regional states.

3.4.2. Public Institutions or Enterprises

The frame for public institutions was constructed by organizing a list of all federal ministries/agencies, regional public institutions, enterprises, and parastatals down to the Kebele level. The institutions were disaggregated into political, economic, social, and legal sectors. We then randomly selected 1000 institutions and proportionally allocated them to the federal government, nine regional states, and the two city administrations. The sample size determination for public institutions and enterprises was done based on previous survey information as it was not possible to construct a sampling frame because the number may not significantly differ from the previous survey. Hence, the total sample was distributed across all regions and two city administrations.

3.4.3. Private Enterprises

Much effort was done to construct a sampling frame for private institutions (business enterprises) from various sources such as a business directory (e.g., Ethiopian Chamber of Commerce and Sectorial Associations), regional Trade Bureaus, and relevant regional/zonal offices. Based on the sampling frame constructed, a random sample of 1,200 business enterprises was proportionally allocated to each of the nine regions and two city administrations. The sample allocated to each region/city administration was proportionally divided into various types of business enterprises that operate in the economic sector (finance, trade, manufacturing (industry), agri-business, etc.) and social sector (education

and health). The questionnaire was administered to the owners, managers, and employees of the selected sample of business enterprises.

3.4.4. Civil Society Organizations /NGOs

According to the information obtained from the Agency for Civil Society Organizations, about 3,937 CSOs actively operate in Ethiopia. Using the sample size determination formula for proportions with a margin of error of 4.5% and 95% level of confidence, the minimum sample size required was 424. Thus, a randomly sampled 424 CSOs (including NGOs) were distributed across the nine regional states and two city administrations, and the necessary information was gathered from individuals operating in managerial positions as well as employees.

3.4.5. Professional Associations

About 72 Professional Associations officially registered by Agency for Civil Society Organizations were obtained. Hence, a total of 22 (30%) professional associations were randomly selected to reasonably represent the associations.

3.4.6. Religious Institutions

For the perception survey, religious institutions, for instance, churches and mosques as well as faith-based service institutions (hospitals/health centers, and schools) were considered. Accordingly, a purposive sampling technique was employed to include religious institutions from these categories in the nine regional states and two city administrations. Due to the absence of a reliable sampling frame, we were forced to take a sample of 15 such institutions from each of the regional states/city administrations. Thus, a total of 165 respondents from religious institutions was covered during the main survey.

3.4.7. Media Institutions

It is known that the media sector constitutes public (government) as well as private media outlets which include TV and radio stations, magazines, newspapers, press agencies, etc. According to the information obtained from the Ethiopian Broadcasting Authority, 115 private, public, and community media

outlets operate in the country. A total of 45 media of diversified type was randomly selected for the survey from all study areas by considering 30% of the total media outlet.

To accomplish these household and institutional-based NCPS, Frontieri trained and deployed 68 experienced and qualified field staff based on their local language proficiency across all regions. With all challenges that happened while operating the survey though out the country except Tigray National Regional State, 100% of the sample size was covered in each study category (households and institutional level). The details of the sample coverage from each survey category are presented in Table 3.3.

Table 3.3: Distribution of sample respondents by respondent category

Sample categories	Aggregate Allocated sample size	Completed sample*
Households	4406	4018
Public institutions and enterprises	1000	915
Private institutions	1200	1099
CSOs (NGOs)	424	380
Professional associations	22	21
Religious institutions	165	152
Media	45	42
Total	7262	6627

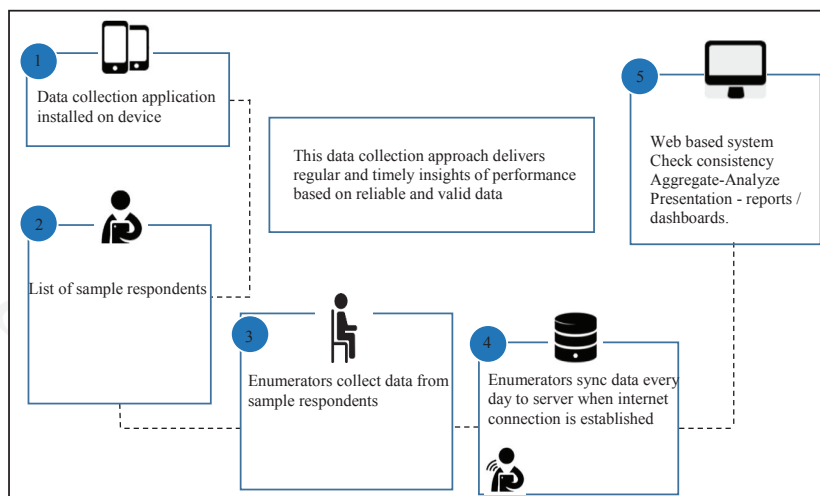
* The difference between the planned and actual sample is the sample allocated to Tigray

3.5. Data Collection Process

Frontieri used Android based tablets (7-inch) to collect field data. Using tablets helps synchronization of the collected data on a real-time basis, which in turn, maximizes the efficiency of data quality checks at the head office. Moreover, it reduces the burden of carrying too much hard copy questionnaires when going from one interview to another and the possibility of losing questionnaires during field movements.

After the commencement of the field activities, the trained enumerators synchronized the data collected on daily basis. **Figure 3.2** below illustrates the data synchronization process.

Figure 3.2: Data Synchronization Process



Real-time access to data: With the completion of each interview, data collectors uploaded the data to the server. The information was fully and permanently deleted from the tablets after it was transferred to the server, a function available in Survey Solutions.

3.6. Data Management Approach

Before starting the reporting activities, data verification and data cleaning were conducted to determine inaccurate, incomplete, or unreasonable data by generating error-log sheets. Data verification was conducted at field as well as at office level. The data verification at field level was done through consultation with the supervisors and enumerators. On the other hand, the data verification at office level was conducted through GPS information of respondents. During data cleaning, all feedback was communicated to the field staff for immediate corrections before leaving the enumeration places. The data cleaning process

included format checks, completeness checks, reasonableness checks, limit checks, review of the data to identify outliers or other errors, and the overall assessment of data quality. These processes usually result in flagging, documenting and subsequent checking and correction of suspect records. For this survey, we followed two types of cleaning: basic and advanced. Basic data cleaning involved running simple frequency counts for each variable to check for mislabeled, out-of-range, or system-missing data, and then correcting as necessary. Advanced data cleaning involves using cross-tabulations to check for internal consistency on the linked questions.

3.7. Challenges and Limitations of the Study

The study faced several challenges both during and after the data collection period. Some of these challenges are:

- One of the challenges encountered in this study was the sampling strategy adopted to represent kebele was insignificant and made to have an insufficient number of households to represent the selected kebele fully (from 14-15 on average) though necessary scientific approaches were used.
- Bureaucratic-related issues to write support letters for selected woredas and kebeles especially in Somali region and absence of officials to facilitate letters in a short period resulted in some delays for the survey period.
- The data collection tool was too long to complete (taking too much time almost 2:30 hours) and survey teams couldn't complete the planned number of interviews per day so that it affected the budget and survey time.
- It was very difficult to access NGOs and professional associations easily in different woreda towns, and this forced the survey team to shift or replace in other woreda towns.
- Security problems happened in Tigray region and some selected woredas of Amhara region (Tsegede woreda), Oromia (Horoguduru Wolega zone Shambu as well as surrounding woredas), Afar (Zone two or Abeala and

Megale woredas) which are adjacent to Tigray region) and SNNP (Kucha woreda) regions led us for continuous replacement. Accordingly, the research team replaced these with adjacent woredas that have less or no security problem.

- Long-distance travel between most selected rural kebeles led the field staffs to travel to access potential respondents, and this reduced their performance.
- Conducting a survey with media institutions in Addis Ababa was very challenging, and it pushed the survey time to be longer than expected.

We didn't include the Tigray region as part of the study and unable to do surveys even though there were several attempts with the interim administration, the sample size proposed 648 (394 HH, 89 public institutions, 107 private enterprises, 15 religious institutions, 38 NGOs, 2 professional associations and 3 Media personnel's) were exempted. Moreover, the study did not employ qualitative data to triangulate the quantitative data results as collecting such data would require more time on one hand, and it is not feasible to collect dependable and detail data from large study area, on the other.

Despite, all challenges, and limitations revolving around NCPS, the study was completed with its scientific rigor and methodologically sound approach across all regions except Tigray.

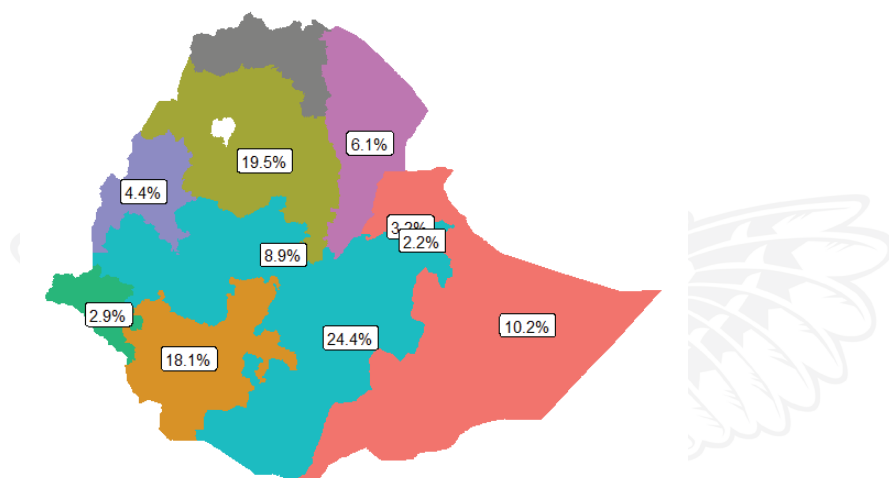
4. FINDINGS FROM HOUSEHOLDS

This section of the report covers major findings on the perception of corruption with information gathered from households (rural and urban) of eligible age. The section starts with the brief background information about households, their understanding on the corruption types and forms, causes, trends and status, and measuring effectiveness of policies, strategies and systems developed to fight corruption.

4.1. Background Information on the respondents

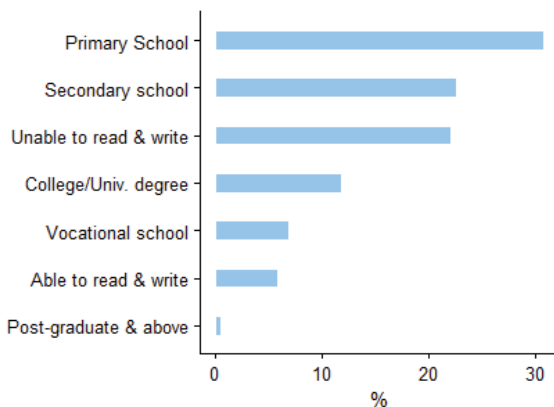
In this study, about 4018 households participated in the survey, of which the dominant respondents (62%) were from three regions: Oromia (24%), Amhara (20%) and SNNPR (18%) (Figure 4.1).

Figure 4.1: distribution of respondents by region



Source: Survey analysis (2021)

About 54% of the survey respondents were urban dwellers while the remaining 46% were rural dwellers. On the other hand, about 31% of the surveyed respondents were females whereas the remaining 69% were males. With respect to their education levels, the majority of surveyed respondents (31%) have primary education qualifications, followed by secondary education qualifications (23%) and no formal education qualification (22%). On the other hand, the smallest portion (about 1%) of surveyed respondents have postgraduate and above qualifications, followed by religious/informal qualifications (6%), and TVET/College diploma qualifications (7%) (Figure 4.2).

Figure 4.2: Educational status of the respondent

Source: Survey analysis (2021)

From the surveyed rural households, about 83% of them have their own land whereas the remaining did not. The proportion of respondents who have their own land is reduced to 63% if we consider all households who participated in the survey. The average age of respondents who participated in the survey is about 37 years that distributes between the minimum age of 18 years and the maximum age of 91 years. The average age of male respondents is about 39 years whereas that of female respondents is about 34 years. The average age difference between the two categories of respondents is statistically significant at 1% probability level. The average land size for rural respondents is about 1.5 hectare, which ranges between a minimum landholding of zero hectare to a maximum of 15 hectares. This average landholding ranges between 1.1 hectares for female respondents and 1.4 hectares for male respondents. The mean land size difference is statistically significant at 1% probability level. This landholding on average supports the life of about 6 family members, ranging from a minimum of one member to a maximum of twenty-three family members. With regard to monthly household income, most (69%) of the respondents earn a monthly income of less than 5000 ETB whereas about 10% of the respondents earn a monthly income of

more than 10000 ETB. About 49% of the respondents reported that their monthly income ranged between 1000 and 5000 ETB.

4.2. Major acts considered as corrupt

The Corruption Crimes Proclamation No. 881/2015 (P.8152), which is a substitute and a revised proclamation of Criminal Code – 2004, tries to provide crime clarifications and classifications that belong to corruption. The proclamation also provides practical problems observed by enacting comprehensive legislation to strengthen the fight against corruption and to enable Ethiopia to discharge its expected role on continental and global struggles against corruption. The proclamation identifies and lists 25 different acts and behaviors that are considered as corrupt practices, and these were presented to the respondents and they were requested to identify the acts and behaviors which they consider to be corrupt practices. The results show that on average about 92% of the respondents identified the listed 25 different acts as corrupt practices and the findings were very similar among rural (91%) and urban residents (93%). On the other hand about 93% of male respondents identified the listed acts as corrupt practices while about 90% of female respondents did the same. The identification ranges from the minimum of corruption committed by arbitrators and other persons (77%) to the maximum of bribery (99%) placing them as corruption crimes. The detail responses are presented in Table 4.1.

Table 4.1: Assessments of respondents' understanding of corrupt acts and practices by type of residence and sex

S. No.	Corrupt acts and practices	Perception of the act as corrupt practice			Perception of the act as corrupt practice by sex	
		Total	Urban	Rural	Male	Female
1	Abuse of power or responsibility	95.8	96.9	94.5	96.4	94.6
2	Bribery	98.6	99.0	98.2	98.7	98.4
3	Acceptance of undue advantages	96.5	97.6	95.3	97	95.6

4	Corruption committed by arbitrators and other persons	77.4	79.2	75.3	78.0	76.1
5	Maladministration of governance of public enterprise work	90.8	91.9	89.5	92.3	87.7
6	Unlawful disposal of objects in charge	90.2	90.8	89.6	91.3	87.8
7	Appropriation and misappropriation in the discharge of duties	92.4	93.8	90.7	93.2	90.6
8	Traffic in official power or responsibility	93.7	95.8	91.1	94.9	91
9	Illegal collection or disbursement	91.2	92.4	89.8	92.3	88.7
10	Undue delay of matter/actions	92.8	93.5	92.0	93.7	91
11	Taking things of value without or with inadequate consideration	91.7	93.1	89.9	93.3	88
12	Granting or approving license improperly	94.0	95.3	92.4	95	91.8
13	Possession of unexplained property	84.9	85.9	83.8	86.1	82.2
14	Breaches of official secrecy	86.1	87.1	84.8	86.9	84.2
15	Forgery of official or public organization documents	94.0	95.6	92.1	94.9	92
16	Suppression of official or organizational documents	93.9	95.4	92.0	95	91.4
17	Giving bribe or undue advantage	95.8	96.9	94.6	96.6	94.2
18	Giving things of value without or with inadequate consideration	92.0	94.2	89.3	93.2	89.2
19	Facilitating act of bribery	96.4	97.1	95.6	96.8	95.2
20	Use of pretended authority	91.5	93.2	89.5	92.6	89.0
21	Traffic in private influence	89.9	91.4	87.5	91.1	87.3
22	Corrupt electoral practices	93.0	94.5	91.3	93.7	91.6
23	Aggravated breach of trust	91.1	92.3	89.6	92.0	89.0
24	Aggravated fraudulent misrepresentation	91.4	92.5	90.1	92.1	90
25	Money Laundering	95.1	96.1	93.8	95.9	93.3

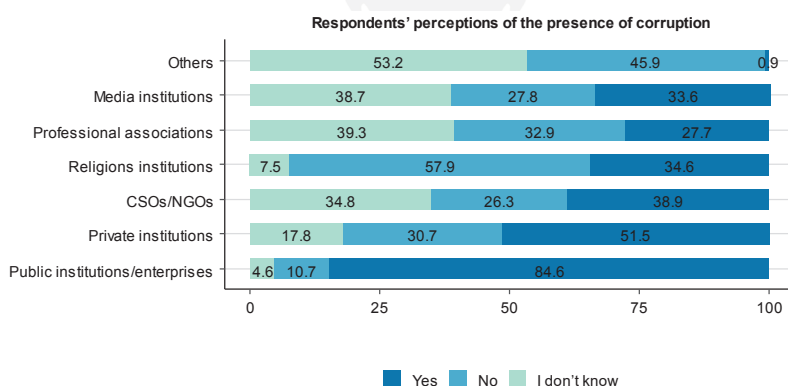
26	Total	92.0	93.2 6	90.5	92.9	90
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Source: Survey analysis (2021)

4.3. Categories of organizations considered as corrupt

Usually, lack of efficient service delivery by public institutions serves as a contributory factor for corruption. Individuals may feel the only way to get a service promptly is by paying an inducement to the officials responsible for service delivery. In this regard, different categories of institutions were listed for respondents and they were requested to give their perception on the presence of corruption in these institutions. The findings show that majority (84.6%) of the households perceive that there exists corruption in public institutions, followed by private institutions (51.5%) and CSOs/NGOs (38.9%). Some institutions indicated by the respondents include land management, Municipality office, Transport Bureau, police and traffic police, Woreda Court office, and Sub-city offices.

Figure 4.3: HHs Respondents' perceptions of the presence of corruption in various institutions



Source: Survey analysis (2021)

On the other hand, respondents reported that they use corrupt practices to get services from all listed institutions. Most (85%) of the respondents reported that

they use acts of corruption to get services from public institutions, followed by private institutions (52%) and CSOs/NGOs (39%), respectively. Among the listed institutions, the smallest survey respondents' perception (28%) goes to professional associations of using corruption to render their services. This figure is even lower than that of religious institutions whose basic principles and teachings are against corruption. The figures show how corruption is deep-rooted and pervasive in Ethiopia. The details are shown in Table 4.2 below.

Table 4.2: Households' engagement in corruption to get services

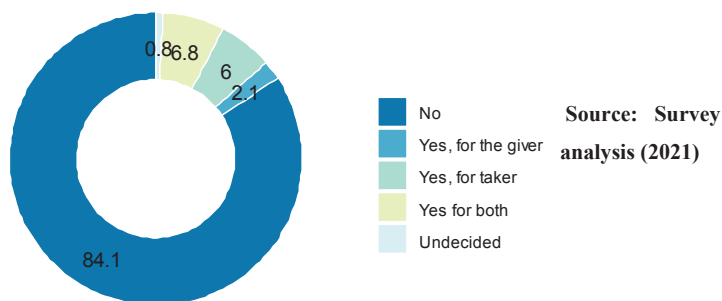
Types of institutions	Households' response to engage in corruption (%)		
	Yes	No	Remark
Public institutions/enterprises	84.6	10.7	
Private institutions	51.5	30.7	
CSOs/NGOs	38.9	26.3	
Religions institutions	34.6	57.9	
Professional associations	27.7	32.9	
Media institutions	33.6	27.8	

Source: Survey analysis (2021)

4.4. Perception on presence and tolerance of corruption

The survey also considered the perception of respondents on different circumstances/forms of corruption.

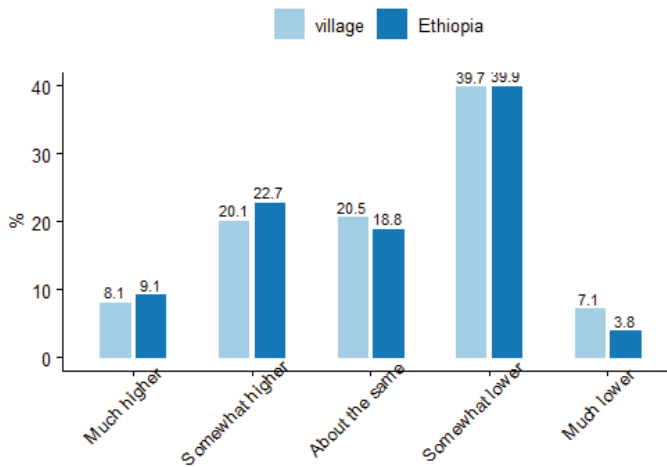
Figure 4.4: Respondent's perception on the benefit of corruption



About 84% of the survey respondents perceive that corruption is not beneficial in any circumstances whereas about 7% of the respondents perceive that it is beneficial in certain circumstances (Figure 4.4). On the other hand, about 41% of respondents perceive that people do not report corruption practices whenever they experience it whereas 59% of them perceived that people report corruption practices whenever they experienced: About 11.1, 7.8, 3.4, 20.4 and 16.5 percent of respondents perceived that people always, mostly, frequently, sometimes, and rarely report corruption practices whenever they faced it, respectively. About 69% of respondents believe that women are less predisposed to corruption than men, followed by that women are more predisposed to corruption than men (21.9%), and that they are equally predisposed (8.1%), respectively.

4.5. Trend and status of corruption

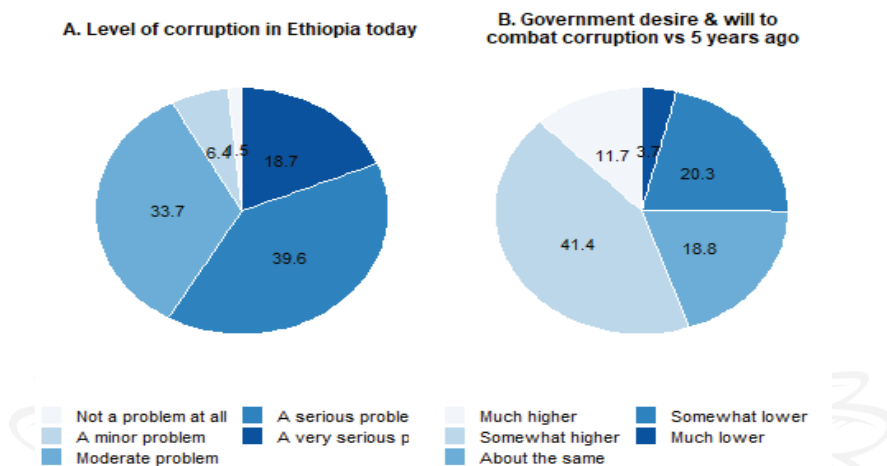
As mentioned above, one of the main objectives of this survey was to identify the trends and status of corruption in the country in various service providing institutions targeted in this study. To this end, respondents were inquired to compare the level of corruption in Ethiopia today with its level before some five years ago. The findings of the survey showed that the majority of the respondents (44%) have the view that corruption today is either lower or much lower than what was before five years while about 19% reported that it is about the same. On the other hand, about 30% of respondents viewed that the level of corruption today in Ethiopia is either higher or much higher than what was before five years.

Figure 4.5: Respondent's perception on the level of corruption today vs five years ago

Source: Survey analysis (2021)

In another investigation, respondents were inquired to evaluate their perception on the current position of corruption in the country. Most (92%) of the respondents perceived the level of corruption from moderate to serious problem whereas the remaining 8% described it as either a minor problem or not a problem at all. Among respondents who have concerns about the level of corruption, the majority (40%) of the respondents perceived corruption to be a serious problem in Ethiopia (Figure 4.6 panel A). On the other hand, about 53% of respondents perceived that the government's desire and willingness to fight corruption today is either higher or much higher than what it was before 5 years; about 19% said that the desire and willingness did not change, and about 24% of the respondents reported that today's government willingness and desire to fight corruption is either lower or much lower than what it was 5 years back (Figure 4.6 panel B).

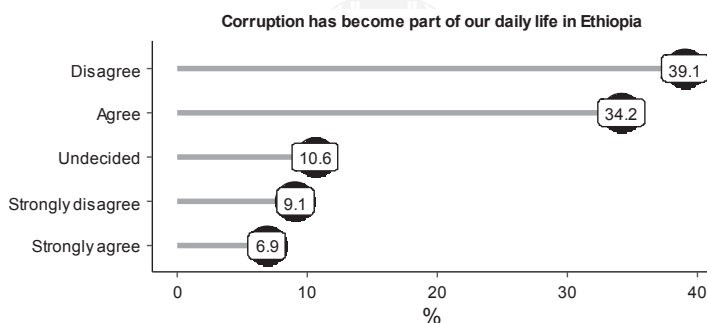
Figure 4.6: Respondent's perception on the seriousness of corruption and government's desire to combat corruption



Source: Survey analysis (2021)

On the other hand, about 48% of the respondents disagreed with the view that corruption has become a part of their daily life in Ethiopia whereas about 41% of the respondents agreed with such the view.

Figure 4.7: Respondent's perception on severity of corruption



Source: Survey analysis (2021)

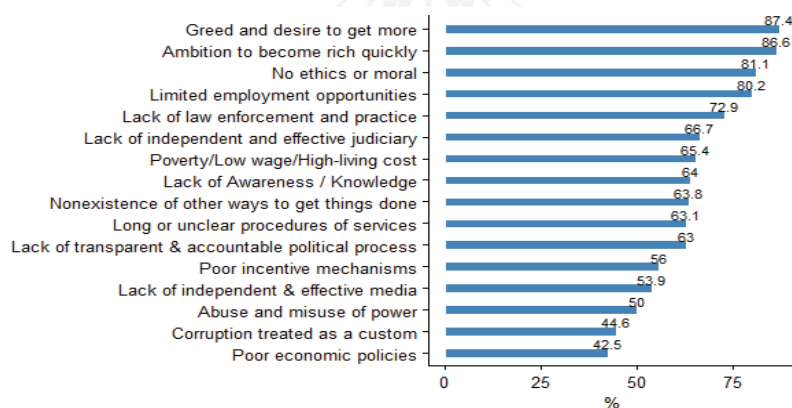
The survey also assessed the status of grand, mild and petty corruptions in Ethiopia with their levels observed before five years. About 28% of the

respondents said that the grand corruption level in Ethiopia is either higher or much higher, about 20% of them replied that it is unchanged and about 44% of them viewed that it is either lower or much lower. Most (40%) of the respondents reported that grand corruption today is somewhat lower than what it was before five years. With regard to petty corruption, about 29% of respondents reported that it is either higher or much higher, 53% of them replied that there is no change and about 41% of them replied that it is either lower or much lower than what it was before five years. Similar to the grand corruption, most (37%) of the respondents stated that petty corruption today in Ethiopia is somewhat lower than what it was before five years. Similar view was observed (same with petty corruption) about the status of mid corruption today and five years before in Ethiopia.

4.6. Potential causes of corruption

Household survey participants were also asked about their view of the causes of corruption in Ethiopia. As Figure 4.8 shows, corruption causes are diversified. Nonetheless, greed and desire to get more (87%), ambition to get rich quickly (86.6%), lack of ethics or moral (81%) and limited employment opportunities (80.2%) were causes of corruption indicated by most respondents.

Figure 4.8: Perceived causes of corruption by household respondents



Source: Survey analysis (2021)

Most of the respondents perceived that these potential causes of corruption are important drivers of corruption in Ethiopia. About 44% of the respondents perceive that they are very important causes of corruption whereas the other 43% of the respondents view that they are important causes of corruption. To put it differently, most respondents disagree with the statement that they are not relevant causes of corruption. The details of the respondents' views are presented in Table 4.5 below.

Table 4.3: Assessment of respondents views on the potential causes of corruption

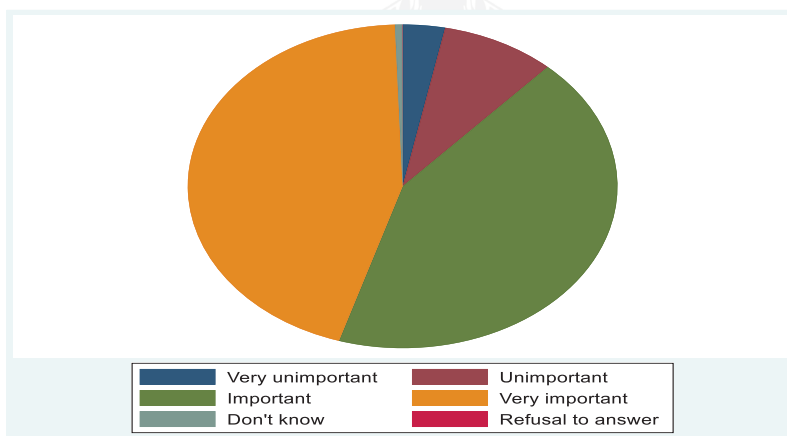
No	Perceived causes	Respondents' perception on the importance of the specific causes (%)			
		Very unimportant	Unimportant	Important	Very important
1.	Greed and desire to get more	3.4	7.7	44.1	44.3
2.	Lack of Awareness / Knowledge	3.9	10.4	47.8	37.0
3.	Nonexistence of other ways to get things done	3.0	9.1	45.1	42.4
4.	Limited employment opportunities	2.3	7.0	41.4	48.7
5.	Poor incentive mechanisms like wage and promotion	3.8	11.8	43.4	39.9
6.	No ethics or moral	2.5	6.7	41.2	49.2
7.	Ambition to become rich quickly	2.8	7.4	38.2	51.4
8.	Abuse and misuse of power	4.0	10.6	41.6	43.1
9.	Long or unclear procedures of services	2.9	10.1	41.9	44.5
10.	Lack of law enforcement and practice	3.1	7.6	40.2	48.5

11.	Corruption being treated as a custom (the practice of obligatory illegal payments)	3.9	11.1	48.2	36.6
12.	Total	3.2	9	43	44.2

Source: Survey analysis (2021)

In another inquiry, respondents were also inquired to mention the first three important causes of corruption in Ethiopia. Accordingly, most (40%) of the respondents ranked greed and desire to get more as the first main causes of corruption, followed by lack of awareness (11%), and ambition to become rich quickly (10.5%), respectively. Most (8%) of the respondents ranked ambition to become rich quickly as the second main cause of corruption followed by no permanent employment opportunities (13.96%) and no ethics or moral (13.73%). On the other hand, about 16% of the respondents ranked ambition to become quickly as the third main cause of corruption, followed by no ethics or moral (11%) and lack of law enforcement and practice (10%), respectively. The respondents' views on the level of importance about the causes of corruption are presented in Figure 4.9.

Figure 4.9: Respondents' view on the level of importance of causes of corruption



Source: Survey analysis (2021)

4.7. Challenges faced

Besides investigating the challenges faced by households in the country, this analysis also tried to observe the place or position of corruption against other major challenges in the country. The findings show that about 19.6% of surveyed respondents reported corruption in the public sector as the first most severe problem Ethiopia has experienced in the current period. This is followed by high cost of living and inflation (18.2%) and weak leadership (11.7). On the other hand, about 18.30% of the respondents put high cost of living and inflation as the second most severe problem followed by unemployment (14.3%) and lack of quality roads and networks (11.2%). Lastly, about 14.2% of the participants considered unemployment as the third most severe issue facing the country today. This was followed by high cost of living and inflation (13.9%) and lack of access to safe water (9.1%). Comparing this between urban and rural dwellers, the three major challenges indicated by urban dwellers were: corruption (21.8%), high cost of living and inflation (20.3%), and unemployment (16.3%). For rural dwellers, corruption (16.9%) was perceived as the first challenges, followed by high cost of living (16%) and inflation (14.1%) as the second and third most difficult challenge faced. The detail findings in this regard are presented in Table 4.6.

Table 4.4: Respondents ranking on the difficult challenges faced areas in Ethiopia

The first most difficult challenges faced by respondents (%)				
Rank	Challenge	Total	Urban	Rural
1	Corruption	19.6	21.8	16.9
2	High cost of living & inflation	18.2	20.7	15.1
3	Weak leadership	11.7	13	10.2
4	Peace and security	9.8	9.8	9.8
5	Lack of quality roads & networks	8.8	5.7	12.6
The second most difficult challenges faced				
1	High cost of living & inflation	18.3	20.3	16
2	Unemployment	14.3	16.3	12

3	Lack of quality roads & networks	11.2	7.8	15.3
4	Weak leadership	9.8	10.9	8.4
5	Peace and stability	8.7	8.9	8.6
The third most difficult challenges faced				
1	Unemployment	14.2	15	13.3
2	High cost of living & inflation	13.9	13.8	14.1
3	Lack access to safe water	9.1	7.6	10.9
4	Peace and security	7.9	8.4	7.3
5	Lack of quality roads & networks	6.9	4.8	9.3

Source: Survey analysis (2021)

Respondents were also requested to assess the intensity of these challenges occurring in the country. The majority (66.6%) perceived high cost of living and inflation a major problem that the country faces, followed by unemployment (62.8%), and corruption (57.2%), respectively. Table 4.7 presents degree of severity of the top ten major problems that the country faces.

Table 4.5: Intensity of challenges faced by households

Rank	Challenge	Respondents' perception (%)				
		No problem	Minor Problem	Moderate problem	Major problem	Remark
1	High cost of living and inflation	2.9	4.4	25.7	66.6	
2	Unemployment	6.6	6	24.3	62.8	
3	Corruption	11.0	9.8	21	57.2	
3	Lack of access to safe drinking water	7.5	14.1	29.3	48.9	
5	Lack of quality roads and networks	8.4	14.5	28.9	47.8	
6	Weak leadership	9.6	12.7	26.2	50.3	
7	Poor public transportation	7.8	16.9	31.4	43.5	
8	Low quality of health services	8.1	657(16.4)	37.7	37.0	
9	Lack of access to health services	10.1	19.7	37.3	32.3	
10	High cost of health care	11.7	19.9	38.5	29	

Source: Survey analysis (2021)

4.8. Quality and integrity of public service providers

Identification of sectors and institutions that are most affected by and prone to corruption was one of the objectives that this survey. This objective was indirectly addressed through assessing the quality of services delivered, the integrity and honesty of the service provider, and clients' attempt to use corruption as a means of getting services.

Respondents were asked whether, during the previous one year, they had sought services from different service providing institutions. The most widely visited public service providers by household respondents, mostly comprising public utility corporations and local authority offices, were: Kebele Administrative offices (70.8%), Commercial Bank of Ethiopia (58.8%); Woreda Administrative Offices (39.8); private banks (33.4%); Ethiopian Electric utility office (22.2%) and Ethio-telecom (22.1%). The other issues are presented in separate subsections as follows.

4.8.1. Quality of services

Respondents were also inquired to evaluate the quality of services they had received from institutions they visited in one-year period of time. The service giving institutions were divided into executive arm and judicial arm. The findings show that among the 23 executive arm institutions listed, Transport Bureau got the first rank in its poor service delivery, followed by Ethiopian Electric Utility Office, and Urban Development, housing & Construction Bureau. Table 4.8 presents the first top five institutions that are categorized by respondents as having poor service delivery.

Table 4.6: Quality of services delivery by public institutions identified as “very poor” or “poor” in percentage

Rank	Institution	Very poor	Poor
1	Transport Bureau	13.9	36.4
2	Ethiopian Electric Utility Office	16	30.7

3	Urban Development, housing & Construction Bureau	20	25.3
4	Security, Emigration and Refugee Affairs Authority	23.3	19.2
5	Health Bureau	6.3	27.5

Source: Survey analysis (2021)

4.8.2. Integrity and honesty

Respondents were also requested to evaluate the integrity and honesty of public institutions which they have visited to acquire some services. The findings show that among the 22 public institutions, Municipalities are the most dishonest institution, followed by Transport Bureau, and Agency for Administration of Government Houses. On the other hand, private banks are the most loyal institution, followed by Commercial Bank of Ethiopia, and Ethio-Telecom, in that order. Table 4.9 presents the first top five dishonest and honest institutions.

Table 4.7: Distribution of integrity and honesty of institutions that offer services to the public (%)

The top dishonest institutions as ranked by respondents			
Rank	Institution	Very dishonest	Dishonest
1	Municipality	20.4	34.2
2	Transport Bureau	8.2	41.1
3	Agency for Administration of Government Houses	18.6	28.9
4	Security, Emigration and Refugee Affairs Authority	11	31.5
5	Ethiopian Electric Utility Office	11.4	32.5
The top honest institutions as ranked by respondents			
Rank	Institution	Honest	Very honest
1	Private Banks	63.4	31.4
2	Commercial Bank of Ethiopia	72.9	20.2
3	Ethio-Telecom	72.5	14.9
4	Ethiopian Postal Service Enterprise	64.8	8.6
5	Insurance companies	62.8	8.5

Source: Survey analysis (2021)

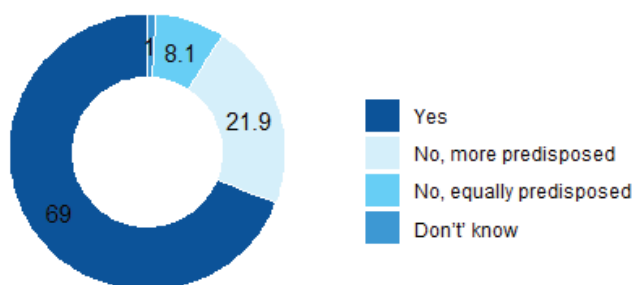
Survey participants were further inquired about whether they were engaged or tried to engage in corruption as a means to get the service and their perception about engaging in corruption if the system was fair. The findings show that most (88.9%) of the respondents reported that they had not engaged or tried to engage in corruption to get the services they required. On the other hand, about 58.7% of the respondents replied that they would not use corruption to get the services if the system was fair; and a substantial proportion (41.3%) of respondents still believe in use of corrupt means to get the services even when there is a fair system, which shows that how corruption is deep-rooted in the minds of Ethiopians at least at perception level.

4.9. Women and combating corruption

The survey asked respondents whether women are less predisposed to corruption than men are. As can be seen in Figure 4.10, 69% the respondents agreed with the statement that women are less predisposed to corruption than men are.

Figure 4.10: Respondent's perception on women and corruption

Women are less predisposed to corruption than men



Source: Survey analysis (2021)

The participants were also asked if appointing women in areas vulnerable to corruption would help combat corruption in their institution. The finding shows about 80% of the respondents believe that appointing women in areas vulnerable to corruption would help to mitigate it in their institution. Further, the survey

asked respondents if appointing women in areas vulnerable to corruption help reduce corruption in Ethiopia, and similarly, 79% of the respondents answered in the affirmative.

Table 4.8: Respondents' opinions on women's role/potential in combating corruption

Statement	Response (Freq.)*		
	Yes	No	Remark
Women are less predisposed to corruption than men	2771 (69)	1206	
Appointing women in areas vulnerable to corruption help in your area	3193 (80)	825	
Appointing women in areas vulnerable to corruption help in Ethiopia	3187 (79)	831	

Source: Survey analysis (2021)

* Figures in parenthesis show percentages

4.10. Corruption perception and the judiciary system

Another objective of this survey was to review and determine the comprehensiveness and effectiveness of existing corruption prevention policies, strategies, mechanisms and systems. Hence, the services provided by the judicial arm are one of the selected areas for the assessment. Households were presented with different questions about the level of fairness observed in different bodies of the judicial arm and their experience of using court systems. Regarding fairness of the judicial system in Ethiopia, about 57% of the respondents replied that the judicial system was not fair whereas about 35% of the respondents stated that the judicial system was fair. Most (65.6%) of the respondents reported that they did not have any experience of visiting or using such institutes. Among respondents who have had experience of using court systems, most have an average attitude (between fair and unfair) for the operations of court systems. The detail responses regarding fairness of the judicial body are presented in Table 4.9.

Table 4.9: Respondents' perception on the fairness of the judicial arm functioning at different level (%)

Judicial arm level	Unfair in all cases	Unfair in most cases	Average	Fair in most cases	Fair in all cases	No experience
Federal supreme court	2.7	14.1	28.6	10	1.6	42.7
Federal high court	2.0	6.6	14.1	7.3	1.4	68.3
Federal First Instance court	1.8	6.7	13.6	6.9	1.6	69.1
Federal Court of cassation	1.8	5.7	11.3	5.8	1.5	73.6
Regional supreme court	2.0	7.5	13.8	5.4	2	69
Regional Court of cassation	2.3	6.6	10.6	4.8	1.6	73.8
Zonal high court	2.9	9.5	15.6	5.8	1.8	64.1
First Instance Woreda court	4.8	12.7	21.6	8.2	2.1	50.2
Sharia court	0.7	2.5	6.8	5.3	4.6	79.8

Source: Survey analysis (2021)

Regarding the trust level of the judicial system, more than 52% of the respondents disagreed with the statement that the judicial system can be trusted and deserves a complete trust whereas about 39% of the respondents agreed with such a statement. The findings also show that about 60% of the respondents disagree with the statement that the judicial system is independent of government intervention whereas about 29% of the respondents agree with such statement. More than 57% of the respondents reported that the law does not apply equally for everyone in the country. On the other hand, more than 52% of the respondents disagree with the statement that the judicial system is less corrupt than other sectors of the government whereas about 34% of the respondents agree with such a statement. Out of the total 4018 survey participants, about 89% virtually

indicated that they or member/s of their household had not received any indication (or subtle request) to make gratuity to a judge, prosecutor, law enforcement official, or any other court official.

Regarding the challenges faced by the households from the judiciary system, too long process practiced by the judiciary system was the first extremely important challenge perceived by respondents, followed by too complex process, and lack of effective enforcement of court decision simultaneously.

Table 4.10: Households' major obstacles in the judiciary system

Obstacle	Importance of the obstacle (%)					Remark
	Not important	Not so important	Fairly important	Important	Extremely important	
Too high court fees	20.3	27.9	17.7	25.3	6.3	
Too high lawyer fees	6.3	12.7	30.7	26.6	12.7	
Court decisions influenced by corruption	3.8	10.1	29.1	24.1	20.3	
Incompetent judges	5.1	22.8	22.8	20.3	15.2	
Too long process	2.5	2.5	30.4	26.6	31.7	
Too complex process	6.3	15.2	22.8	21.5	26.6	
Lack of effective enforcement of court decision	8.9	17.7	17.7	17(21.5)	26.6	
Courts are too far	25.3	29.1	13(16.5)	13.9	6.3	

Source: Survey analysis (2021)

4.11. Corruption perception and the public service provision

Often, lack of efficient service delivery by public institutions serves as a contributory factor for corruption. Individuals may feel the only way to get a service promptly is by paying a stimulus to the officials responsible for service delivery. In this regard, different categories of services (PSNP, electricity and water, mainly) were listed and respondents were requested to evaluate the service

provisions processes, the reliability of the services, and whether provisions were linked with corruption or not. The findings show that majority of the households perceive that the services provision is not linked to corruption, they acquired the services officially, and the services are moderately reliable. About 90% of the respondents reported that they acquired these services through official process whereas about 8% of the respondents replied that they acquired these services using unofficial processes, indicating that there exists corruption in public institutions. Few of the institutions indicated by the respondents include land management, Municipality office, police and traffic police, Woreda Court office, Sub-city offices and Kebele offices.

4.12. Corruption reporting and fighting strategies

Part of the objective to review and determine the comprehensiveness and effectiveness of existing corruption prevention policies, strategies, mechanisms and systems is to get perceptions of respondents on initiatives that are believed to curb corruption and try to modify them accordingly. Hence, the survey respondents were also requested to give their perceptions on the effectiveness of the Government's Anti-Corruption efforts in Ethiopia in the different initiatives. Awareness creation, assigning liaison officers, training about corruption, review of existing laws, establishing new laws and the like were presented for survey participants as initiatives. Thus, participants perceived that registration of assets (23.2%) is a very effective initiative to fight against corruption, followed by enforcement of laws (18.2%) and introducing new laws, rules (17.2%), respectively. Moreover, they perceived that introducing new laws, rules and regulations would be more effective than revising/reviewing of the existing laws. This implies that either the existing law against corruption is not practically implemented or respondents were not aware its strength and weaknesses. The former seems true as respondents put enforcement of laws as the most effective strategy next to asset registration. Hence, more weight should be given to enforce

the existing laws that would help to fight against corruption. Details of the responses are presented in Table 4.11 below.

Table 4.11: Respondents' perception on the effectiveness of initiatives listed

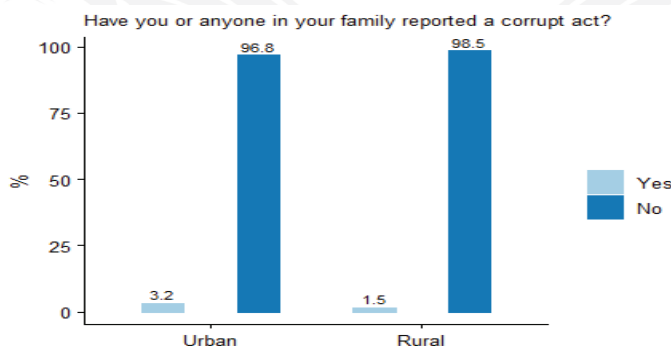
Initiatives	Respondents' perception (%)			
	V. Effective	Somewha t effective	Not very effective	Not effectiv e
Awareness creation campaigns through the media	13.2	40.5	22	12.3
Assigning liaison officers in institutions to receive reports from Citizens	12.7	32.6	22	14.5
Training on corruption to public employees and officials	12.7	33	21.2	13.6
Revision/review of existing laws	16.3	31.7	20	13.1
Introducing new laws, rules and regulations	17.2	31.5	19.1	13.3
Enforcement of laws	18.2	31.2	20.1	13.7
Establishments of complaint handling mechanisms for the public Institutions	14.8	31.3	21.3	15.2
Establishment of corruption reporting mechanisms	14.9	29.7	21.5	16.1
Establishment of Ethics and Anti-corruption Commissions at federal and regional levels	16.9	35.3	16.7	12.6
Civil service reform program	13.4	25.1	18.3	11.1
Registration of assets	23.2	28.7	18.4	11.7
Establishment of Ombudsman and Human Rights Commission	15.1	28.8	17.6	10.7
Total	15.7	31.6	19.9	13.2

Source: Survey analysis (2021)

4.13. Effectiveness and challenges of corruption reporting mechanisms

The survey asked respondents if they would ever report a corrupt act by public officials or employees. The majority of respondents (97.6%) said that they had not reported any corruption act to the concerned body for the past 12 months whereas only 2.4% of respondents reported act corruption for the last 12 months. As shown in Figure 4.11, The proportion of respondents who did not report any corruption act decreases to 96.8% for urban dwellers and increases to 98.5% for rural dwellers.

Figure 4.11: Corruption reporting



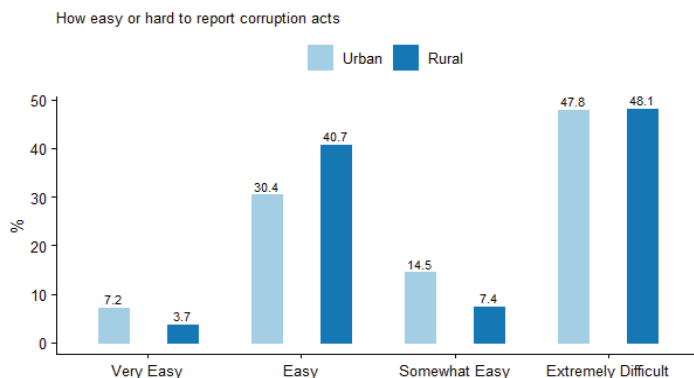
Source: Survey analysis (2021)

About 38.5% of the respondents who witnessed corruption acts reported to the police, followed by to Ethics officer in same/visited organization (17.7%), and Regional Ethics and Anti-Corruption Commission (5.2%).

The survey participants were also inquired to indicate how easy or hard to report corruption acts. About 39.6% of the respondents said that it was easy/very easy to report the act whereas about 47.9% of the respondents said it was hard to report such acts. As shown in Figure 4.12, the proportion of respondents who perceived it was hard to report a corruption act decreases to 47.8% for urban dwellers and

increases to 48.2% for rural dwellers. About 43.8% of the respondents strongly disagree that a person who reports a corruption act would be protected.

Figure 4.12: Respondent's perception on corruption reporting



Source: Survey analysis (2021)

Respondents were also requested to indicate the first most important reason/s for not reporting corruption to the relevant authorities (Table 4.12). Nearly 52.1% of participants agreed with the statement that those who report corruption will be subject to retaliation/potential harassment, followed by that no actions would be taken even if corruption was reported (9.5%), and that they did not know where to report (7.1%). A similar trend was observed for both urban and rural dwellers.

Table 4.12: Respondents' reasons for not reporting corruption, by respondent's residence

List reasons	Respondents (%)		
	Total	Urban	Rural
Those who report corruption will be subject to retaliation/potential harassments	52.1	51.8	52.5
I didn't know where to report	7.1	6.1	8.3
The process of reporting is too complex and long	6.1	6.2	6.0
No actions will be taken even if corruption is reported	9.5	9.5	9.5

It is not worth reporting corruption if I am not personally hurt	1.8	1.9	1.7
It is not my personal responsibility	1.5	1.5	1.5
Most people who commit corruption only do so because of economic hardship	1.9	1.9	2
Bribes are justified under the current economic situation	1.1	1.4	0.7
The case could not have been proved	1.1	1.1	1.0
Corruption is a natural occurrence and part of our daily life/Corruption is a custom/way of life	1.6	1.5	1.8
The society does not reward those who report corruption	2.9	3.3	2.5
No whistle-blower protection	6	6	6
Lack of evidence to prove the corrupt practices	5.3	5.9	4.6
Lack of clarity about corruption proceedings	1.5	1.2	1.9

Source: Survey analysis (2021)

Regarding the roles played by different institutions in combating corruption, the findings show only three institutions out of 14 (21.4%) were identified by more than half of the respondents (with responses of ‘strongly agree’ and ‘somewhat agree’) on their roles in combating corruption. These institutions are: Religious Institutions (59.3%), Office of the Prime Minister (52.7%), and Regional Ethics and Anti-Corruption Commission (50.9%). On the other hand, survey participants (60.1%) responded ‘Strongly disagree’ and ‘somewhat disagree’ with the statement that police at local level played its part to the full in combating corruption (**Table 4.13**).

Table 4.13: Roles in combating corruption by different institutions (%)

Institutions	Strongly disagree	Somewh at disagree	Somewh at agree	Strongl y agree	Remar k
Mass media (newspapers and TV)	11.6	28.8	16.2	1.8	
Police at local level	25.9	30.1	12.6	1.8	
Courts	16.1	27.2	13.7	2.7	
Attorney General	13.7	23.6	12.9	2.8	
Non-Governmental Organizations	12.9	23.1	11.7	2.3	
Federal and Regional Audit Offices	10.9	20.0	12.2	3	
Federal Ethics and Anti-Corruption Commission	10.9	19.5	13.5	3.8	
Regional Ethics and Anti-Corruption Commission	11.9	20.1	15.8	3.7	
Regional Attorney General Offices	11.8	20.2	13.5	3.4	
Anti-corruption offices in each bureau/office	13.8	22.3	13.2	2.6	
Civic Society organizations	10.3	19.3	13.5	2.1	
Professional associations	9.6	19.6	12.1	1.6	
Religious institutions	5.9	15.1	29.6	11.3	
Office of the Prime Minister	7.5	14.7	20.4	7.9	

Source: Survey analysis (2021)

With respect to individual level efforts to curb corruption, survey participants (68.5%) indicated abstaining from offering gratuity for any service is one thing they would do personally to help fight corruption.

4.14. Public services and corruption

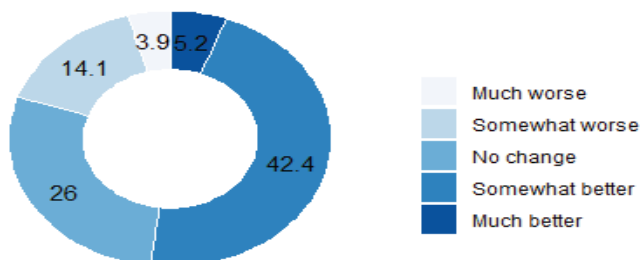
Respondents also evaluated the service delivery system, access to services and the quality of infrastructures in social sectors in general and education and health sectors in particular.

4.14.1. Education

The Education sector is one of the public institutions that manages a huge investment on educational facilities and infrastructure development. The prime objective of this sector is to provide access to quality education for Ethiopians and make individuals ready for the labor market through skill development and upgrading. Among the survey participants, about 63.2% stated that they had at least one family member who attended school during the survey period. Most (55%) of the survey respondents have two family members who attend school whereas about 28% of the respondents reported having one family member who was in school at that time. About 79% of the respondents replied that their family members were attending their education in public/ government schools, about 12% attended in private schools, whereas about 8% attended in community schools.

Survey participants evaluated the overall quality of education during the last five years. Most (42.4%) of the respondents perceived that the quality of education showed somewhat better improvement while another significant proportion (26%) of the respondents said that there had been no change in the overall quality of education during the last five years. The details of the quality evaluation are presented in Figure 4.13.

Figure 4.13: Households' perception on the overall quality of education during the last five years



4.14.2. Health

The Health sector is another public institution that manages a huge investment on health facilities and infrastructure development. The objective of this sector is to provide access to quality health services for the country at large and offer training at different levels that enable trainees to acquire and upgrade skills they need to execute its objectives on one hand and that of the labor market demands, on the other hand. About 61% of the survey participants replied that they had visited at least one of the health institutions (hospital, health center, clinic or any primary health center) for medical purposes: About 37% public hospitals and 7% private hospitals. On the other hand, among family members who visited private health institutions for medical purpose, about 14% were referred to government health institutions. About 49% of the respondents who or whose family members were referred to government health institutions replied that the reference was written by a physician or health worker who works both at private and government health institutions.

Respondents' assessment about the quality of health facilities and personnel indicated that about 64% perceived the quality is either average or good whereas about 27% of the respondents said that the quality is either poor or very poor. Most (42%) of the respondents evaluated availability of drugs and other supplies

as poor or very poor followed by availability of ambulance services (28%) and adequate number of medical staff (24%). Table 4.14 presents the quality assessment results of health facilities and staffs.

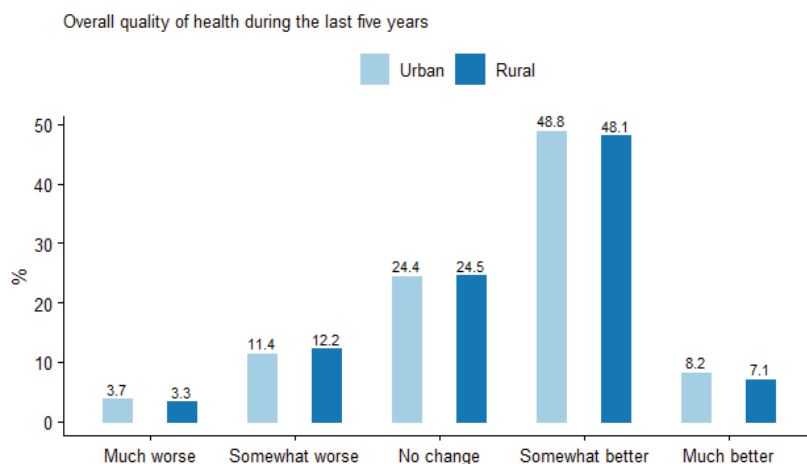
Table 4.14: Respondents' quality assessment results of health facilities and staffs

Evaluation criterion	Respondents' assessment perception (%)					
	Ver y poor	Poo r	Averag e	Goo d	Ver y goo d	No informati on
Admission process to the hospital	3.3	18.2	31.8	36.4	4	6.3
Adequate number of medical staff	3.2	21.1	34.0	31.7	3.4	6.5
Availability of drugs and other supplies	11.6	30.9	25.7	23	2.6	6.2
Availability of ambulance services	6.9	21.5	26.8	32.6	4.6	7.7
Standard of care given to patients by the medical staff	3.8	19.9	35.4	32.4	3	5.6
Cleanliness of medical facilities	2.8	16.0	37.4	34.9	3.5	5.4

Source: Survey analysis (2021)

Most (71%) of respondents reported that they did not see any unethical or corrupt practices while getting treatments in these institutions. On the other hand, respondents evaluated the overall quality of health services during the last five years, and the results are presented in Figure 4.14 below.

Figure 4.14: Households' perception on the overall quality of health services during the last five years



Source: Survey analysis (2021)

4.15. Summary

The findings of the survey exhibit that the majority (92%) of survey participants identify the acts and practices listed in the Corruption Crimes Proclamation 881/2015 as corruption. This increased to 93.3% for urban dwellers and decreased to 90.5% for rural dwellers. Besides, majority perceive public sectors as the most affected institutions by corruption, followed by private enterprises, and CSOs/NGOs. The major driver for offering gratuity is the absence of other (alternative) ways to obtain a service. In contrast, some respondents indicated moral unacceptability and risks of punishment as reasons for not giving gratuity.

With regard to forms of corruption, the majority indicated bribery as the main form of corruption observed in Ethiopia, followed by acceptance of undue advantages and abuse of power or responsibility in their areas. On the other hand, more survey participants did not confirm the presence of “corruption committed by arbitrators and other persons”. The findings on the trends of corruption show

that the majority perceive corruption today is lower than what it was five years back, yet the majority view corruption as a serious problem in the country today. The majority perceive grand corruption in Ethiopia today is lower than what it was about five years ago. Whereas mild and petty corruptions do not show neither increasing nor decreasing trend in the country.

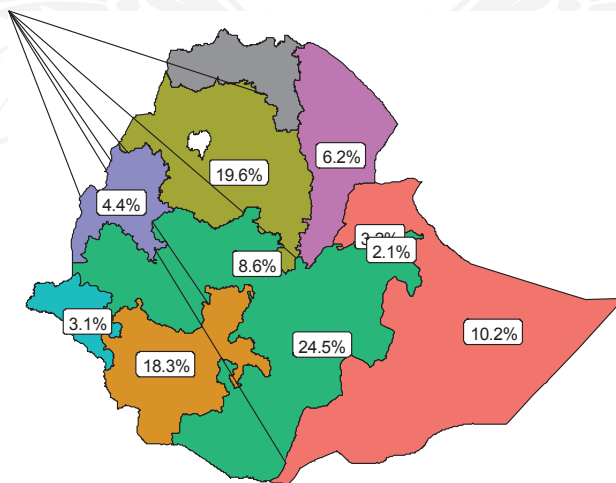
On the major causes of corruption, respondents cited top three factors as ‘Greed and desire to get more’, ‘Ambition to become rich quickly’, and ‘No ethics or moral’. Besides, the first three top most challenges perceived are corruption in the public sector, followed by high cost of living and inflation, and weak leadership, respectively. High cost of living and inflation was indicated as the second most severe challenge facing the country today followed by unemployment and lack of quality roads and networks. Lastly, unemployment was indicated as the third most severe challenge facing the country today followed by high cost of living and inflation and lack of access to safe water. With regard to the quality of services of different institutions, respondents rated that the services provided by Transport Bureau as very poor, followed by Ethiopian Electric Utility Office, and Urban Development, housing & Construction Bureau, respectively. In relation to respondents’ reporting habits of corruption, the findings suggest that most respondents have a poor practice of exposing corruption. Overall, the participants consider women to be less exposed to corruption compared to their male counterparts, and they generally believe that appointing women in areas vulnerable to corruption help eradicate corruption in Ethiopia in general and in their respective areas in particular.

5. FINDINGS FROM PUBLIC INSTITUTIONS

5.1. Regional composition of respondents

The frequency and percentage distribution of respondents disaggregated by region/city administration is shown in Table 5.1. The total number of sampled respondents was 915. As indicated in Figure 5.1, the highest percentage of respondents was from Oromia (24.5%), followed by Amhara (19.6%) and SNNP (18.3%). The majority of the respondents contacted from all regions served in the executive branch of government.

Figure 5.1: Distribution of respondents by region



Source: Survey analysis (2021)

5.2. Demographic, socio-economic and job-related characteristics of respondents

Among the respondents, 78.0% (714) were male while 22.0% (201) were female. The largest share with regard to marital status goes to married respondents

(76.9%). About half of the respondents were in the age range of 31-45 years (50.1%), followed by those 18-30 years of age (40.8%). An overwhelming majority of respondents (81.1%) were first degree holders, while 10.9% of them had post-secondary vocational/technical training. When we come to experience, 34.0% and 20.2%% of respondents had 5-10 and more than 10 years of work experience, respectively. Thus, we can say that the respondents are well-experienced enough to share their informed views regarding the issues under consideration. The current basic monthly salary (excluding allowances) of about two-third of the respondents was 5000-10000 Birr, while 26.6% of them reported a monthly salary of less than 5000 Birr.

The highest percentage of respondents (35.2%) was senior experts/officers, followed by mid-level experts/officers (30.1%) and mid-level management (20.9%). We can also see from the distribution that from top-level management down to junior/entry-level employees were included in the survey. Table 5.1 presents the frequency and percentage distributions of respondents by their position in their institutions.

Table 5.1: Distribution of respondents by position levels

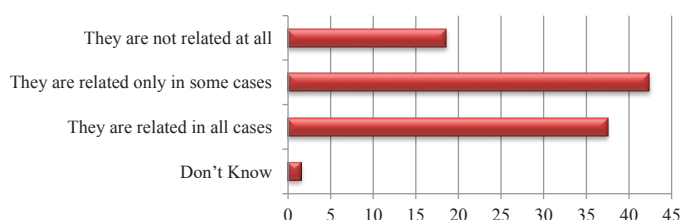
Position	Frequency	Percentage
Top level management	72	7.87
Mid-level management	191	20.87
Senior expert-officer (more than 5 years of experience)	322	35.19
Mid-level expert/officer (2-5 years of experience)	275	30.05
Junior/entry level (Less than two years)	55	6.01
Total	915	100.0

Source: Survey analysis (2021)

5.3. Performance evaluation, promotion and disciplinary actions

Respondents were asked how frequently their performance was formally evaluated in writing. The majority (62.1%) of respondents (62.1%) reported that they were evaluated more than once per year. On the other extreme, 8.2% of them replied that they have never been evaluated. Those who were evaluated at least once were inquired if there was a written description of the criteria on which their last performance evaluation was based. To this, about 82% of them replied affirmatively, while 16.8% of them reported in the negative. Moreover, 42.4% and 37.5% of respondents reported that promotions in some cases and in all cases were related to the results of performance evaluation, respectively. But still there were about one-fifth of respondents who claimed that promotions were not related to performance evaluation at all (Figure 5.2).

Figure 5.2: Respondents' assessment of the relationship between promotions and performance evaluation

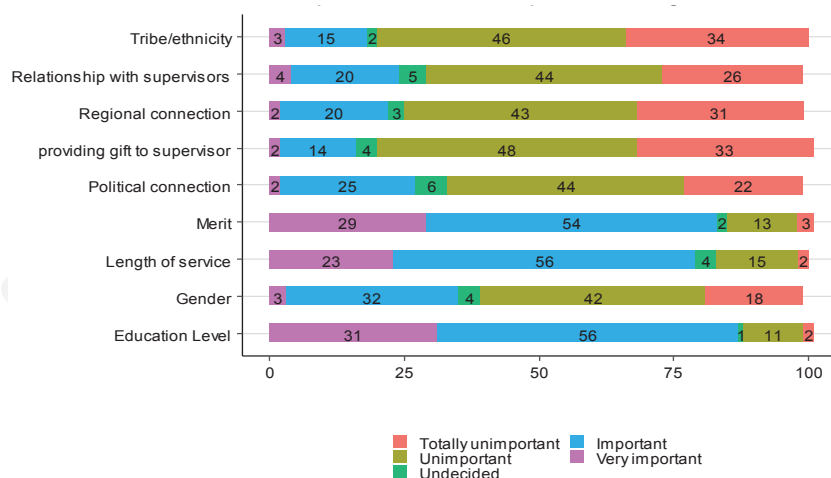


Source: Survey analysis (2021)

Respondents were further inquired about the importance of certain criteria in determining how individual staffs are treated, including those who get hired, promoted, remunerated or given opportunities for training in their organization. More than 80% of them reported merit, educational level, and length of service as important/very important criteria. Moreover, about a quarter of respondents shared the same view with respect to relationship with supervisors and political

connection. On the other hand, over three-fourth of respondents considered providing gifts/gratuity to supervisors, tribe/ethnicity, and regional connections as unimportant/totally unimportant criteria (Figure 5.3).

Figure 5.3: Respondents' assessment of personnel management criteria



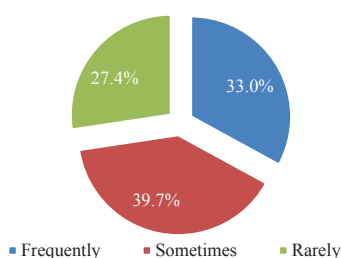
Source: Survey analysis (2021)

Another line of inquiry was the level of agreement of responding employees on whether disciplinary actions have been impartially applied in all necessary cases. The majority of respondents (56.1%) forwarded their agreement/strong agreement to the same, while 36.0% of them reported unfavorably (disagree/strongly disagree). Moreover, 27.9% of interviewees were of the opinion that disciplinary actions have not been an effective tool for motivating officials/employees to perform well within their organization, while the majority of them (67.5%) disclosed that disciplinary actions were indeed effective tools for the same. Over half of all respondents (52.6%) also reported that excellent professional achievements have never been rewarded.

Respondents were also asked whether elected officials, their appointees, or political party officials had influenced any hiring or promotion decisions in their

organization in the past five years. Three quarters (75.1%) of the sample respondents replied negatively, while 19.6% of them had witnessed such incidents. Those who had witnessed such incidents were inquired about the frequency of the same. As we can see from Figure 5.4, one-third of respondents categorized such undue influences as frequently occurring, while 39.7% of them declared the same as an incident that occurs sometimes. When inquired about how their organizations responded to this influence, the highest percentage (45.3%) of those who had witnessed such incidents reported that the incident was complied, while only 16.8% of them replied that the incident was ignored.

Figure 5.4: Frequency of occurrence of undue influence of officials in hiring/promotion decisions



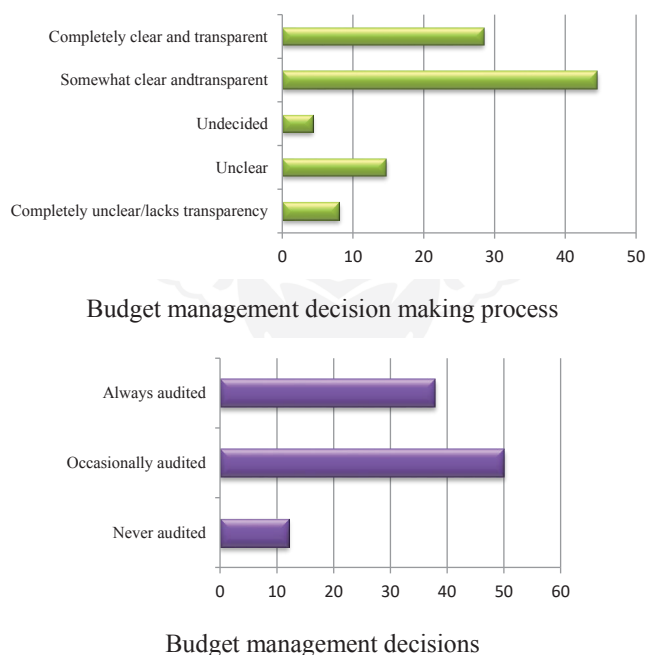
Source: Survey analysis (2021)

5.4. Budget and procurement management

Respondents were asked how much involved they have been in budget management, including budget preparation, implementation, and evaluation. To this, 23.1% and 15.0% of them reported that they have ‘some’ and ‘a lot’ of involvement in the same. Those who were involved were further asked if there are guidelines/policies/regulations for budget management formalized in writing. In response, more than three-fourths (78.7%) of them replied affirmatively.

Figure 5.5 captures respondents' assessment of budget management practices in their organizations. The majority (73%) of respondents rated the budget management decision-making process as somewhat /completely clear and transparent. But still there were 14.7% of sampled interviewees who rated the same as unclear and 8.0% who reported that the process lacks transparency. Moreover, half of respondents who were involved in budget management disclosed that budget management decisions are only occasionally audited, while 12.1% of them said the same has never been audited.

Figure 5.5: Respondents' assessment of budget management practices

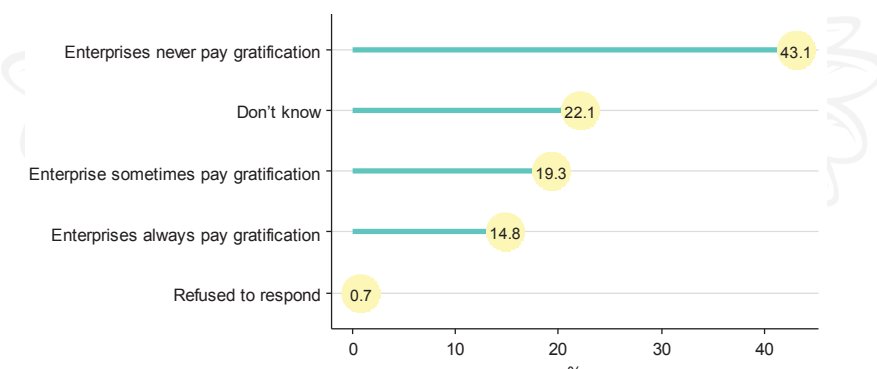


Source: Survey analysis (2021)

From a total of 915 respondents, 290 (31.7%) of them have been involved in procurement management plan preparation, implementation and evaluation in

their organizations. Of these, 33.8% and 9.0% reported that exceptions to requirements for competitive bidding are made sometimes and all the time, respectively. When asked how common it is for enterprises/suppliers to pay gratuity to their organization in order to win a procurement contract, 43.1% of them disclosed that gratifications had never been paid. In contrast, about a third (34.1%) of respondents admitted that gratifications were paid for the said purpose (be it always or sometimes) (Figure 5.6).

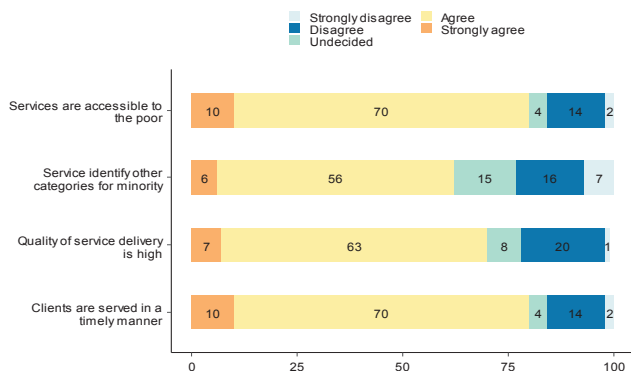
Figure 5.6: Frequency of the practice of gratification payments to public organizations



Source: Survey analysis (2021)

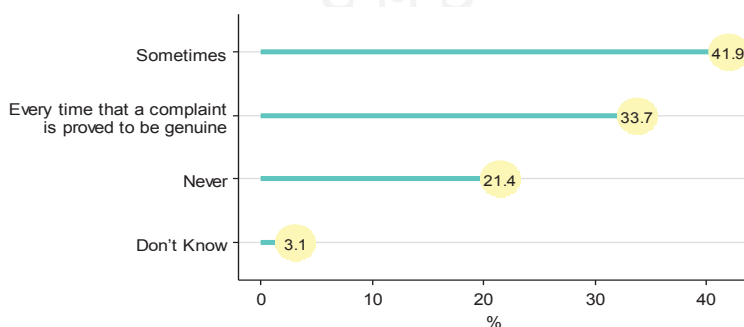
5.5. Public service delivery and complaints handling

Among the surveyed institutions, 813 (88.9%) of them reported that they provide services directly to the public (or other organizations). Figure 5.7 displays the percentage distribution of respondents' level of agreement regarding the services delivered by their organizations. We can see that all service delivery components were rated favorably by the highest percentage of respondents. However, about one-fifth of respondents forwarded their disagreement with the proposition that quality of service delivery was high.

Figure 5.7: Respondents' assessment of service delivery

Source: Survey
analysis (2021)

About two-thirds (65.7%) of respondents reported that their organization have clearly defined complaints handling and redress mechanisms for service users/customers. When inquired about how effective the complaints handling and redress mechanisms are, 15.65% of interviewees were of the opinion that the mechanisms were very ineffective/ineffective, while an overwhelming majority (76.0%) replied favorably (effective/very effective). Moreover, only 33.7% of respondents reported that complaints from the public led to disciplinary action for erring staff every time such incidents are proved to be genuine, while 21.4% of them disclosed that complaints never led to disciplinary action (Figure 5.8). 32.8% of interviewees also replied that compliments from the public have never led to recognition of responsible staff.

Figure 5.8: How often complaints from the public led to disciplinary action

Source: Survey analysis (2021)

5.6. Working environment – policies and resources

The consistency of organizational policies and adequacy of resources of the government to provide quality services were favourably rated (agree/strongly agree) by 77.1% and 61.6% of respondents, respectively. However, about three-fifth of interviewees responded unfavourably to the proposition that their organization has adequate resources to enable it to provide a good standard of services (Table 5.2).

Table 5.2: Respondents' assessment of policies and resources

Policies and Resources	Strongly disagree	Disagree	Undecided	Agree	Strongly agree
Policies that your organisation is required to implement are consistent with each other	2.19	12.79	7.98	72.13	4.92
The government has adequate resources to enable it to provide a good standard of services	6.99	26.78	4.59	55.41	6.23
Your organisation has adequate resources to enable it to provide a good standard of services	14.54	45.14	3.61	34.54	2.19

5.7. Current challenges/problems faced by the country

Table 5.3 presents the assessment of the gravity of the challenges facing the country today. Some of the challenges that were categorized as serious (major problem) were: high cost of living and inflation (82.3%); unemployment (80.2%); corruption (76.3%); weak leadership (70.0%); peace and security (64.4%); and housing shortage (58.6%). On the other hand, drug abuse & trafficking; high cost of education; communicable diseases (e.g. HIV/AIDS); poor sanitation; and lack of access to educational services were cited by over a quarter of respondents as minor problems or no problems at all.

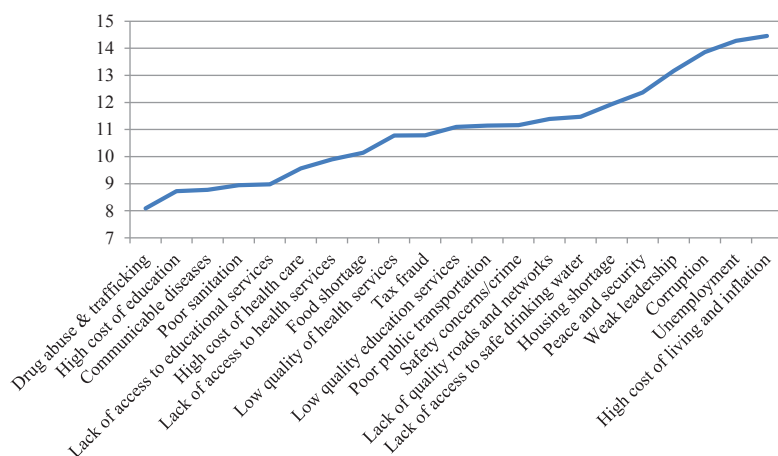
Table 5.3: Respondents' rating of the challenges facing the country today

Challenge	Not a problem	Minor problem	Moderate problem	Major problem	I don't know
Corruption	3.06	3.72	16.39	76.28	0.55
Weak leadership	3.50	5.46	20.87	69.95	0.22
Peace and security	7.54	8.20	19.45	64.37	0.44
Poor public transportation	3.50	10.49	34.54	51.26	0.22
Lack of quality roads and networks	4.70	10.38	29.51	54.97	0.44
High cost of living and inflation	1.09	2.73	13.66	82.30	0.22
Unemployment	1.97	2.40	15.19	80.22	0.22
Safety concerns/crime	7.33	12.04	27.46	52.52	0.66
Drug abuse & trafficking	15.32	22.43	26.81	32.06	3.39
Lack of access to educational services	6.99	20.22	38.36	33.77	0.66
Low quality education services	5.25	10.82	32.24	51.15	0.55
Lack of access to health services	4.70	15.41	38.69	40.87	0.33
Low quality of health services	4.37	11.04	35.85	48.63	0.11
High cost of education	8.85	20.98	34.43	34.97	0.77
High cost of health care	6.67	14.32	41.86	36.94	0.22
Housing shortage	6.01	9.84	25.25	58.58	0.33
Lack of access to safe drinking water	4.48	12.02	27.76	55.63	0.11
Poor sanitation	6.56	21.64	37.81	33.88	0.11
Food shortage	7.00	13.46	36.43	42.01	1.09
Communicable diseases (e.g., HIV/AIDS)	9.84	19.23	35.41	33.22	2.30
Tax fraud	8.20	11.15	27.98	50.71	1.97

Source: Survey analysis (2021)

The non-parametric Friedman test was used to test for significant differences in the median ratings of respondents regarding the various challenges facing the country today. The results indicated that the median ratings are significantly different (Chi-square = 2299.77, p-value < 0.01). Figure x is a plot of the mean rank of responses (1 = not a problem to 4 = major problem). The results are consistent with those obtained using percentages above, that is, high cost of living and inflation, unemployment and corruption (in that order) had the highest mean rank (major problems).

Figure 5.9: Mean rank of ratings with respect to major problems facing the country today



5.8. Understanding and perception of corruption

In order to assess the level of understanding and perception of corruption, respondents were asked if they perceive the corruption offenses listed under Corruption Crimes Proclamation No. 881/2015 are indeed acts of corruption or not. All the offenses were acknowledged as corruption by the overwhelming majority of respondents. Some of the offences that received relatively less recognition include corruption committed by arbitrators and other persons (16.4%); possession of unexplained property (11.4%); breaches of official

secrecy (7.8%); and maladministration of governance of public enterprise work (5.5%).

Table 5.4: Respondents' perception on forms of corruption

Form of corruption	Yes	No	Don't know
Corruption committed by arbitrators and other persons	82.8	16.4	0.8
Possession of unexplained property	87.4	11.4	1.2
Breaches of official secrecy	91.8	7.8	0.4
Maladministration of governance of public enterprise work	94.3	5.5	0.2
Aggravated breach of trust	95.0	4.9	0.1
Aggravated fraudulent misrepresentation	95.4	4.4	0.2
Unlawful disposal of objects in charge	95.5	4.0	0.4
Traffic in private influence	96.0	3.8	0.2
Undue delay of matters	96.3	3.5	0.2
Use of pretended authority	96.4	2.8	0.8
Illegal collection or disbursement	96.7	3.1	0.2
Giving things of value without or with inadequate consideration	96.9	2.8	0.2
Appropriation and misappropriation in the discharge of duties	97.0	2.7	0.2
Taking things of value without or with inadequate consideration	97.3	2.1	0.7
Corrupt electoral practices	97.7	2.0	0.3
Granting or approving license improperly	97.8	1.9	0.3
Money laundering	98.0	1.9	0.1
Forgery of official or public organization documents	98.3	1.7	0.0
Giving bribe or undue advantage	98.3	1.7	0.0
Traffic in official power or responsibility	98.4	1.6	0.0
Facilitating act of bribery	98.4	1.6	0.0
Suppression of official or organizational documents	98.5	1.5	0.0
Abuse of power or responsibility	99.0	0.9	0.1

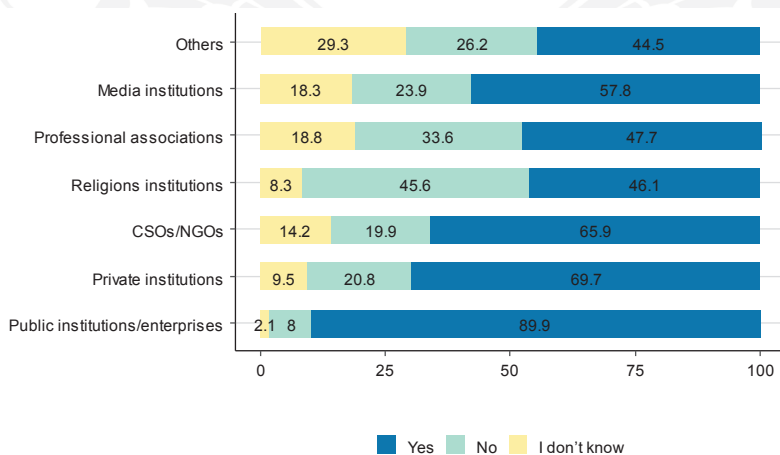
Acceptance of undue advantages	99.0	1.0	0.0
Bribery	99.5	0.5	0.0

Source: Survey analysis (2021)

Perception on presence and tolerance of corruption

About 90% of respondents perceived that there is some kind of corruption in public institutions/enterprises, followed by private institutions (69.7%), CSOs/NGOs (65.9%) and media institutions (57.8%). The perception for religious institutions is almost equally split into two opposing views (Figure 5.10).

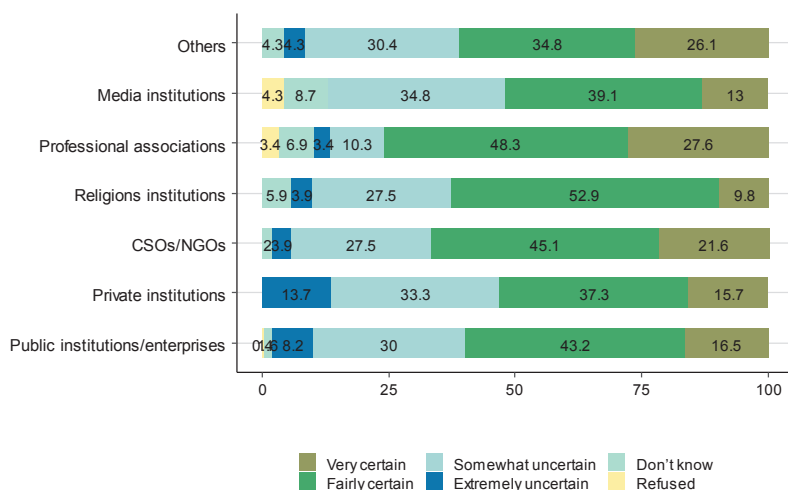
Figure 5.10: Respondents' perception regarding the presence/absence of corruption



Survey respondents were also asked whether they have heard of someone (including colleagues) who has been asked or given indication for gratification for a service during the past 12 months. About a quarter of them (26.6%) reported the occurrence of such incidence in public institutions and enterprises. This figure ranged from 2.5% to 5.6% for the other institutions. Those who affirmatively responded to the occurrence of some form of bribery were further inquired how certain is that the service would be obtained. The majority of respondents reported

that it is very/fairly certain that the service would be obtained regardless of the type of institution. In particular, this view was forwarded by over three-quarter of interviewees regarding professional associations. On the other hand, 13.7% of respondents replied that it is extremely uncertain to get services from private institutions by means of gratifications (Figure 5.11).

Figure 5.11: Respondents' rating on certainty of service after gratification payment



Source: Survey analysis (2021)

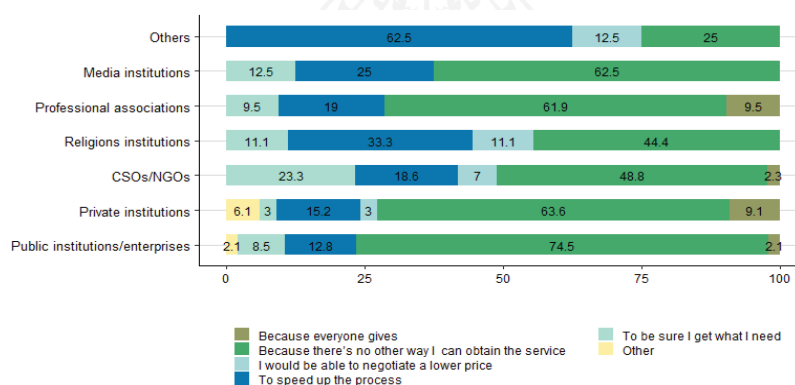
Another line of inquiry was how respondents would react if they were asked to give/receive a gratification (money, gift, asked for an exchange of favor, etc.). The results are shown in Table 5.5. The overwhelming majority of them reported that they would never give or receive gratifications regardless of the institution. But still there are 5.3% and 4.8% of respondents who replied that they would do it in order to get services from public institutions and CSOs/NGOs, respectively.

Table 5.5: Respondents' reaction if they were asked to give/receive gratifications

Institution	I would give it	I would not give it	Don't know	Refused
Public institutions	5.25	89.40	4.37	0.98
Private institutions	3.61	86.01	9.29	1.09
CSOs/NGOs	4.81	83.28	10.93	0.98
Religions institutions	0.98	86.99	10.82	1.20
Professional associations	2.30	81.42	15.08	1.20
Media institutions	1.75	83.28	13.99	0.98

Source: Survey analysis (2021)

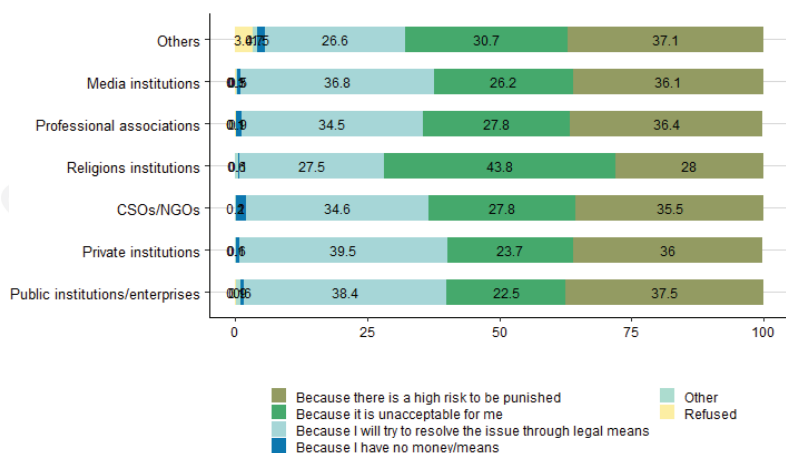
Those who admitted that they would give gratifications were further asked the reasons behind. Their responses are displayed in Figure 5.12. The major reason for giving gratifications across all institutions was that there is no other way to obtain the services requested. Moreover, 33.3% and 25.0% of respondents cited the need to speed up the process as the reason for gratification payments to religious and media institutions, respectively. About a quarter of respondents admitted that they would give gratifications to CSOs/NGOs in order to make sure that services requested are obtained.

Figure 5.12: Reasons for giving gratifications

Source: Survey analysis (2021)

For those respondents who claimed that they would never give/accept gratifications, the most dominant reasons were the high risk of getting punished and the intention to resolve issues through legal means across all institutions. The case of religious institutions, however, the highest percentage of respondents (43.6%) cited moral/ethical issue (the very idea of unacceptability of bribing someone/officials) as the reason for not doing so (Figure 5.13).

Figure 5.13: Reasons for not giving gratifications



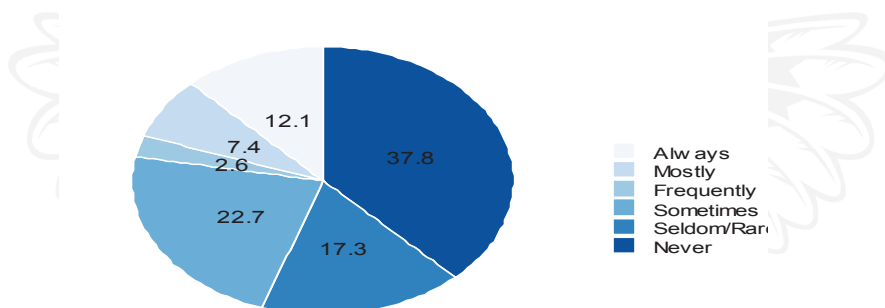
Source: Survey analysis (2021)

An overwhelming majority of respondents (88.6%) reported that they never perceive corruption to be beneficial. The remaining share (11.4%) goes to those who perceived corruption to be beneficial (for the giver, taker or both) in certain circumstances. The latter group was asked the kind of circumstances under which they perceive corruption to be beneficial. The intention to make more money was cited by 67.3% of these respondents. The other reasons cited were: to get oneself (or family) a job (51.0%); to save time (41.4%); and to escape poverty (34.6%). The sum of the percentages exceeds 100 due to multiple response options.

Respondents were asked if they perceive that people report corruption practices whenever they experienced it. The results are shown in Figure 5.14. The highest

percentage of respondents (37.8%) was of the opinion that people never report such incidents. Only 12.1% of them perceived that corruption practices are always reported. Moreover, 46.6% of respondents reported that they will always report a corrupt act by any person today or in the future if they experience (or witness) the same. In contrast, 23.5% of them replied that they will never report such corrupt practices. The balance goes to those who claimed that they will do it sometimes. When asked whether they do believe that women are less predisposed to corruption than men, 75.3% of interviewees responded affirmatively.

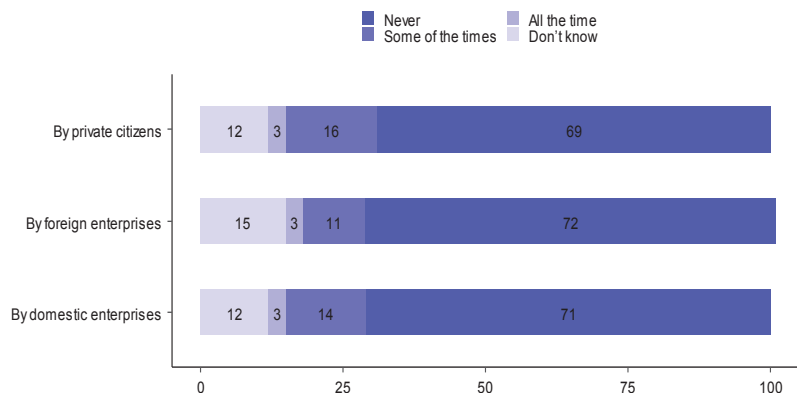
Figure 5.14: Respondents' perception of how often corruption practices are reported



Source: Survey analysis (2021)

5.9. Experiencing corruptions and related issues

Respondents were inquired as to how often gratifications are paid when a private citizen or an enterprise contacts an official in their organization for a public service. The results are shown in Figure 5.15. About 70% of all respondents reported that gratifications have never been paid by service users (private citizens, domestic enterprises as well as foreign enterprises). However, 18.7% and 17.0% of them disclosed that private citizens and domestic enterprises did pay gratifications (be it sometimes or always), respectively. This figure was relatively lower (13.7%) for foreign enterprises.

Figure 5.15: Respondents' response on how often gratifications were paid

Source: Survey analysis (2021)

Another line of inquiry was the source of initiation when gratifications were paid. About half of all respondents (51.4%) reported that the government official (or employee) indicated or asked for a payment, while 32.6% of them claimed that service users offered payments of their own accord. Those who had no idea about the source of initiation have dominated the 'others' category (see Table 5.6).

Table 5.6: Source of initiation when gratifications are paid

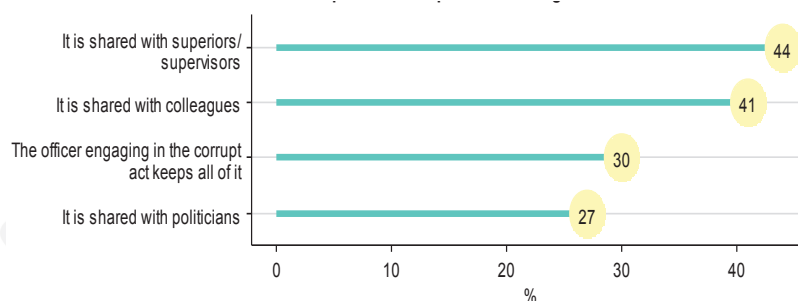
Source of initiation	Frequency	Percent
The government official/employee indicates or asks for a payment	470	51.42
The citizen/enterprise offers a payment of their own accord	298	32.60
It is known beforehand how to pay and how much to pay	68	7.44
Others	78	8.53
Total	914	100.00

Source: Survey analysis (2021)

Figure 5.16 pertains to respondents' assessment on how gratifications were shared among perpetrators. About 44% of interviewees believed that

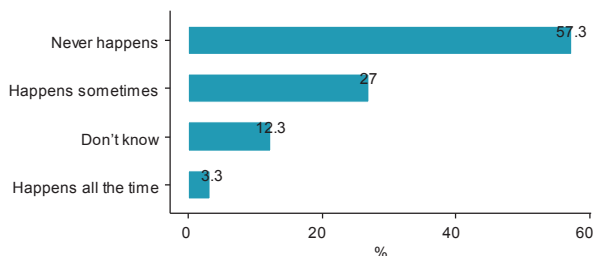
gratifications were shared among colleagues, while 41.3% of them reported that it was shared among supervisors/superiors. Due probably to the secret nature of acts of corruption, a good percentage of respondents claimed that they have no idea about the same.

Figure 5.16: Respondents' response on how gratifications were shared



Source: Survey analysis (2021)

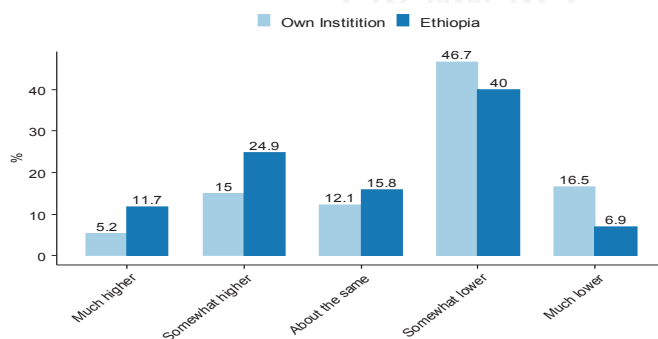
Respondents were inquired about their view on low-level corruption. Over half of all interviewees (53.1%) believed that it is a corrupt practice which the government must eliminate, while 32.5% of them were of the opinion that it is an unfortunate, but unavoidable practice until government pays better salaries. When asked how common it was for people that are qualified to work in the public sector to pay gratification in order to get appointed in their organization, the majority of respondents (57.3%) claimed that such practices were never entertained. However, 27.0% of them admitted that such incidents sometimes occur in their institution (Figure 5.17). More than a quarter of respondents (27.8%) also aired their concern that forged (or false) educational certificates/credentials have sometimes been used to get employment/post in their organization.

Figure 5.17: Frequency of appointments through gratifications

Source: Survey analysis (2021)

5.10. Trend and status of corruption

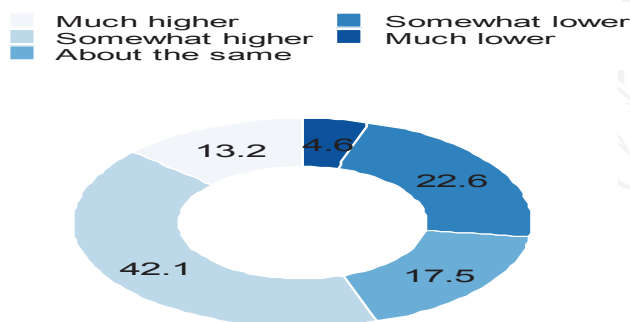
In order to assess the trend in the level of corruption, respondents were asked to compare the current level of corruption to that some five years ago. The highest percentage of respondents felt that the current level of corruption in their organization as well as in the whole country is somewhat lower. In contrast, 36.6% of interviewees were of the opinion that the current level of corruption in Ethiopia is somewhat or much higher than that of five years ago. This figure is 20.2% for the level of corruption in own organization (Figure 5.18). When asked to describe the gravity of the level of corruption in Ethiopia today, about two-thirds (64.6%) of respondents were of the opinion that it is a serious/very serious problem. Only 7.6% of them felt that corruption is a minor problem or not a problem at all.

Figure 5.18: Comparison of the current level of corruption with that of five years ago

Source: Survey analysis (2021)

Respondents were also asked to compare the government's desire and will to combat corruption today with that of five years ago. From Figure 5.19 we can see that the majority of them (55.3%) were of the opinion that government's desire and will is much/somewhat higher today, while 27.2% rated the same as somewhat/much lower. When asked about the level of their agreement with the proposition that corruption has become part of our daily life in Ethiopia, the respondents were almost equally split between two opposing views: 48.4% of interviewees responded favourably (disagree/strongly disagree), while 45.7% of them forwarded their agreement or strong agreement.

Figure 5.19: Government's desire to combat corruption today compared with that of five years ago



Source: Survey analysis (2021)

5.11. Perceived causes of corruption

Table 5.9 pertains to respondents' perception concerning major causes contributing to corrupt practices in Ethiopia. More than three quarters of respondents perceived the following as major causes: greed and desire to get more (92.0%); ambition to become rich quickly (88.7%); erosion of ethics or moral value (85.1%); limited employment opportunities (81.5%); abuse and misuse of power (79.1%); and lack of law enforcement practice (78.9%). In contrast, the practice of treating corruption as a custom (the practice of obligatory

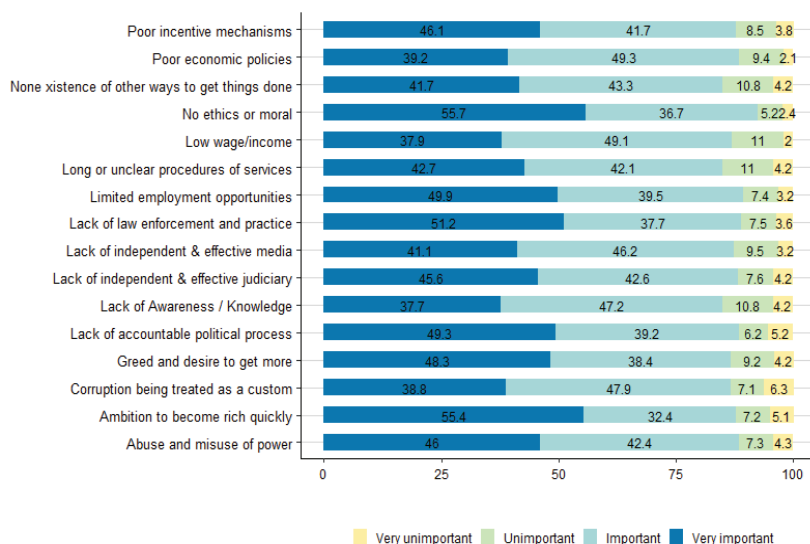
illegal payments) was cited as a major cause by the smallest percentage of respondents (54.2%).

Table 5.7: Perceived causes contributing to corrupt practices in Ethiopia

Perceived causes	Yes	No
Greed and desire to get more	92.01	7.99
Lack of awareness/knowledge	64.66	35.34
Non-existence of other ways to get things done	68.49	31.51
Limited employment opportunities	81.51	18.49
Poor incentive mechanisms like wage and promotion	69.80	30.20
No ethics or moral	85.12	14.88
Ambition to become rich quickly	88.73	11.27
Abuse and misuse of power	79.10	20.90
Long or unclear procedures of services	70.24	29.76
Lack of law enforcement practice	78.88	21.12
Treating corruption as a custom	54.16	45.84
Poor economic policies	57.00	43.00
Lack of transparent and accountable political process	73.63	26.37
Lack of independent and effective judiciary	72.43	27.57
Lack of independent & effective media	65.54	34.46
Low wage/income	59.85	40.15

Source: Survey analysis (2021)

Moreover, at least 85% of respondents rated the contribution to corruption of each of these perceived causes as important or very important. Specifically, the perceived causes that were rated as highly critical (very important) by at least 50% of respondents were erosion of ethics; ambition to become rich quickly; lack of law enforcement practice; and limited employment opportunities (Figure 5.20).

Figure 5.20: Importance level of perceived causes of corruption**Source: Survey analysis (2021)**

Respondents were also asked to compare the current level of corruption as a result of the stated perceived causes with that of five years ago. At least two-fifth of respondents perceived that the current level of corruption as a result of limited employment opportunities; ambition to become rich quickly; and greed/desire to get more has increased as compared to the level observed five years ago (Table 5.8).

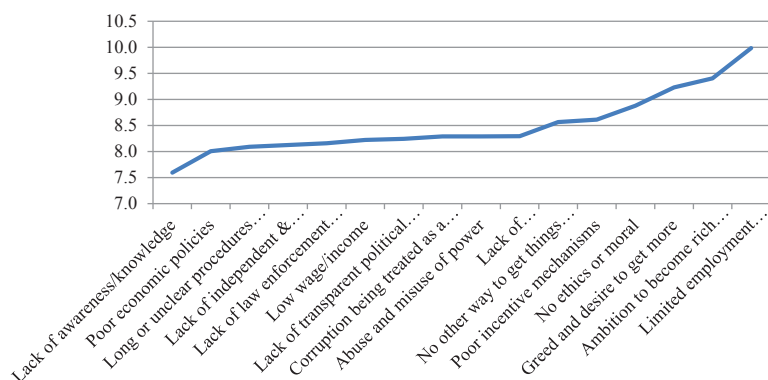
Table 5.8: Comparison of current level of corruption with that of five years ago by perceived causes

Perceived causes	Greater	Same	Lesser	Don't know
Greed and desire to get more	40.31	28.18	30.20	1.31
Lack of awareness/knowledge	22.67	37.06	39.93	0.34
Non-existence of other ways to get things done	32.75	35.30	31.31	0.64
Limited employment opportunities	47.65	30.20	21.61	0.54

Poor incentive mechanisms like wage and promotion	31.35	37.15	30.25	1.25
No ethics or moral	37.15	31.36	31.23	0.26
Ambition to become rich quickly	43.40	27.25	28.98	0.37
Abuse and misuse of power	31.26	32.50	35.68	0.55
Long or unclear procedures of services	25.39	38.01	36.29	0.31
Lack of law enforcement practice	30.93	33.29	35.37	0.42
Corruption being treated as a custom	30.30	33.94	35.76	0.00
Poor economic policies	24.18	39.35	36.08	0.38
Lack of transparent and accountable political process	31.20	32.99	35.66	0.15
Lack of independent and effective judiciary	27.49	37.31	34.89	0.30
Lack of independent & effective media	26.04	35.89	37.73	0.33
Low wage/income	25.96	39.67	32.91	1.46

Source: Survey analysis (2021)

Friedman test indicated that there is a significant difference in the median ratings of respondents with respect to the trend in perceived causes of corruption (Chi-square = 131.293, p-value < 0.01). The mean ranks of responses (1 = lesser, 2 = same, 3 = greater) are shown in Figure x. Similar to the results discussed above, respondents perceived that corruption as a result of limited employment opportunities; ambition to become rich quickly; and greed/desire to get more had increased. In contrast, corruption due to lack of awareness/knowledge has decreased in the eyes of respondents.

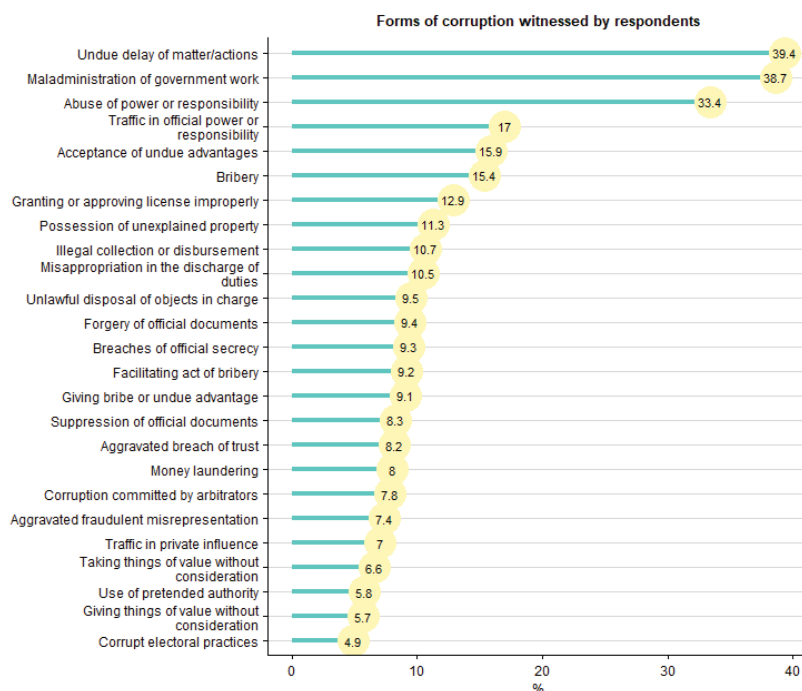
Figure 5.21: Mean rank of ratings regarding trends in corruption by perceived causes

Source: Survey analysis (2021)

5.12. Most prevalent forms of corruption

Respondents were inquired about the forms/types of corruption that they have witnessed in the past 12 months in their organization. The results are shown in Figure 5.22. The most prevalent forms of corruption reported include: undue delay of matters (39.4%); maladministration of governance of public enterprise work (38.7%); abuse of power or responsibility (33.4%); traffic in official power or responsibility (17.0%); acceptance of undue advantages (15.9%) and bribery (15.4%). On the other hand, the least witnessed forms of corruption in own organization were corrupt electoral practices (4.9%); giving things of value without or with inadequate consideration (5.75%); and use of pretended authority (5.8%).

Figure 5.22: Forms of corruption witnessed by respondents in the past 12 months in their organization



Source: Survey analysis (2021)

The gravity of various forms of corruption witnessed in respondents' own organization was also compared with the level some five years ago. As can be seen from Table 5.9, at least 50% of respondents reported that the use of pretended authority; illegal collection or disbursement; forgery of official or public organization documents; and suppression of official or organizational documents in their organization was much/somewhat higher compared to the level observed five years ago. Forms of corruption that were rated as much/somewhat lower include unlawful disposal of objects in charge (37.9%) and appropriation/misappropriation in the discharge of duties (36.5%).

Table 5.9: Current level of corruption in own organization compared to five years ago

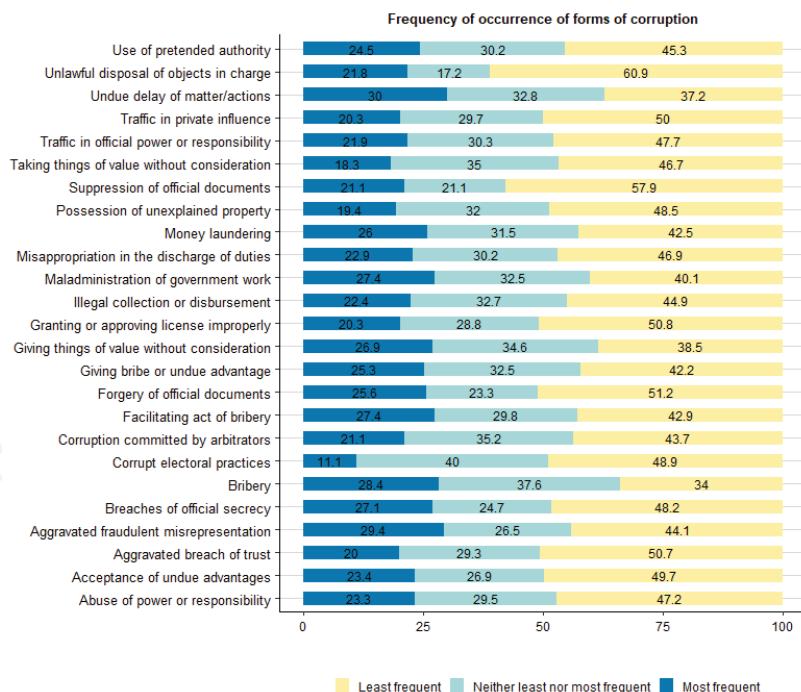
Form of corruption	Much higher	Somewhat higher	About the same	Somewhat lower	Much lower	Don't know
Abuse of power or responsibility	9.18	38.36	23.93	26.23	1.97	0.33
Bribery	12.06	31.21	33.33	22.70	0.71	0.00
Acceptance of undue advantages	8.28	32.41	26.90	30.34	1.38	0.69
Corruption committed by arbitrators and other persons	4.23	25.35	43.66	19.72	7.04	0.00
Maladministration of governance of public enterprise work	10.45	31.64	24.01	31.36	2.26	0.28
Unlawful disposal of objects in charge	10.34	27.59	21.84	33.33	4.60	2.30
Appropriation/misappropriation in the discharge of duties	9.38	30.21	22.92	33.33	3.13	1.04
Traffic in official power or responsibility	10.97	32.26	30.32	25.16	1.29	0.00
Illegal collection or disbursement	10.20	40.82	21.43	25.51	2.04	0.00
Undue delay of matters	11.39	29.44	28.33	28.06	2.50	0.28
Taking things of value without consideration	15.00	21.67	36.67	23.33	3.33	0.00
Granting or approving license improperly	11.02	26.27	30.51	31.36	0.85	0.00
Possession of unexplained property	15.53	30.10	23.30	27.18	1.94	1.94
Breaches of official secrecy	11.76	32.94	22.35	29.41	3.53	0.00
Forgery of official or public organization documents	13.95	36.05	17.44	32.56	0.00	0.00

Suppression of official or organizational documents	10.53	39.47	14.47	30.26	5.26	0.00
Giving bribe or undue advantage	13.25	30.12	32.53	19.28	3.61	1.20
Giving things of value without consideration	7.69	25.00	34.62	26.92	3.85	1.92
Facilitating act of bribery	13.10	34.52	25.00	25.00	2.38	0.00
Use of pretended authority	11.32	43.40	22.64	18.87	3.77	0.00
Traffic in private influence	10.94	31.25	23.44	29.69	4.69	0.00
Corrupt electoral practices	15.56	26.67	26.67	31.11	0.00	0.00
Aggravated breach of trust	9.33	34.67	21.33	28.00	6.67	0.00
Aggravated fraudulent misrepresentation	14.71	26.47	23.53	27.94	5.88	1.47
Money laundering	15.07	27.40	32.88	23.29	1.37	0.00

Source: Survey analysis (2021)

The highest percentage of respondents rated all forms of corruption (save bribery) as least frequent (Figure 5.23). In particular, at least half of all interviewees were of the opinion that unlawful disposal of objects in charge; suppression of official or organizational documents; forgery of official or public organization documents; granting or approving license improperly; traffic in private influence; and aggravated breach of trust were least frequent. The most frequent forms of corruption observed by respondents include: undue delay of matters (30.0%); aggravated fraudulent misrepresentation (29.4%); and bribery (28.4%).

Figure 5.23: Frequency of occurrence of forms of corruption



Source: Survey analysis (2021)

Respondents were asked to categorize the acts of corruption they witnessed into individual/organized as well as petty/grand corruption. The results are displayed in Table 5.10. The forms of corruption that were classified as individual-grand include money laundering (49.3%); possession of unexplained property (48.5%); and abuse of power/responsibility (47.2%). Moreover, over 45% of interviewees categorized forgery of official or public organization documents; suppression of official/organizational documents; and facilitating act of bribery under organized-grand. Some individual-petty forms of corruption witnessed by respondents were: traffic in private influence (42.2%); use of pretended authority (39.6%); and appropriation/misappropriation in the discharge of duties (36.5%).

Table 5.10: Respondents' opinion on the levels of corruption they witnessed

Form of corruption	Individual grand	Individual petty	Organized grand	Organized petty
Abuse of power or responsibility	47.21	22.62	22.95	7.21
Bribery	35.46	19.86	37.59	7.09
Acceptance of undue advantages	26.21	30.34	26.21	17.24
Corruption committed by arbitrators and other persons	14.08	29.58	39.44	16.90
Maladministration of governance of public enterprise work	24.01	26.84	33.90	15.25
Unlawful disposal of objects in charge	31.03	32.18	28.74	8.05
Appropriation/misappropriation in the discharge of duties	19.79	36.46	31.25	12.50
Traffic in official power or responsibility	38.71	25.16	27.10	9.03
Illegal collection or disbursement	24.49	24.49	42.86	8.16
Undue delay of matters	26.67	28.06	29.72	15.56
Taking things of value without consideration	21.67	25.00	38.33	15.00
Granting or approving license improperly	32.20	29.66	26.27	11.86
Possession of unexplained property	48.54	18.45	28.16	4.85
Breaches of official secrecy	31.76	34.12	27.06	7.06
Forgery of official or public organization documents	23.26	24.42	46.51	5.81
Suppression of official or organizational documents	23.68	21.05	46.05	9.21
Giving bribe or undue advantage	20.48	26.51	36.14	16.87
Giving things of value without consideration	23.08	30.77	38.46	7.69
Facilitating act of bribery	17.86	13.10	45.24	23.81
Use of pretended authority	32.08	39.62	22.64	5.66
Traffic in private influence	35.94	42.19	15.63	6.25
Corrupt electoral practices	17.78	33.33	37.78	11.11

Aggravated breach of trust	30.67	33.33	28.00	8.00
Aggravated fraudulent misrepresentation	32.35	30.88	27.94	8.82
Money laundering	49.32	16.44	27.40	6.85

Source: Survey analysis (2021)

5.13. Quality and integrity of public service providers

a. Institutions under the executive arm of government

Most visited institutions under the executive branch of government in the last 12 months include: Commercial Bank of Ethiopia (67.0%); private banks (39.1%); Ethio-Telecom (26.9%); Ethiopian Electric Utility (25.2%); Water and Sewerage Service Authority (17.2%); Regional Bureau of Civil Service (16.3%); Regional Education Bureaus (15.3%); and Regional Health Bureaus (14.9%).

Respondents were asked to evaluate the quality of the services provided by the institutions they have visited. Institutions that were rated highly unfavourably (very poor) include Security, Emigration and Refugee Affairs Authority (22.2%); Ethiopian Electric Power Corporation (20.2%); and Ethiopian Electric Utility (19.9%). The services provided by the latter two institutions were also rated as poor by 43.0% and 38.1% of respondents, respectively. Institutions that received favourable responses (good/very good) by more than 70% of interviewees were private banks, Ethiopian Investment Commission, Ethiopian Postal Service Enterprise, Ethio-Telecom, Commercial Bank of Ethiopia and Attorney General.

Table 5.11: Respondents' rating on quality of service provision

Institution	Very	Poor	Averag	Goo	Very
Regional Bureau of Finance and Economic Development	5.17	16.38	25.00	46.55	6.90
Regional Revenues Bureau	1.02	18.37	25.51	51.02	4.08
Regional Bureau of Civil Service	11.41	21.48	30.20	28.86	8.05

Urban Development, Housing & Construction Bureau	9.90	23.76	26.73	37.62	1.98
Regional Agriculture Bureau	3.23	17.74	24.19	53.23	1.61
Bureau of Labour and Social Affairs	4.95	10.89	36.63	44.55	2.97
Transport Bureau	8.85	25.66	34.51	28.32	2.65
Education Bureau	5.71	15.00	24.29	47.14	7.86
Health Bureau	3.68	12.50	33.09	47.06	3.68
Bureau of Water, Irrigation and Energy	5.48	15.07	35.62	42.47	1.37
Regional Police Commission	5.56	20.37	22.22	50.00	1.85
Ethiopian Postal Service Enterprise	4.76	4.76	11.90	66.67	11.90
Ethiopian Electric Power Corporation	20.18	42.98	21.05	11.40	4.39
Ethiopian Electric Utility	19.91	38.10	22.08	19.05	0.87
Ethio-Telecom	1.63	7.72	13.82	63.41	13.41
Water and Sewerage Service Authority	8.92	23.57	29.94	35.67	1.91
Private Banks	0.28	1.68	10.06	55.59	32.40
Commercial Bank of Ethiopia	1.47	6.04	16.48	57.59	18.43
Federal Police Commission	6.67	20.00	26.67	46.67	0.00
Mass Media Agency	0.00	10.53	31.58	52.63	5.26

Insurance companies	3.85	11.5 4	15.38	53.85	15.3 8
Security, Emigration and Refugee Affairs Authority	22.2 2	11.1 1	22.22	33.33	11.1 1
Social Security Agency	0.00	27.7 8	27.78	44.44	0.00
Ethiopian Investment Commission	0.00	20.0 0	0.00	70.00	10.0 0
Public Enterprises Assets and Administration Agency	9.09	13.6 4	40.91	36.36	0.00
Regional Ethics and Anti-Corruption Bureau	11.5 4	11.5 4	34.62	42.31	0.00
Attorney General	4.17	4.17	20.83	58.33	12.5 0

Source: Survey analysis (2021)

Respondents were also asked to evaluate the integrity/honesty of the institutions they have visited in the past 12 months. Except Ethiopian Electric Power Corporation, Ethiopian Electric Utility, Social Security Agency and Security, Emigration and Refugee Affairs Authority, all other service providers under study were rated favorably (honest/very honest) by more than 50% of interviewees (Table 5.12).

Table 5.12: Respondents' rating on integrity of service providers

Institution	Very	Dishones	Undecide	Hones	Very
Regional Bureau of Finance and Economic Development	3.45	20.69	10.34	62.93	2.59
Regional Revenues Bureau	1.02	14.29	16.33	62.24	6.12
Regional Bureau of Civil Service	8.72	24.16	10.74	49.66	6.71
Urban Development, Housing & Construction Bureau	6.93	29.70	7.92	54.46	0.99
Regional Agriculture Bureau	3.23	12.90	12.90	69.35	1.61
Bureau of Labour and Social Affairs	4.95	7.92	15.84	69.31	1.98

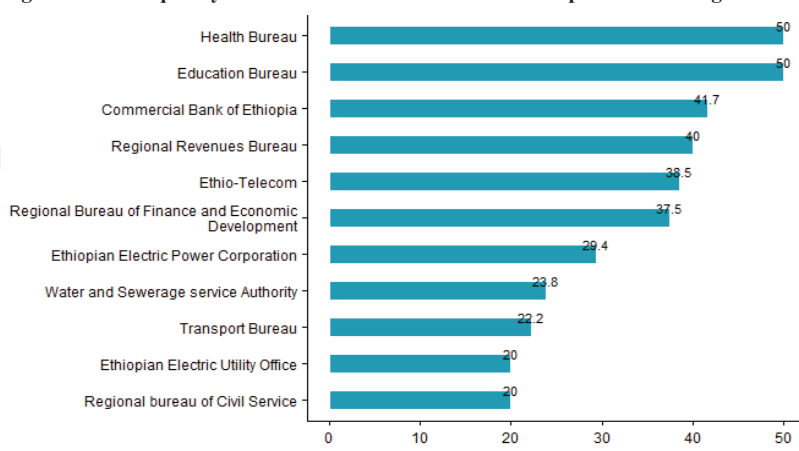
Transport Bureau	7.96	28.32	8.85	53.98	0.88
Education Bureau	2.86	20.71	4.29	66.43	5.71
Health Bureau	2.21	13.97	11.03	71.32	1.47
Bureau of Water, Irrigation and Energy	2.74	20.55	10.96	65.75	0.00
Regional Police Commission	7.41	27.78	5.56	59.26	0.00
Federal Police Commission	6.67	26.67	6.67	60.00	0.00
Ethiopian Postal Service Enterprise	2.38	7.14	2.38	78.57	9.52
Ethiopian Electric Power Corporation	19.30	43.86	5.26	28.95	2.63
Ethiopian Electric Utility	16.02	35.50	6.93	41.13	0.43
Ethio-Telecom	0.41	7.32	4.47	72.76	15.04
Water and Sewerage Service Authority	5.10	26.11	7.01	59.87	1.91
Mass Media Agency	0.00	21.05	5.26	63.16	10.53
Private Banks	0.28	1.12	1.68	67.60	29.33
Commercial Bank of Ethiopia	0.82	4.57	3.10	73.74	17.78
Insurance companies	7.69	19.23	11.54	50.00	11.54
Security, Emigration and Refugee Affairs Authority	11.11	22.22	22.22	33.33	11.11
Social Security Agency	11.11	22.22	22.22	44.44	0.00
Ethiopian Investment Commission	0.00	10.00	10.00	70.00	10.00
Public Enterprises Assets and Administration Agency	0.00	31.82	9.09	59.09	0.00
Regional Ethics and Anti-Corruption Bureau	15.38	7.69	7.69	69.23	0.00
Attorney General	0.00	12.50	12.50	70.83	4.17

Source: Survey analysis (2021)

Respondents who did make a complaint regarding the quality of services in the past 12 months were asked whether they were satisfied with the manner in which the complaint was processed (or handled). The results (for institutions with 10 or more complaints) are shown in Figure 5.24. Overall, the frequency of those who were satisfied with the same was lower than those who were dissatisfied –

probably an indication that service providers under study were not doing a good job in handling complaints. In particular, a good number of respondents were not satisfied with the manner in which their complaint was handled in Ethiopian Electric Utility, Ethiopian Electric Power Corporation and Regional Civil Service Bureaus. Respondents who filed complaints were further asked if they were satisfied with the outcome of the complaint. The highest frequency of them again replied negatively.

Figure 5.24: Frequency distribution of satisfaction with complaints handling



Source: Survey analysis (2021)

b. Institutions under the judicial arm of government

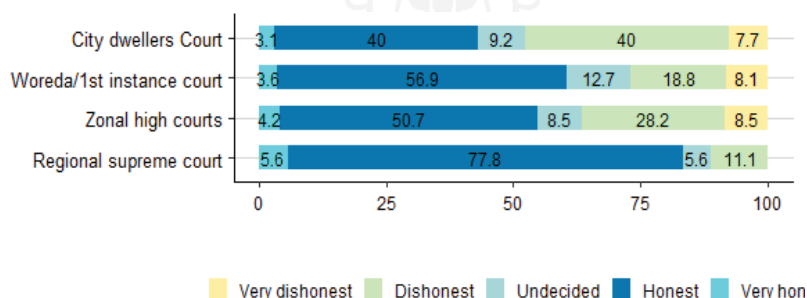
Institutions under the judicial branch of government that have been visited in the last 12 months include: Woreda first instance court (197), Zonal high courts (71), City dwellers courts (65) and Regional Supreme Court (18). The quality of the services provided was favourably rated (good/very good) for Regional Supreme Court (15/83.3%) and Woreda First Instance Court (103/52.3%). Federal Supreme and High courts also received average and above average ratings. In contrast, two-fifth of respondents reported that the quality of services they received at City Dwellers Court was poor or very poor (Table 5.13).

Table 5.13: Frequency distribution of the level of quality of service provision

Institution	Very poor	Poor	Average	Good	Very good	Total
Federal Supreme Court	0	0	2	3	0	5
Federal High Court	0	0	3	3	0	6
Regional Supreme Court	0	1	2	13	2	18
Zonal High Court	8	13	22	27	1	71
Woreda First Instance Court	14	35	45	92	11	197
Sharia Court	1	1	2	4	1	9
City Dwellers Court	6	20	19	16	4	65

Source: Survey analysis (2021)

Figure 5.25 pertains to respondents' evaluation regarding the integrity/honesty of institutions under the judicial branch of government (only those which were visited by more than 10 respondents are shown). Over 55% respondents forwarded favourable ratings (honest/very honest) to Regional Supreme Court, Zonal High Court and Woreda First Instance Court. Moreover, all respondents who visited Federal Supreme Court and Sharia Court categorized the institutions as honest or very honest (not shown in the figure). On the other hand, the responses for City Dwellers Court were equally split between those who rated the institution as honest and dishonest.

Figure 5.25: Ratings on integrity of institutions under the judicial arm of government

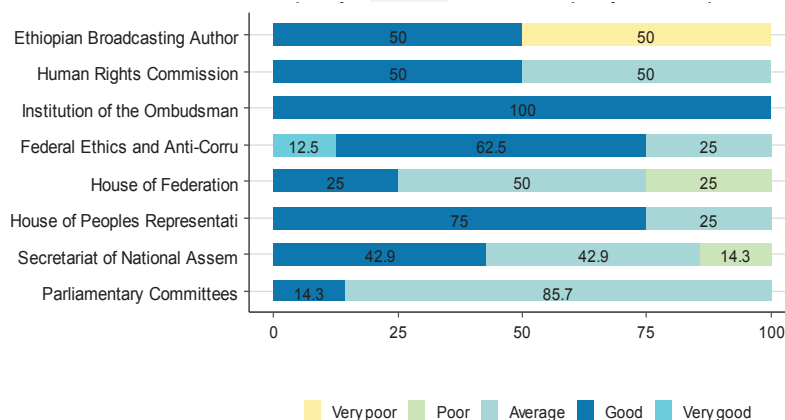
Source: Survey analysis (2021)

During the past 12 months, a total of 23, 16 and 15 respondents had filed complaints regarding the quality of services at Woreda First Instance Court, City Dwellers Court and Zonal High Court, respectively. Of these, 16 (69.6%), 14 (87.5%) and 8 (53.3%) reported that they were not satisfied with the manner in which their complaint was processed. The respective figures were 19 (82.6%), 14 (87.5%) and 11 (73.3%) for those who were not satisfied with the outcome of the complaint.

c. Institutions under the legislative arm of government

Few (less than 10) respondents from public organizations and enterprises have visited each of the institutions under the legislative branch of government in the last 12 months. Figure 5.26 shows respondents' assessment of the quality of services they received. Favourable responses (good) were forwarded by the highest frequency of respondents to House of Peoples Representatives, Institution of the Ombudsman and Federal Ethics and Anti-Corruption Commission. The quality of services rendered by Parliamentary Committees was rated as average by six interviewees out of seven.

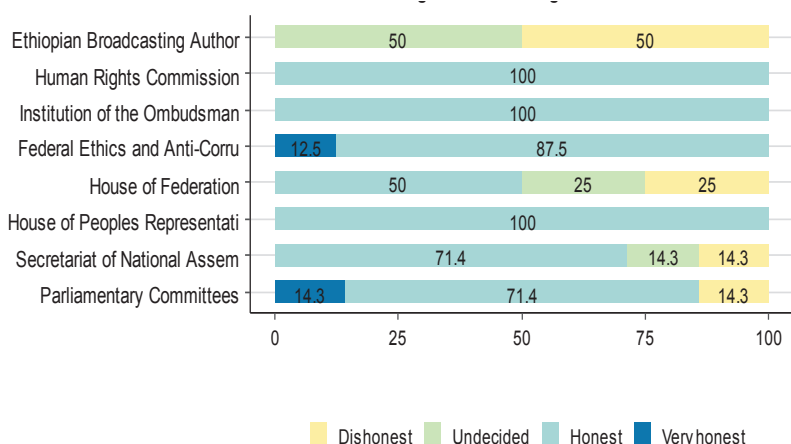
Figure 5.26: Frequency distribution of the level of quality of service provision



Source: Survey analysis (2021)

Figure 5.27 pertains to respondents' evaluation regarding the integrity of institutions under the legislative branch of government. The highest frequency of respondents was of the opinion that the institutions were honest. An exception was the Ethiopian Broadcasting Authority where none of the two respondents forwarded favourable ratings.

Figure 5.27: Ratings on integrity of institutions under the legislative arm of government

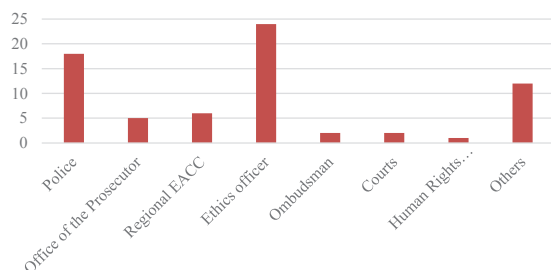


Source: Survey analysis (2021)

5.14. Reporting corruption and efforts to combat corruption

Out of a total of 915 respondents, 7.7% (or 70) of them reported a corrupt act by a public official. As can be seen from Figure 5.26, much of the complaints were forwarded to ethics officers in same/visited organization (24), Police (18) and other institutions (12). The institutions in the 'others' category include: Civil Service Bureau; Zone, Woreda and Kebele administrations; Finance, Health and Education Bureaus and Offices; and Zonal branches of EACC.

Figure 5.28: Institutions to which corrupt acts were reported



Source: Survey analysis (2021)

Respondents were asked how difficult reporting corruption was and whether they felt protected when reporting acts of corruption. The results are displayed in Figures 5.29 and 5.30. Close to half of all respondents who have reported acts of corruption claimed that the process of corruption reporting was extremely difficult. Only 4.3% of them replied that the process was very easy. When asked whether they felt protected from potential harassment, the majority of them (61.4%) replied that they didn't. About 52% of them also reported that they were very or somewhat satisfied with the feedback. But still there were 40.3% of respondents who replied that they were strongly dissatisfied with the same.

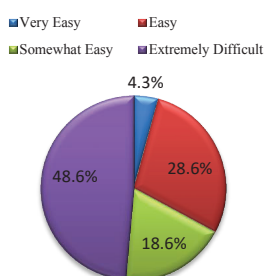


Figure 5.29: Level of agreement on protection from harassment

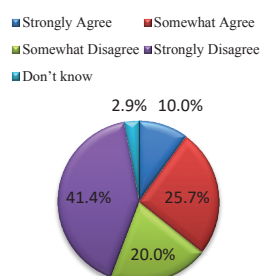
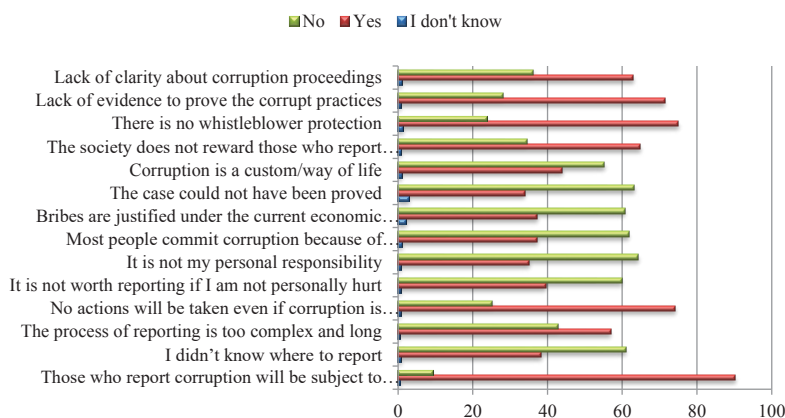


Figure 5.30: Level of difficulty of reporting corruption

Figure 5.31 pertains to factors which were considered by survey respondents as reasons for not reporting corruption to the relevant authorities. Nine out of ten respondents cited potential harassment and reprisals as the major reason for not doing so. Some other most cited reasons were: there is no whistle-blower protection (75.0%); no actions will be taken even if corruption is reported (74.2%); lack of evidence to prove corrupt practices (71.3%); the society does not reward those who report corruption (64.8%); and lack of clarity about corruption proceedings (62.9%).

Figure 5.31: Respondents' reasons for failing to report acts of corruption



Source: Survey analysis (2021)

Respondents were inquired to rate their level of agreement whether various government/non-government institutions have played their part to the full in combating corruption. The results are displayed in Table 5.14. The percentage of unfavorable responses (strongly/somewhat disagree) was considerably higher than positive responses (strongly/somewhat agree) for all institutions except Office of the Prime Minister and religious institutions. The highest unfavorable ratings go to Police (62.6%), followed by courts (55.4%), Non-Governmental

Organizations (53.9%), mass media (52.2%), ethics offices within institutions (51.3%), and Attorney General (51.2%).

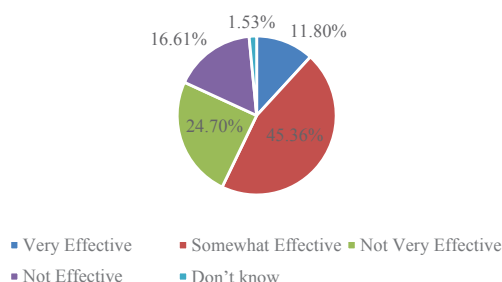
Table 5.14: Level of agreement as to whether institutions have played their part in combating corruption

Institution	Strongly	Somewhat	Undecided	Somewhat	Strongly	I
Mass media (newspapers and TV)	18.58	33.66	15.08	27.54	3.93	1.20
Police	30.49	32.13	13.11	19.89	3.50	0.87
Courts	22.95	32.46	13.99	23.72	3.93	2.95
Attorney General	21.91	29.24	14.24	22.67	4.27	7.67
Non-Governmental Organizations	21.75	32.13	12.90	19.13	3.61	10.49
Federal and Regional Audit Offices	20.33	26.12	15.52	22.30	4.37	11.37
Federal EACC	20.87	25.14	14.97	22.73	6.01	10.27
Regional EACC	19.13	26.34	15.85	25.46	6.89	6.34
Regional Attorney General's Office	18.91	29.29	14.97	21.86	4.70	10.27
Ethics offices in each bureau/office	20.77	30.49	14.54	22.95	5.57	5.68
Civic Society organizations	18.80	30.93	13.55	21.64	3.93	11.15
Professional associations	18.47	30.05	13.88	20.11	3.72	13.77
Religious institutions	11.26	21.86	17.92	32.68	14.32	1.97
Office of the Prime Minister	14.10	22.08	0.00	34.75	20.33	8.74

Source: Survey analysis (2021)

About 71% of respondents did have some knowledge about anti-corruption efforts of the government. When asked about the effectiveness of the same, 57.2% of these respondents forwarded their positive opinion (very/somewhat effective). However, 16.6% of them were of the opinion that the efforts were not effective (Figure 5.32).

Figure 5.32: Respondents' opinion on the effectiveness of the government's anti-corruption efforts



Source: Survey analysis (2021)

Respondents were inquired about what they can personally do to reduce corruption in Ethiopia (Table 5.15). Some personal actions cited were: abstain from paying bribes for public services (71.3%); refuse to make favors related with one's job to officials or their relatives (54.9%); and report corruption to the press (44.6%). Moreover, 97.8% of respondents replied negatively to the proposition that there is nothing they can do to reduce corruption.

Table 5.15: Percentage distribution of what respondents can personally do to reduce corruption

Personal actions	No	Yes
Abstain from paying bribes for public services	28.74	71.26
Report corruption to the press	55.41	44.59
Refuse to make favors to officials/their relatives related with my job	45.14	54.86
Report corrupt behavior of public officials to anti-corruption center	58.91	41.09
Report corrupt officials' behavior to competent authorities	58.80	41.20
File a lawsuit against corrupt officials	61.53	38.47
Participate in awareness campaigns against corruption	61.64	38.36

Participate and support anti-corruption educational campaigns	64.37	35.63
There is nothing I can do	97.81	2.19

Source: Survey analysis (2021)

When asked if they do believe that appointing women in areas vulnerable to corruption helps to reduce corruption in their organization, 83.7% of interviewees responded affirmatively. Almost a similar percentage of them (83.5%) were of the opinion that the same is true for all institutions in the country as a whole.

5.15. Summary

Performance evaluation and promotion

Even though the majority of respondents reported that their performance was formally evaluated more than once per year, about one-fifth of them claimed that promotions were not related to performance evaluation at all. Over 80% of respondents cited each of merit, educational level and length of service as important criteria in determining how individual staffs get hired, promoted, remunerated or given opportunities for training in their organization. However, it is worrisome that about a quarter of them cited relationship with supervisors and political connection as important criteria. On the other hand, over three-fourth of respondents disclosed that providing gifts/gratification to supervisors was not considered as an important criterion.

Another disturbing finding was that about 20% of respondents disclosed the presence of interference by elected officials, their appointees, or political party officials in hiring or promotion decisions in their organization in the past five years. To make matters worse, 45.3% of those who have witnessed such incidents reported that the incident was complied, while only 16.8% of them replied that the incident was ignored.

Budget and procurement management

About three-fourth of respondents rated the budget management decision-making process in their organization as somewhat/completely clear and transparent. But still there were 14.7% of sampled interviewees who rated the same as unclear, and 8.0% who reported that the process lacks transparency. Moreover, half of respondents who were involved in budget management disclosed that budget management decisions are only occasionally audited, while 12.1% of them said the same has never been audited.

About 43% of respondents who were involved in procurement management plan preparation, implementation and evaluation in their organization reported that exceptions to requirements for competitive bidding have sometimes been made or all the time. When asked how common is for enterprises/suppliers to pay gratification to their organization in order to win a procurement contract, 43.1% of them disclosed that gratifications have never been paid. In contrast, about a third of respondents admitted that gratifications were paid for the said purpose (be it always or sometimes).

Complaints handling

About two-thirds of respondents reported that their organization has clearly defined complaints handling and redress mechanisms for service users/customers, and over three-quarter of them disclosed that the same was effective/very effective. However, about two-fifth of interviewees reported that complaints from the public have never led to disciplinary action for erring staff.

Challenges (problems) faced by the country today

According to respondents from public institutions, the top three grave challenges facing the country today are high cost of living and inflation (82.3%), unemployment (80.2%) and corruption (76.3%). On the other hand, drug abuse & trafficking; high cost of education; communicable diseases (e.g., HIV/AIDS);

poor sanitation; and lack of access to educational services were cited by over a quarter of respondents as minor problems or no problems at all.

Understanding and perception of corruption

All the corruption offenses listed under Corruption Crimes Proclamation No. 881/2015 were acknowledged as corruption by the overwhelming majority of respondents. Some of the offenses that received relatively less recognition include: corruption committed by arbitrators and other persons (16.4%); possession of unexplained property (11.4%); breaches of official secrecy (7.8%); and maladministration of governance of public enterprise work (5.5%).

Perception on presence and tolerance of corruption

About 90% of respondents perceived that there is some kind of corruption in public institutions/enterprises, followed by private institutions (69.7%), CSOs/NGOs (65.9%) and media institutions (57.8%). The perception for religious institutions was almost equally split into two opposing views (about 45% each).

About a quarter of survey respondents reported that they have heard of someone (including colleagues) who has been asked or given indication for gratification for a service in public institutions and enterprises during the past 12 months. This figure ranged from 2.5% to 5.6% for the other institutions. The majority of those who affirmatively responded to the occurrence of some form of bribery disclosed that it is very/fairly certain that the service would be obtained regardless of the type of institution. Moreover, an overwhelming majority of respondents (88.6%) reported that they never perceive corruption to be beneficial. Those who perceived corruption to be beneficial in certain circumstances cited the intention to make more money, get oneself (or family) a job, save time, and escape poverty as justified circumstances.

When asked how they would react if they were asked to give/receive a gratification, the overwhelming majority of respondents across all types of institutions under study claimed that they would never do it. The major reason for getting involved into acts of corruption for those who admitted that they would give gratifications was that there is no other way to obtain the services requested. Moreover, 33.3% and 25.0% of respondents cited the need to speed up the process as the reason for gratification payments to religious and media institutions, respectively. About a quarter of respondents admitted that they would give gratifications to CSOs/NGOs in order to make sure that services requested are obtained. For those respondents who claimed that they would never give/accept gratifications, the most dominant reasons were the high risk of getting punished and the intention to resolve issues through legal means across all institutions. In the case of religious institutions, however, the highest percentage of respondents (43.6%) cited moral/ethical issue as the reason for not doing so.

Experiencing corruptions

About 70% of all respondents reported that gratifications have never been paid by service users (private citizens, domestic enterprises as well as foreign enterprises) for a public service in their organization. However, 18.7% and 17.0% of them disclosed that private citizens and domestic enterprises did pay gratifications (be it sometimes or always), respectively. This figure was relatively lower (13.7%) for foreign enterprises. When asked about the source of initiation when gratifications were paid, about half of all respondents reported that the government official/employee indicated or asked for a payment, while 32.6% of them claimed that service users offered payments of their own accord. Moreover, about 44% of interviewees believed that gratifications were shared among colleagues, while 41.3% of them reported that it was shared among supervisors/superiors.

Respondents were asked how common it was for people that are qualified to work in the public sector to pay gratification in order to get appointed in their organization. The majority of respondents claimed that such practices were never entertained, while 27.0% of them admitted that such incidents sometimes occur in their institution. More than a quarter of respondents also aired their concern that forged (or false) educational certificates/credentials have sometimes been used to get employment/post in their organization.

Trend and status of corruption

46.7% and 40.0% of respondents felt that the current level of corruption in their organization and in the whole country is somewhat lower than compared to that some five years ago, respectively. In contrast, 36.6% of interviewees were of the opinion that the current level of corruption in Ethiopia is somewhat or much higher than that of five years ago. When asked to describe the gravity of the level of corruption in Ethiopia today, about two-thirds of respondents were of the opinion that it is a serious/very serious problem. When asked to compare the government's desire and will to combat corruption today with that of five years ago, the majority of respondents (55.3%) were of the opinion that it is much/somewhat higher today, while 27.2% rated the same as somewhat/much lower. Respondents were almost equally split between two opposing views regarding the proposition that corruption has become part of our daily life in Ethiopia.

Trend and status of corruption

Respondents perceived greed and desire to get more (92.0%); ambition to become rich quickly (88.7%); erosion of ethics or moral value (85.1%); limited employment opportunities (81.5%); abuse and misuse of power (79.1%); and lack of law enforcement practice (78.9%) as major causes of corrupt practices in Ethiopia. Moreover, at least two-fifth of respondents perceived that the current level of corruption as a result of limited employment opportunities; ambition to

become rich quickly; and greed/desire to get more has increased as compared to the level observed five years ago.

Most prevalent forms of corruption

The most prevalent forms of corruption that respondents have witnessed in the past 12 months in their organization include: undue delay of matters (39.4%); maladministration of governance of public enterprise work (38.7%); maladministration of governance of public enterprise work (33.4%); traffic in official power or responsibility (17.0%); acceptance of undue advantages (15.9%) and bribery (15.4%). On the other hand, the least witnessed forms of corruption in own organization were corrupt electoral practices (4.9%); giving things of value without or with inadequate consideration (5.75%); and use of pretended authority (5.8%). Moreover, at least 50% of respondents reported that the use of pretended authority; illegal collection or disbursement; forgery of official or public organization documents; and suppression of official or organizational documents in their organization was much/somewhat higher compared to the level observed five years ago. Forms of corruption that were rated as much/somewhat lower include unlawful disposal of objects in charge (37.9%) and appropriation/misappropriation in the discharge of duties (36.5%).

Quality and integrity of public service providers

a) Institutions under the executive arm of government

Institutions under the executive arm of government that were rated highly unfavourably (very poor) with respect to the quality of the services include Security, Emigration and Refugee Affairs Authority (22.2%); Ethiopian Electric Power Corporation (20.2%); and Ethiopian Electric Utility (19.9%). In particular, the services provided by the latter two institutions were rated as poor by 43.0% and 38.1% of respondents, respectively. Institutions that received favourable responses (good/very good) by more than 70% of interviewees were private

banks, Ethiopian Investment Commission, Ethiopian Postal Service Enterprise, Ethio-Telecom, Commercial Bank of Ethiopia and Attorney General. Concerning the integrity/honesty of institutions visited by respondents in the past 12 months, except Ethiopian Electric Power Corporation, Ethiopian Electric Utility, Social Security Agency and Security, Emigration and Refugee Affairs Authority, all other service providers under study were rated favourably (honest/very honest) by more than 50% of interviewees.

The percentage of respondents who were satisfied with the manner in which their complaint regarding the quality of services in the past 12 months was processed (or handled) was lower than those who were dissatisfied – probably an indication that service providers under study were not doing a good job in handling complaints. In particular, a good number of respondents were not satisfied with the manner in which their complaint was handled in Ethiopian Electric Utility, Ethiopian Electric Power Corporation and Regional Civil Service Bureaus. When asked if they were satisfied with the outcome, the highest frequency of respondents who filed complaints replied negatively.

b) Institutions under the judicial arm of government

For institutions under the judicial branch of government, the quality of the services provided was favourably rated for Regional Supreme Court (83.3%) and Woreda First Instance Court (52.3%). Federal Supreme and High courts also received average and above average ratings. In contrast, two-fifth of respondents reported that the quality of services they received at City Dwellers Court was poor or very poor. Pertaining to integrity/honesty of the institutions, over 55% of respondents forwarded favourable ratings to Regional Supreme Court, Zonal High Court and Woreda First Instance Court. Moreover, all respondents who visited Federal Supreme Court and Sharia Court categorized the institutions as honest or very honest. On the other hand, the responses for City Dwellers Court were equally split between those who rated the institution as honest and dishonest.

c) Institutions under the legislative arm of government

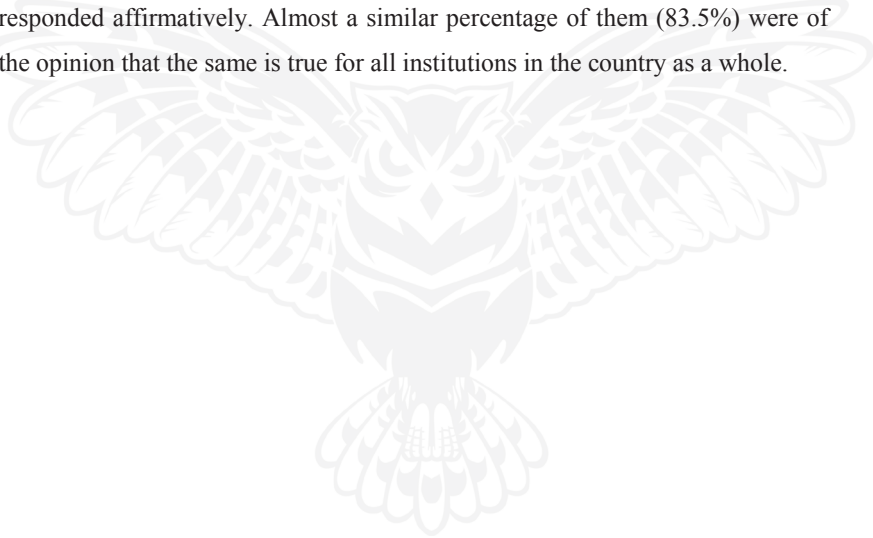
Few (less than 10) respondents from public organizations and enterprises have visited each of the institutions under the legislative branch of government in the last 12 months. Favourable responses (good) concerning the quality of services rendered were forwarded by the highest frequency of respondents to House of Peoples Representatives, Institution of the Ombudsman and Federal Ethics and Anti-Corruption Commission. The quality of services rendered by Parliamentary Committees was rated as average by six out of seven interviewees who visited the same. Regarding the integrity of institutions under the legislative branch of government, the highest frequency of respondents was of the opinion that the institutions were honest. An exception was Ethiopian Broadcasting Authority where none of the two respondents forwarded favourable ratings.

Reporting corruption and efforts to combat corruption

Respondents were asked how difficult reporting corruption was and whether they felt protected when reporting acts of corruption. Close to half of all respondents who have reported acts of corruption claimed that the process of corruption reporting was extremely difficult. Only 4.3% of them replied that the process was very easy. When asked whether they felt protected from potential harassment, the majority of them (61.4%) replied that they didn't. About 52% and 40% of those who reported acts of corruption also reported that they were very/somewhat satisfied and strongly dissatisfied with the feedback. The major reason cited for failure to report acts of corruption to the relevant authorities was potential harassment and reprisals (90% of respondents). Some other most cited reasons were: lack of whistle-blower protection (75.0%); absence of actions even if corruption is reported (74.2%); lack of evidence to prove corrupt practices (71.3%); society's failure to reward (acknowledge) those who report corruption (64.8%); and lack of clarity about corruption proceedings (62.9%).

Regarding respondents' level of agreement as to whether various government/non-government institutions have played their part to the full in combating corruption, the highest unfavourable ratings (strongly/somewhat disagree) go to Police (62.6%), followed by courts (55.4%), Non-Governmental Organizations (53.9%), mass media (52.2%), ethics offices within institutions (51.3%), and Attorney General (51.2%). Favourable responses were forwarded to Office of the Prime Minister and religious institutions.

When asked if they do believe that appointing women in areas vulnerable to corruption helps to reduce corruption in their organization, 83.7% of interviewees responded affirmatively. Almost a similar percentage of them (83.5%) were of the opinion that the same is true for all institutions in the country as a whole.



6. FINDINGS FROM PRIVATE/BUSINESS INSTITUTIONS

6.1. Respondent's Profile

The study targeted private businesses that operate in economic and social sectors in Ethiopia. The sample population was 1,100 firms spread across nine regions and two city administrations of Ethiopia. More specifically, the majority of the sample was recruited from Oromia (25%), followed by Amhara (19%), SNNP (18%), Somalia (10%), Addis Ababa (8.8%), Afar (6.1%), Benishangul Gumuz (4.4%), Dire Dawa (3.2%), Gambella (2.9%), and Harari (2.1%). As shown in Table 1, of the total surveyed individuals, 823 (75%) were male and 277 (25%) were female. Concerning the age of respondents, people aged between 17 and 30 years were the largest proportion (47%) of those surveyed while people aged between 51 and 90 years comprised only 7.4 %. In terms of education, the majority of the respondents (36%) had completed secondary school and another 24% had got college or university first degree. It is further observed that primary education was attained by 18% of the respondents and vocational/technical school by 12% of the respondents. 5.5% of the respondents had no formal education i.e. unable to read and write. On the question of marital status, more than half of the respondents (70%) were married while 29 % were single. On the distribution of the respondents by their experience in the company, a large proportion of the respondents had 0—5 years of experience comprising 65% while those with 6—10 years of experience in the company comprised 21%. The survey respondents largely comprise individuals at top-level management of the company (38%) followed by mid-level experts (19%).

Table 6.1: Demographic information

Characteristic	Respondents (%)
Region	
Addis Ababa	8.8
Afar	6.1
Amhara	19
Benishangul Gumuz	4.4
Dire Dawa	3.2
Gambela	2.9
Hareri	2.1
Oromiya	25
Snp	18
Somali	10
Sex of respondent	
Male	75
Female	25
Age of the respondents	
17—30 years	47
31—40 years	31
40 – 50 years	15
50—90 years	7.4
Highest level of education	
No formal education (Unable to read and write)	5.5
Religious/informal education (Able to read and write)	1.7
Primary School	18
Secondary school	36
Vocational/technical school	12
College or University first degree	24
Post-graduate and above	2.4
Marital Status	

Characteristic	Respondents (%)
Single	29
Married	70
Widowed	0.4
Separated	<0.1
Divorced	0.8
Experience of the respondent in the company	
0—5 years	65
6—10 years	21
11—20 years	12
21—60 years	2
Position grade/level	
Top-level management	38
Mid-level management	17
Senior expert-officer (more than 5 years of experience)	13
Mid-level expert/officer (2-5 years of experience)	19
Junior/entry-level (Less than two years)	8.7
Others	3.4

Source: Survey analysis (2021)

Table 6.2 presents the characteristics of the surveyed firm. As shown in the table, the majority of the firms (44%) aged between 11 and 20 years while younger firms (0—5 years) comprised only 9.8 %. The majority of the firms (84%) in the survey were sole proprietor ships while shareholders and private limited companies account for 8.6% and 6.9% of the surveyed firms respectively. These companies operate in different sectors including, manufacturing firms (13.5 %), service (35%), and trade (31.4 %). On the question of export and import, 2.2% of the respondents indicated that the firm exports some of its products while 1.2% of the firm imports raw materials. As shown in the table, government and foreign

ownership comprised a negligible proportion of the surveyed firms. Therefore, this survey largely captured the perception of domestic and private-owned firms.

Table 6.2: Characteristics of the firm

Characteristics	Respondents (%)
Age of the firm	
0—5 years	9.8
6—10 years	31
11—20 years	44
21—100 years	15
Legal structure of the firm/enterprise	
Sole proprietorship	84
Private Limited Company	6.9
Share company	8.6
others	0.5
Sector in which the firm operates	
Manufacturing	13.5
Services	35
Trade	31.4
Others	17.7
Construction	1.7
Government ownership	1.1
Foreign ownership	0.6
export	2.2
Import	1.2

Source: Survey analysis (2021)

The subsequent section presents the results of the survey on the major challenges facing business entities, forms, status, trends and causes of corruption in their

business and the country. Besides, it presents the key findings on the quality and integrity of public institutions obtained from business (private) entities.

6.2. Procurement and sales

Respondents were asked if the firms import some or all of its inputs such as raw materials, equipment as well goods for re-export. Of the total sample, 13 or (1.2%) of the respondents reported to have been engaged in importing raw materials. These respondents were asked the number of days it normally takes from the time that goods arrive at the point of entry (e.g. port, airport) until the time they can claim from customs. The results are presented in the following Table 6.3. As shown in the table, the largest proportion of the respondents (38%) indicated that it normally takes between 0 and 5 days while one-third of the respondents reported that it took between 21 and 30 days.

Table 6.3: Number of days it take to collect from customer

Number of days	Respondents (%)
0—5 days	38
6—10 days	7.7
11—15 days	7.7
16—20 days	0
21—30 days	31
31—90 days	15

Source: Survey analysis (2021)

When asked how long the pre-shipment inspection process takes, the response of the respondents ranges from 1 to 30 days. For the majority of the respondents (77%), however, it took them between 0 and 5 days. Respondents were further asked to indicate what percentage of the total costs of importation are official

fees. The response of the respondents ranges from 0 to 100 percent but the majority of the respondents (31 %) reported that 100% of the total costs of importation are official fees while 15% of the respondents indicated that three fourth of the total cost of importation goes to official fees.

Respondents further asked what percentage of their total costs of importation are unofficial charges habitually associated with importation. In this realm, one respondent reported that 100% of the total cost of importation while 4 respondents reported zero percent. Most of the respondents (46), however, indicated that the percentage of unofficial charges ranges between 0 and 25 % (see Table 4).

Table 6.4: Percentage of unofficial charges

Percentage of unofficial charges	Respondents (%)
0 to 25 percent	46
26 to 50 percent	0
51 to 75 percent	0
76 to 90 percent	31
91 to 100 percent	23

Source: Survey analysis (2021)

The survey further asked respondents what percentage of goods imported the firm lose during shipping due to breakage, theft, or other causes. While 46% of the respondent answered zero, 30 % of respondents reported that 5 % of goods imported the firm lose during shipping due to breakage, theft, or other causes.

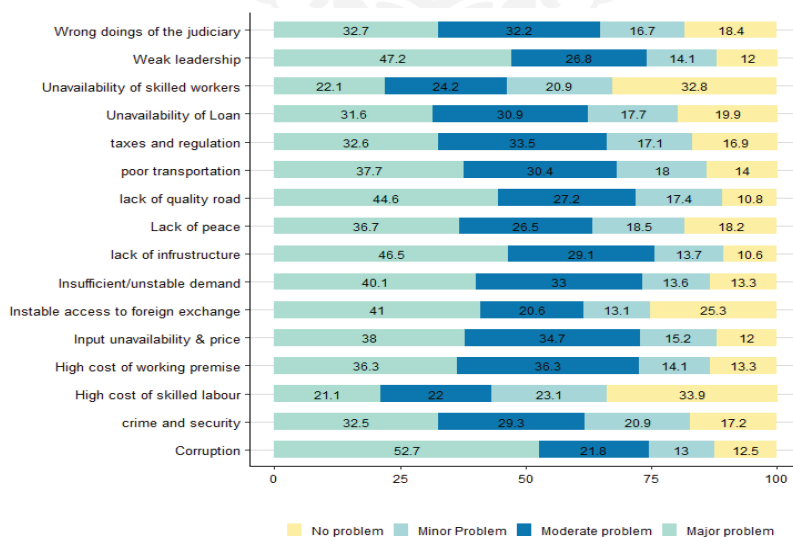
When asked whether the firm was exporting 5 years back, only one respondent admits that his/her firm was exporting 5 years back and 50 % of his/her total sales were from exports. When samples were asked whether their firm export nowadays, only one respondent concurred that his/her firm engages in the export of goods and service and 25 % of his/her total sale is from export. This respondent indicated that unofficial charges habitually associated with exportation account

100% of his/her total costs of exportation, indicating he/she hadn't incurred official fees.

6.3. Major challenges facing business (private) enterprises

The respondents were presented with a list of challenges and asked to what extent these challenges affect the operation and growth of the private enterprises. As indicated in Figure 52, more than half (52%) of the respondents pointed out that corruption is a major challenge facing business entities in their operation and growth, followed by weak leadership and lack of infrastructure as the second and third major problems. Among the list of challenges below, the least serious challenge reported by business enterprises is high cost of skilled labor, unavailability of skilled workers and unavailability of loans. An analysis by region also shows a similar pattern in that corruption is considered as the major challenge facing business entities. For instance, 63 % of the respondents in Addis Ababa, 74% in Dire Dawa, 77 % in SNNP and 70% in Harari agree that corruption is a major problem.

Figure 6.1: Respondents perception on major problems facing business entities



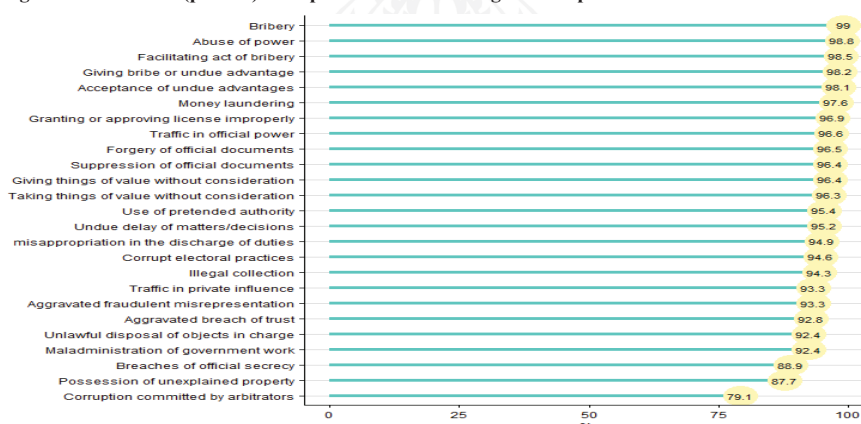
Source: Survey analysis (2021)

The survey further asked respondents to rate the three most difficult challenges their business experience in its operation and growth. Nearly a quarter of the respondents (23.75 %) mentioned corruption as the most difficult challenge their business has encountered. Twelve (12 %) of the respondents indicated the lack of quality roads and networks as the second most important challenge. Respondents also reported lack of infrastructure (e.g. telephone) as the third most difficult challenge faced by their business (private enterprises).

6.4. Business (private) enterprises understanding of corruption forms

To assess private entities' understanding of the various forms of corruption in Ethiopia, the respondents were presented with a list of corruption forms and asked to indicate whether they consider those listed forms as corruption. Overall, the survey result shows that respondents are fully aware of corruption forms that are prevalent in Ethiopia (see Figure 6.2). Indeed, nearly all respondents (99%) consider bribery and abuse of power or responsibility as a form of corruption. Corruption committed by arbitrators and other persons is the least perceived (79%) forms of corruption by business entities.

Figure 6.2: Business (private) enterprises' understanding of corruption forms



Source: Survey analysis (2021)

An analysis of understanding of corruption by gender is quite interesting and indicates that there is no significant difference between male and female respondents as shown in Table 6.7.

Table 6.5: Business (private) enterprises' understanding of corruption forms by Gender

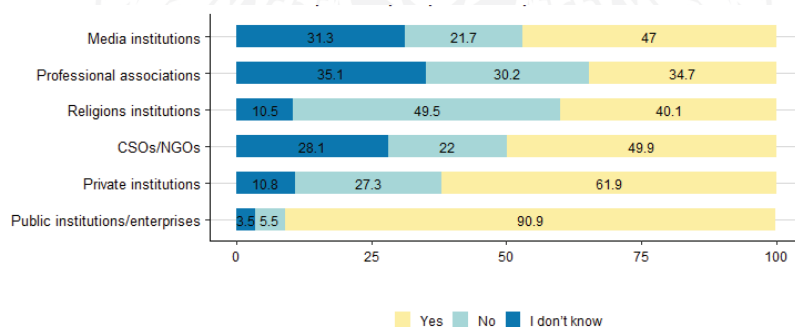
List of Corruption forms	Respondents (%)	
	Male	Female
Abuse of power or responsibility	99	98
Bribery	99	99
Acceptance of undue advantages	99	96
Corruption committed by arbitrators and other persons	79	80
Maladministration of government or public enterprise work	93	91
Unlawful disposal of objects in charge	93	91
Appropriation and misappropriation in the discharge of duties	95	94
Traffic in official power or responsibility	97	94
Illegal collection or disbursement	95	91
Undue delay of matters/actions	97	91
Taking things of value without or with inadequate consideration	97	95
Granting or approving license improperly	98	95
Possession of unexplained property	87	88
Breaches of official secrecy	89	88
Forgery of official or public organization documents	97	96
Suppression of official or organizational documents	97	94
Giving bribe or undue advantage	98	97
Giving things of value without or with inadequate consideration	97	95
Facilitating act of bribery	99	98
Use of pretended authority	96	93
Traffic in private influence	94	91
Corrupt electoral practices	95	93

Aggravated breach of trust	94	90
Aggravated fraudulent misrepresentation	94	92
Money laundering	98	96

6.5. Perceptions of business (private enterprises) on presence and tolerance of corruption

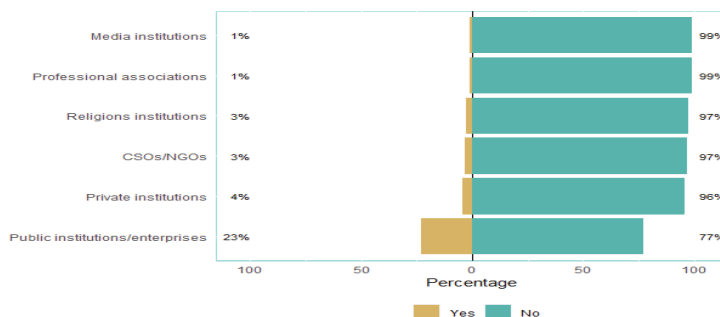
The survey aimed to examine the perception of business entities on the presence and tolerance of corruption in various institutions including professional associations, media institutions, CSOs/NGOs, private institutions, religious institutions and public institutions. Thus, respondents were asked their perception of the presence of any kind of corruption in these institutions. As indicated in Figure 6.3, a large majority of the respondents (91%) are of the view that corruption is prevalent in public institutions followed by private institutions (62%) and CSOs/NGOs (50%) respectively.

Figure 6.3: Respondents' perception of corruption on different institutions



Source: Survey analysis (2021)

Respondents were further asked if they had heard of anyone being asked/given indication for gratification for a service from the above institutions in the past 12 months their response is presented in the following Figure 6.4. As shown in the figure, 23% of the respondents indicated that they had heard of someone being asked/given indication for gratification for a service from public institutions.

Figure 6.4: Percentage of respondents who had heard of someone asked of gratification

Source: Survey analysis (2021)

Respondents were asked how certain was it that the service is obtained if someone had paid a gratification to the employee/ representative of the above-listed institutions in order to obtain any service. Their response is presented in the following Table 6.8.

Table 6.6: Respondents' rating on the certainty of service after gratification payment

List of institutions	Respondents (%)			
	Very certain	Fairly certain	Somewhat uncertain	Extremely uncertain
Public institutions/enterprises	17	47	27	6.7
Private institutions	24	45	27	4.1
CSOs/NGOs	26	40	26	5.7
Religions institutions	16	53	22	3.1
Professional associations	0	57	21	7.1
Media institutions	0	57	29	14

Source: Survey analysis (2021)

Of those respondents who said that someone has paid a gratification, they were asked to indicate the amount paid³. The result is presented in the table below

³ Note that no information is available for religious institutions.

(Table 6.9). As shown in the table, the maximum amount paid was for public institutions.

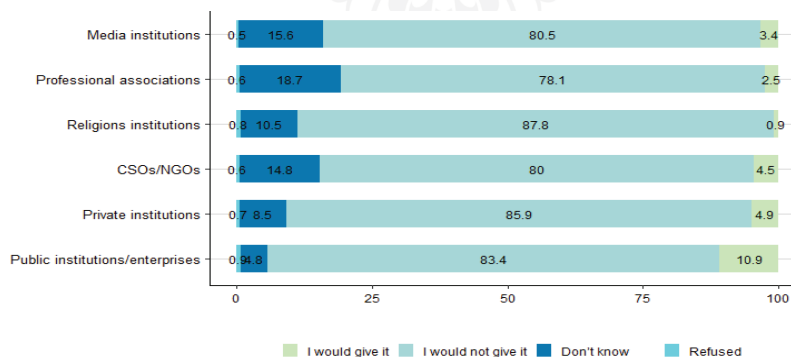
Table 6.7: Amount paid to different institutions

Amount Paid (Ethiopian Birr)	Respondents (%)				
	Public institutions	Private institutions	CSOs/NGOs	Professional association	Media institutions
100---1000	18	17	29	0	0
1001---5000	28	50	0	100	0
5001---10,000	18	11	14	0	0
10,001---50,000	30	17	43	0	100
50,001---200,000	1.20	5.60	14	0	0
200,001 --- 1.5 million	6.20	0	0	0	0

Source: Survey analysis (2021)

Respondents were further asked about their reaction if they were asked to give/receive gratification (money, gift, asked for an exchange of favor, etc.) from the listed institutions. As demonstrated in Figure 56, the majority of the respondents maintained that they would not give while less than 11% of the respondents said that they would give.

Figure 6.5: Respondents' reaction if they were asked to give/receive a gratification



Source: Survey analysis (2021)

As shown in the following Table 6.10, several reasons were listed for giving/receiving gratification by the respondents. Among the main reasons, most of the respondents (64% for public institutions & 48% and 50% for private and CSOs institutions respectively) indicated that they would pay gratification because there is no other way that they can obtain the services from the institutions. The second most dominant reason for giving/receiving gratification by the respondent was to speed up the process.

Table 6.8: Respondents' reason for giving gratification

Reasons for giving	Respondents (%)					
	Public institutions	Private institutions	CSOs/ NGOs	Religions institutions	Professional associations	Media institutions
Everyone gives	5.80	9.30	10	20	14	11
There's no other way I can obtain the service	64	48	50	50	36	27
I would be able to negotiate a lower price	4.20	3.70	0	0	7.10	14
To speed up the process	19	35	28	0	39	35
To be sure I get what I need	6.70	3.70	12	30	3.60	14

Source: Survey analysis (2021)

Of those respondents who said that they would never give/accept gratification, more than one-third of the respondents mentioned the high probability of getting punished and the intention to resolve the issue through legal means as the main reason for not giving gratification. Some 30 % of the respondents also cited unacceptability of corruption as the main cause of not giving/receiving gratification (see Table 6.11).

Table 6.9: Respondents' reason for not giving/receiving gratification

Reasons	Respondents (%)					
	Public institutions	Private institutions	CSOs /NGOs	Religions institutions	Professional associations	Media institutions
There is a high risk to be punished	35	35	36	29	37	36
It is unacceptable for me	27	27	29	41	31	29
I will try to resolve the issue through legal means	36	37	33	27	30	33
I have no money/means	0.5	0.6	0.8	0.4	0.5	0.5
Other	1	0.5	0.6	2.10	0.6	0.6

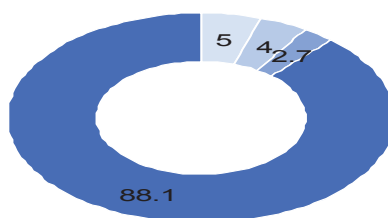
Source: Survey analysis (2021)

Respondents were asked whether corruption is beneficial in certain circumstances. A great majority of the respondents (88%) indicated that corruption is not beneficial in any circumstance while the remaining proportion of respondents perceive that it is beneficial in certain circumstances. In this regard, 4% of the respondents perceive corruption to be beneficial for the taker while 2.7% of the respondents stated that it is beneficial for the giver. Five percent of the respondents have the opinion that corruption is beneficial for both (Figure 6.6).

Figure 6.6: Respondents perception on the benefit of corruption

Corruption is beneficial in certain circumstances

■ No
■ Yes, for the giver
■ Yes, for taker
■ Yes for both



Source: Survey analysis (2021)

Of those respondents who perceived that corruption is beneficial, the survey asked them to state their opinion on what kind of circumstances this is the case. The majority of the respondents (50%) concurred it is beneficial to make more money, 44% of the respondents stated to save time and 43% of the respondents reported it is beneficial to escape from poverty (See Table 6.12).

Table 6.10: Circumstances where corruption is beneficial

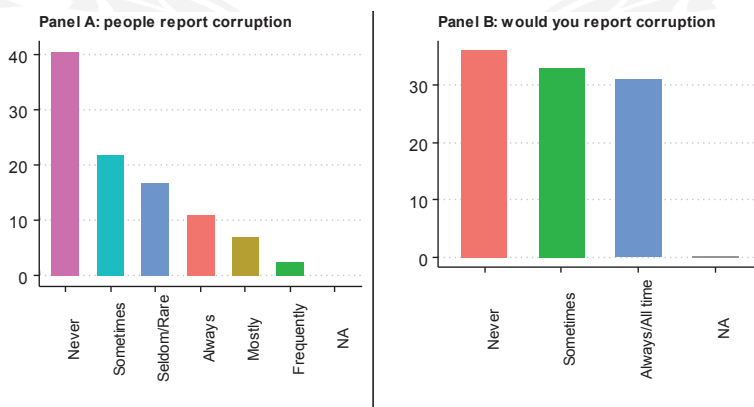
Circumstances	Respondents (%)
To make more money	50
To get oneself or family a job	42
To save time	44
To escape poverty	43
To get preferences in government bids	24
To get preferences organizations other than government bids	13

Source: Survey analysis (2021)

The survey also asked respondents about their opinion about people's corruption reporting practices whenever they experienced it. As shown in Figure 6.7 (Panel

A), the largest proportion (41%) of the respondent believed that people never report corruption while some 22% perceived that people report corruption sometimes. Only 12 % of the respondent was the opinion that people always report corruption. Panel B of Figure 6.7 presents the response of respondents about their own corruption reporting practices. In this regard, more than one-third of the respondents (36%) stated that they would never report even though they would witness a corrupt act by any person today or in the future. Thirty-three percent of the respondents said that they would report sometimes while 31% of the respondents indicated that they would report all the time.

Figure 6.7: Respondents' perception on corruption reporting practice



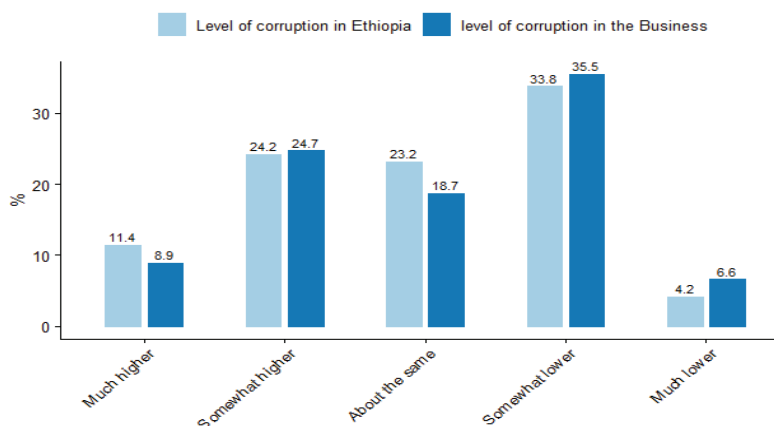
Source: Survey analysis (2021)

6.6. The status and trends of corruption in business (private) enterprises and Ethiopia

The survey aimed to understand the level and trends of corruption in the respective business (private) enterprises and the overall status in Ethiopia. To this end, the respondents were asked their perception about the level of corruption in their business today compared to five years back. As shown in Figure 6.5 (Panel A), more than one-third of the respondents (36 %) of the respondents concurred

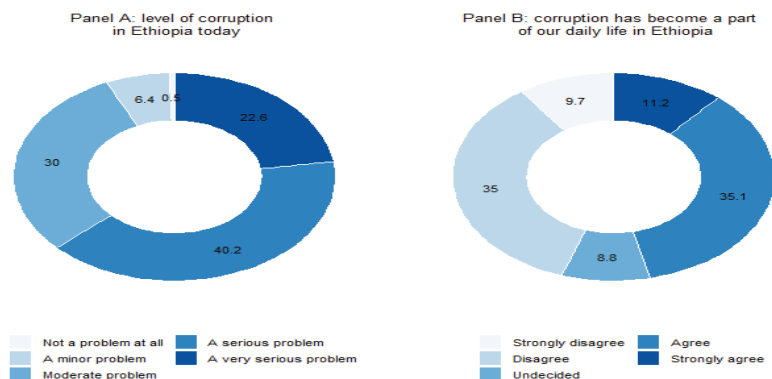
that corruption level in their respective business or private enterprises be somewhat lower compared to some five years back. On the other hand, a quarter of the respondents (25 %) attest corruption levels to be somewhat higher in their respective business (private) entities. Regarding the case in Ethiopia, over one-third of the respondents (34 %) of the respondents perceive that corruption level in Ethiopia to be somewhat lower compared to some five years back while 26% believed that it is somewhat higher (see Figure 59).

Figure 6.8: Respondents' perception of the status of corruption in business (private) enterprises and in Ethiopia compared to five years ago



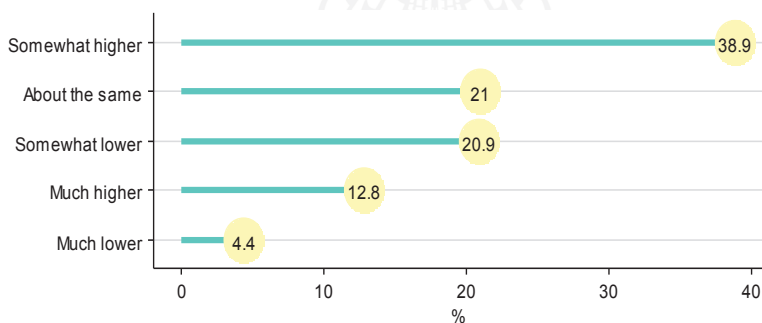
Source: Survey analysis (2021)

The majority of the respondents (40 %) also consider corruption a serious problem in today's Ethiopia (see Figure 6.9 panel A). Although over one-third of the respondents agreed with the view that corruption has become a part of our daily life in Ethiopia, the same percentage of the respondents disagreed (see Figure 6.9 panel B).

Figure 6.9: respondents' perception of level of corruption Level of corruption

Source: Survey analysis (2021)

Survey participants were asked their opinion about the government's desire and will to combat corruption in Ethiopia compared to five years back. As shown in the following figure (Figure 6.10), 39 % of the respondents believed the government's will and desire in fighting corruption to be somewhat higher compared to five years back while 21% of the respondents believed that it is somewhat lower. Yet, 21% of the respondents believed it is the same and another 13 % considered the government's effort to be much higher than five years back.

Figure 6.10: Respondents' perception of government's will and desire in combating corruption

Source: Survey analysis (2021)⁴

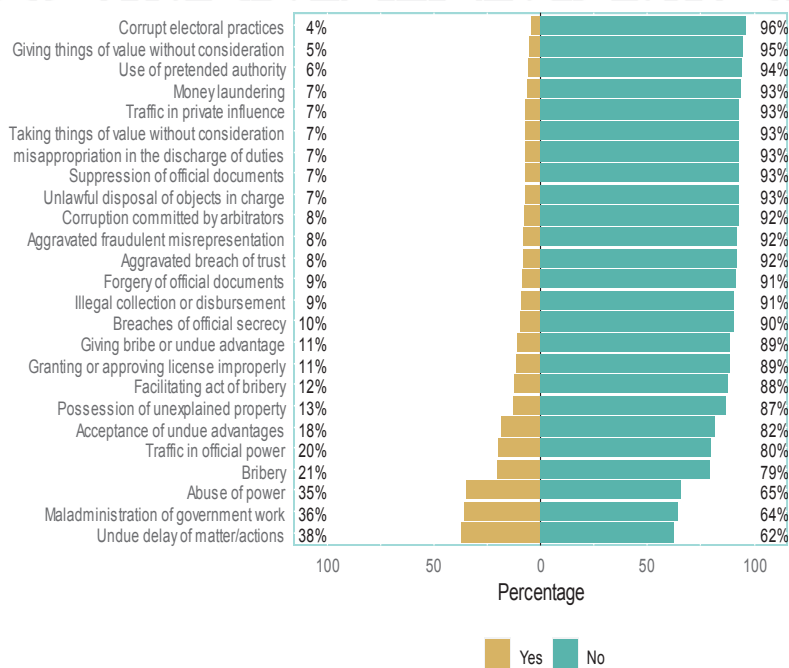
⁴ Note that percentages do not add up to 100 due to excluding of refusal and "Don't Know" answers.

Looking at the gender dynamics, a slightly higher number of males (40 %) considered the government's desire and will to fight corruption to be somewhat higher compared to female respondents (35 %).

6.7. Perceived forms and causes of corruption

Respondents were asked which form of corruption they had witnessed in the past 12 months in their area. As indicated in Figure 6.11, 38% of the respondents indicated that they had witnessed undue delay of matters/actions in the past 12 months in their area while 36% reported that maladministration of government work and 35% had witnessed abuse of power. Corrupt electoral practices (4%) and giving things of value without consideration (5%) were the least witnessed form of corruption by business entities.

Figure 6.11: perceived forms of corruption



Source: Survey analysis (2021)

For those who had witnessed different forms of corruption, the survey asked them to compare the level of each form of corruption with five years back. As shown in Table 6.13, 46% of the respondents perceived that the level of money laundering and appropriation and misappropriation in the discharge of duties are somewhat higher now compared to five years back. On the other hand, at least 30 % of the respondents perceived that taking things of value without or with inadequate consideration, breaches of official secrecy and aggravated breach of trust are somewhat lower compared to five years back.

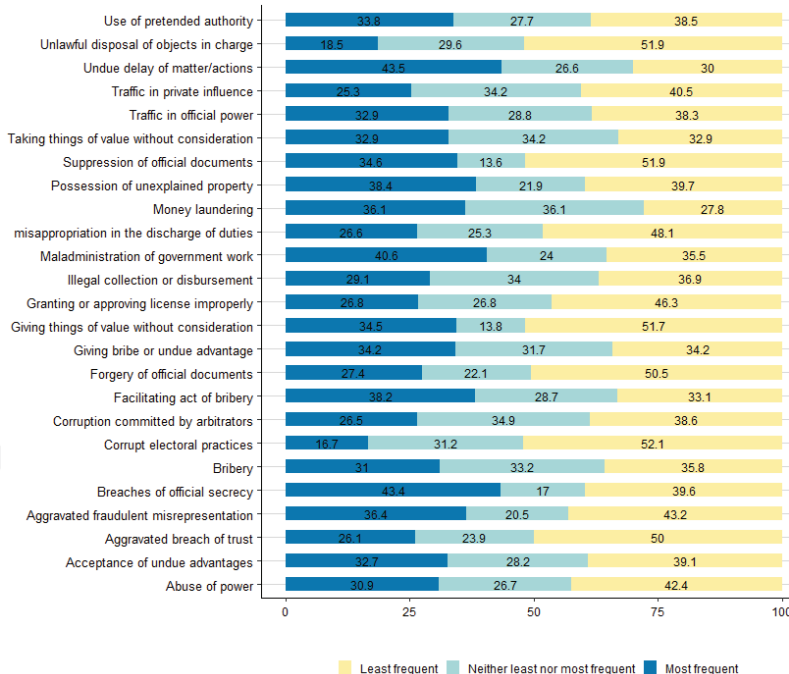
Table 6.11: Respondents' perception on forms of corruption compared to five years back

Forms of corruption	Respondents (%)				
	Much higher	Somewhat higher	About the same	Somewhat lower	Much lower
Abuse of power or responsibility	12	35	28	21	2.9
Bribery	13	37	26	21	3.5
Acceptance of undue advantages	12	37	26	22	3.0
Corruption committed by arbitrators and other persons	12	28	36	18	6.0
Maladministration of government or public enterprise work	14	35	29	21	0.3
Unlawful disposal of objects in charge	8.6	31	28	28	2.5
Appropriation and misappropriation in the discharge of duties	6.3	46	23	20	3.8
Traffic in official power or responsibility	18	31	32	18	1.8
Illegal collection or disbursement	15	36	26	19	3.9
Undue delay of matter/actions	15	33	31	19	1.2
Taking things of value without or with inadequate consideration	8.9	28	30	30	2.5
Granting or approving license improperly	11	30	32	24	2.4
Possession of unexplained property	18	34	21	21	6.2

Forms of corruption	Respondents (%)				
	Much higher	Somewhat higher	About the same	Somewhat lower	Much lower
Breaches of official secrecy	8.5	35	22	33	1.9
Forgery of official or public organization documents	14	38	29	16	3.2
Suppression of official or organizational documents	14	30	28	25	2.5
Giving bribe or undue advantage	11	40	28	17	3.3
Giving things of value without or with inadequate consideration	12	28	34	22	3.4
Facilitating act of bribery	15	31	33	18	2.2
Use of pretended authority	14	37	29	18	1.5
Traffic in private influence	15	32	27	27	0
Corrupt electoral practices	6.2	35	33	23	2.1
Aggravated breach of trust	10	25	30	34	1.1
Aggravated fraudulent misrepresentation	6.8	36	30	23	4.5
Money laundering	12	46	25	14	2.8

Source: Survey analysis (2021)

Respondents were further asked how often they observe the listed forms of corruption in their business. Their response is depicted in the following Figure 6.12. As indicated in the figure, the three most frequent forms of corruption as identified by the respondents are undue delay of matters (43%), breach of official secrecy (43%), and maladministration of government work (41%). More than half (52%) of the respondents believed that the followings forms of corruption are least frequent: corrupt electoral practices, unlawful disposal of objects in charge, Giving things of value without or with inadequate consideration, and Suppression of official or organizational documents

Figure 6.12: Respondents' perception on occurrence corruption forms

Source: Survey analysis (2021)

The respondents were asked their perception of the type of each of the witnessed forms of corruption. Their response is presented in Table 6.14. At least one-third of the respondents consider abuse of power or responsibility, traffic in official power or responsibility, possession of unexplained property and money laundering as individual grand. The top three forms of corruption considered by the respondents as individual petty include aggravated fraudulent misrepresentation (44%), aggravated breach of trust (43%), and unlawful disposal of objects in charge (38%). Suppression of official or organizational documents and illegal collection or disbursement were considered organized grand by 46% of the respondents. Thirty percent of the respondents deemed that acceptance of undue advantages is organized petty.

Table 6.12: Respondents' perception on different types of corruption

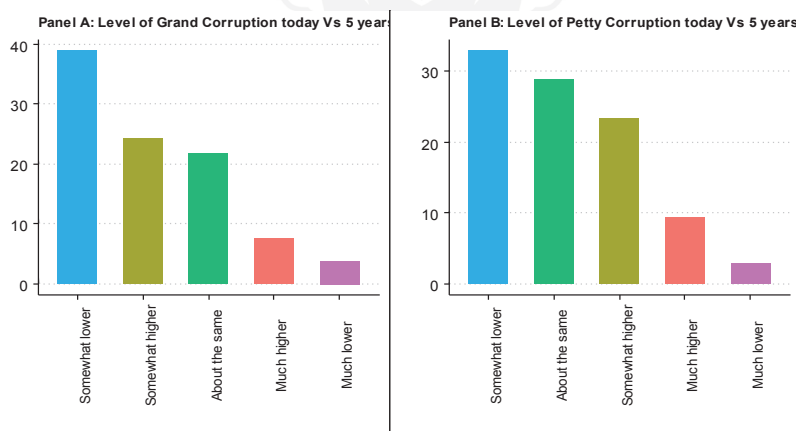
List of Corruption forms	Respondents (%)			
	Individual grand	Individual petty	Organized grand	Organized petty
Abuse of power or responsibility	38	25	23	13
Bribery	26	25	31	18
Acceptance of undue advantages	22	25	23	30
Corruption committed by arbitrators and other persons	20	36	29	14
Maladministration of government or public enterprise work	19	21	40	21
Unlawful disposal of objects in charge	27	38	26	8.6
Appropriation and misappropriation in the discharge of duties	15	28	44	13
Traffic in official power or responsibility	33	30	24	12
Illegal collection or disbursement	17	27	46	11
Undue delay of matter/actions	18	24	36	22
Taking things of value without or with inadequate consideration	23	18	42	18
Granting or approving license improperly	23	21	37	20
Possession of unexplained property	40	16	29	14
Breaches of official secrecy	18	33	37	12
Forgery of official or public organization documents	19	25	46	9.50
Suppression of official or organizational documents	17	20	47	16
Giving bribe or undue advantage	25	20	33	22
Giving things of value without or with inadequate consideration	14	28	38	21
Facilitating act of bribery	13	23	35	29
Use of pretended authority	31	35	25	9.2
Traffic in private influence	41	33	13	14
Corrupt electoral practices	19	25	38	19

Aggravated breach of trust	20	43	24	12
Aggravated fraudulent misrepresentation	18	44	26	11
Money laundering	36	17	40	6.9

Source: Survey analysis (2021)

The respondents were asked their perception about the level of both grand and petty types of corruption in Ethiopia today compared to five years back. As demonstrated in Figure 6.13 (panel A), 38% of the respondent consider grand corruption to be somewhat lower compared to five years back while a quarter of the respondent consider grand corruption to be somewhat higher now. The distribution of respondents' opinion about petty corruption was depicted in Figure 6.13 (panel B), and it indicates that one-third of the respondent perceive that the level of petty corruption is somewhat lower compared to the last five years while 28% of the respondents deemed that it is about the same compared to five years back.

Figure 6.13: Respondents' perception of different types of corruption compared to five years back

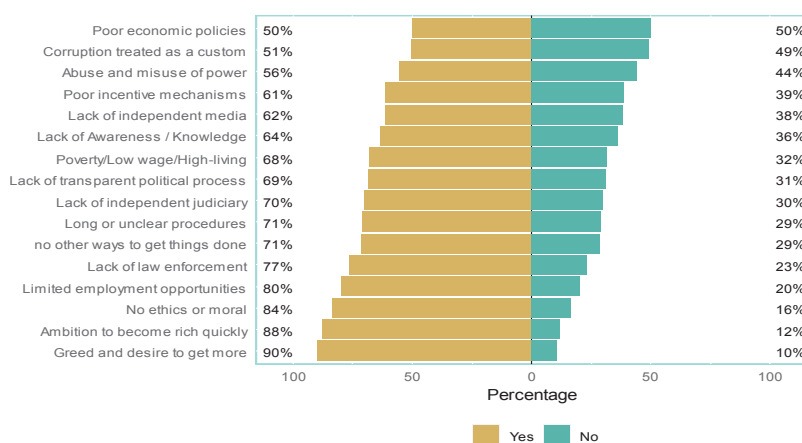


Source: Survey analysis (2021)

The respondents were presented with a list of causes of corruption and asked to indicate whether they consider those listed as the main causes contributing to

corrupt practices in Ethiopia. As depicted in Figure 6.14, greed and desire to get more is identified by the majority of the respondents (90%) as the main causes of corruption, followed by ambition to become rich quickly (88%) and No ethics or moral (84%). A relatively small percentage of the respondents (50%) identified Poor economic policies as a main cause of corruption.

Figure 6.14: Perceived causes of corruption



Source: Survey analysis (2021)

Furthermore, respondents were asked to rate the importance of each perceived cause of corruption, and the results are reported in Table 6.15. As indicated in the table, the majority of the respondents (more than 80%) believed that each of the perceived causes is an important or very important contributor to corruption. For instance, more than half of the respondents concurred that greed and desire to get more, limited employment opportunities, and ambition to become rich quickly to be very important causes for corruption.

Table 6.13: respondents' rating on the importance of each form of corruption

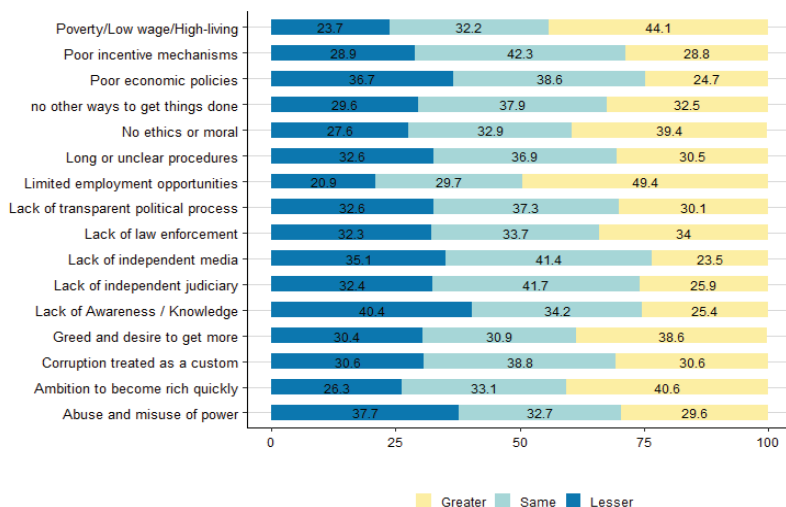
Causes of corruption	Respondents (%)			
	V. unimportant	Unimportant	Important	V. important
Greed and desire to get more	3.2	7.2	40	50
Lack of Awareness / Knowledge	3.7	12	48	36
Nonexistence of other ways to get things done	3.8	8.9	46	41
Limited employment opportunities	3	6.9	37	53
Poor incentive mechanisms like wage and promotion	3	10	44	43
No ethics or moral	2.3	4.6	40	53
Ambition to become rich quickly	3.1	5.3	36	55
Abuse and misuse of power	4.6	11	40	45
Long or unclear procedures of services	3.6	8.3	39	49
Lack of law enforcement and practice	3.8	5.6	37	54
Corruption being treated as a custom	3.2	10	45	41
Poor economic policies	1.8	7.8	48	42
Poverty/Low wage/High-living	3.5	6.9	38	51
Lack of transparent and accountable political process	3.6	5.5	40	50
Lack of independent and effective judiciary	2.7	5.8	45	47
Lack of independent & effective media	3.4	4.7	48	44

Source: A Survey Conducted by Frontieri, 2020/2021

Respondents were asked to compare the current level of corruption as a result of the identified causes to five years back. As indicated in Figure 6.15, corruption as a result of limited employment opportunities, poverty/low wage and ambition to become rich quickly were perceived to be greater by more than 50% of the respondents compared to five years back. While corruption as a result of lack of

awareness / knowledge, poor economic policies, abuse and misuse of power were considered to be lesser compared to five years back.

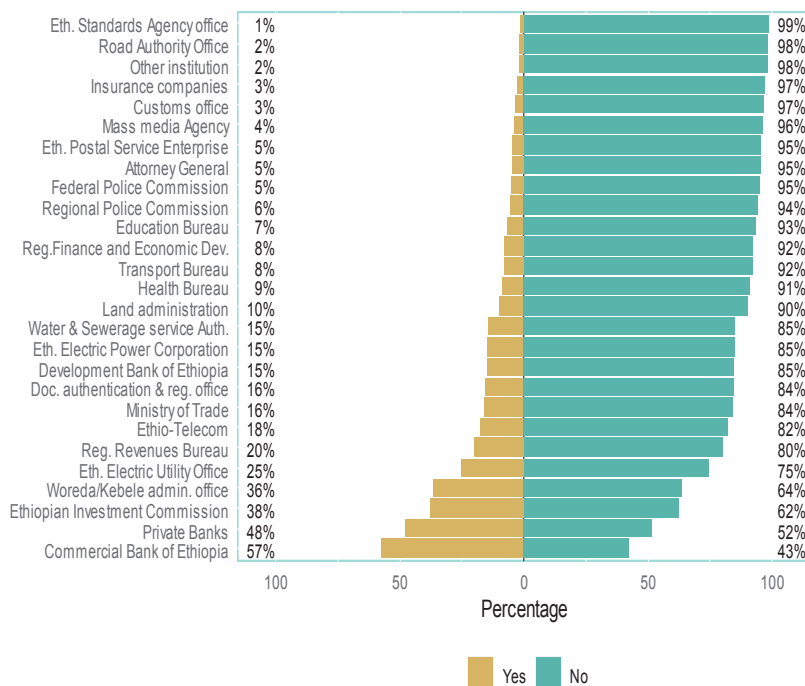
Figure 6.15: Respondents' perception on causes of corruption compared to five years ago



Source: Survey analysis (2021)

6.8. Quality and integrity of public service providers

Respondents were asked if they had visited public service-providing institutions listed in Figure 6.16 in the past 12 months. As shown in Figure 6.16, commercial bank of Ethiopia was visited by more than half of the respondents (57%) while private banks were visited by 48% of the respondents. The third most visited institution was Ethiopian Investment Commission (38%), followed by Woreda/Kebele administration office (36%) and Ethiopia Electric Utility office (25%). Only a few respondents (1%) reported having visited Ethiopia Standard Agency in the past 12 months.

Figure 6.16: List of most visited public service providers by private enterprise

Source: Survey analysis (2021)

The survey asked those respondents who visited the above public service provider to rate the quality of the service. As shown in Table 6.14, more than 50 % of the respondents rated the quality of each institution above average. More specifically, 29 % of the respondents rated the service of Ethiopia Investment Commission as very good while over half of the respondents rated it good. Conversely, 29% of the respondents rated the service of land administration as very poor.

Table 6.14: Respondents' rating on the quality of public service provider

Executive institutions	Respondents (%)				
	Very poor	Poor	Average	Good	Very good
Regional Bureau of Finance and Economic Development	4.7	30	36	26	3.5
Regional Revenues Bureau	4.1	24	31	38	3.2
Transport Bureau	9.2	34	39	15	2.3
Education Bureau	15	16	33	33	2.7
Health Bureau	4.1	21	36	32	7.1
Regional Police Commission	16	13	27	32	11
Federal Police Commission	14	21	32	30	1.8
Ethiopian Postal Service Enterprise	2	14	26	52	6
Ethiopian Electric Power Corporation	9.8	29	22	32	6.7
Ethiopian Electric Utility Office	13	29	32	25	2.2
Ethio-Telecom	3.6	9.7	21	46	19
Water and Sewerage service Authority	12	21	34	29	4.3
Mass media Agency	4.8	7.1	19	45	24
Development Bank of Ethiopia	9.6	22	22	38	9
Commercial Bank of Ethiopia	3.6	8.5	22	51	14
Private Banks	0.4	1.9	8.9	54	35
Document authentication and registration office	8.8	18	27	40	5.8
Insurance companies	3.2	16	39	35	6.5
Ethiopian Investment Commission	1	3.8	15	52	29
Attorney General	7.5	7.5	15	49	21
Customs office	11	14	39	31	5.6
Land administration	23	24	30	18	4.7
Ethiopian Standards Agency office	19	6.2	31	44	0
Ministry of Trade office/Trade Registration and Licensing Office	9.2	14	34	40	2.9
Road Authority Office	9.5	33	38	19	0
Woreda/Kebele administration office	13	23	33	29	2

Source: Survey analysis (2021)

The survey further asked those who visited public service providers to rate the integrity of these institutions in providing the service. A quarter of the respondents rated the integrity of Ethiopian Investment Commission and Mass media Agency as very honest while 16% of the respondents rated the integrity of Regional Police Commission as very dishonest (see Table 6.17).

Table 6.15: Respondents' rating on the integrity of public service provider

List of institutions	Respondents (%)				
	Very dishonest	Dishonest	Undecided	Honest	Very honest
Regional Bureau of Finance and Economic Development	9.3	22	12	57	0
Regional Revenues Bureau	4.1	26	11	56	3.2
Transport Bureau	4.6	33	20	40	2.3
Education Bureau	11	19	19	49	1.4
Health Bureau	2	19	14	55	9.2
Regional Police Commission	16	21	8.1	45	9.7
Federal Police Commission	12	20	12	52	3.6
Ethiopian Postal Service Enterprise	0	6	6	70	18
Ethiopian Electric Power Corporation	9.2	28	13	44	6.1
Ethiopian Electric Utility Office	10	28	13	45	3.6
Ethio-Telecom	1.5	7.2	5.6	66	19
Water and Sewerage service Authority	8.1	22	11	54	5
Mass media Agency	0	7.1	4.8	64	24
Development Bank of Ethiopia	8.4	19	6.6	55	11
Commercial Bank of Ethiopia	1.4	7.9	3.5	71	17
Private Banks	0.2	1.5	2.5	61	35
Document authentication and registration office	5.8	18	11	59	6.4
Insurance companies	3.2	23	3.2	65	6.5
Ethiopian Investment Commission	0.5	2.9	3.1	70	24
Attorney General	1.9	13	17	49	19
Customs office	11	14	19	47	8.3

Land administration	21	27	13	33	6.5
Ethiopian Standards Agency office	19	12	19	50	0
Ministry of Trade office/Trade Registration and Licensing Office	6.3	17	17	56	3.4
Road Authority Office	9.5	19	24	43	4.8
Woreda/Kebele administration office	8.5	28	18	43	2

Source: Survey analysis (2021)

Respondents were asked if they had visited various judicial arms over the past 12 months. As shown in Table 6.18 below, the most visited judicial branch is Woreda/1st instance court, reported to be visited by 14% of the respondents, and followed by City dwellers Court (7.9%), and Zonal high courts (4.7%) and Regional supreme court (1.8%). The remaining judicial branch had been visited by less than 1% of the respondents.

Table 6.16: Percentage of respondents who visited the judicial arm of the government

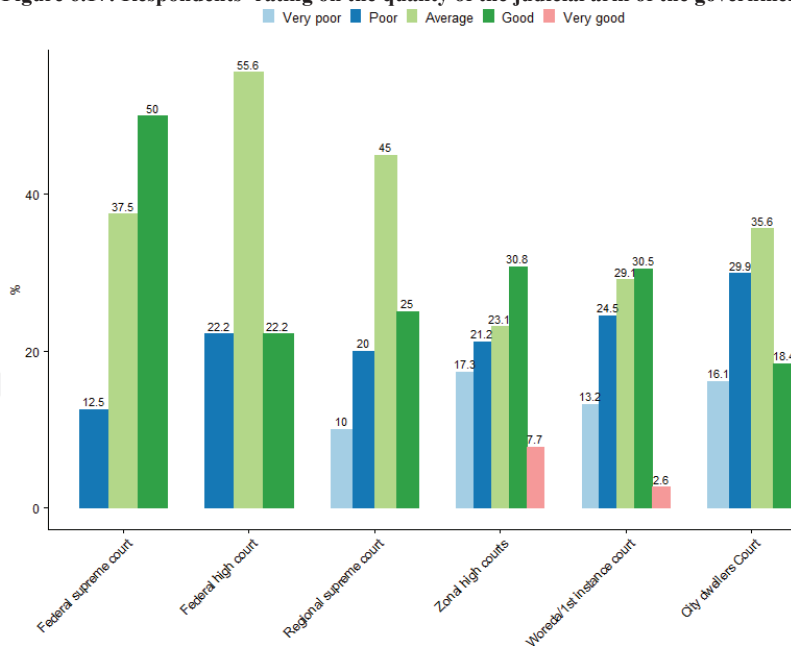
Judiciary	Respondents (%)
Federal supreme court	0.7
Federal high court	0.8
Regional supreme court	1.8
Zonal high courts	4.7
Woreda/1st instance court	14
Sharia Court	0.5
City dwellers Court	7.9

Source: Survey analysis (2021)

The survey asked those respondents who visited the above judiciary to rate the quality of the service. As shown in Figure 6.17, more than 50 % of the respondents rated the quality of each judiciary branch above average. For

instance, half of those who visited the federal Supreme Court rated the quality of its service as good while 38% of those who visited rated average.

Figure 6.17: Respondents' rating on the quality of the judicial arm of the government



Source: Survey analysis (2021)

Beyond the quality of the judicial arm, respondents were asked to evaluate the integrity of these judicial branches. Overall, more than half of the respondents labeled the integrity of the federal Supreme Court, regional Supreme Court, Woreda/1st instance court, and sharia Court as honest. Thirty-eight percent of the respondents labeled the city dwellers Court as dishonest (see Table 6.17).

Table 6.17: respondents' rating on the integrity of the judicial arm of the government

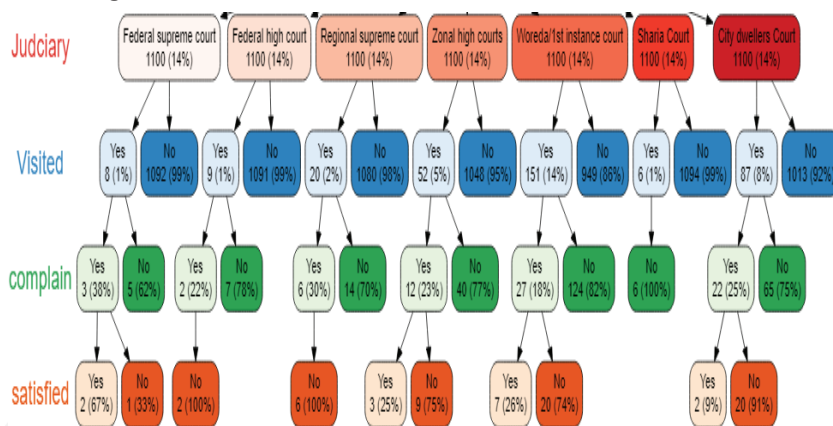
Judicial arm	Respondents (%)				
	Very dishonest	Dishonest	Undecided	Honest	Very honest
Federal supreme court	0	12	38	50	0
Federal high court	0	33	22	44	0

Regional supreme court	5	30	15	45	5
Zonal high courts	19	25	7.7	40	7.7
Woreda/1st instance court	8.6	26	14	49	2.6
Sharia Court	0	17	17	50	17
City dwellers Court	15	38	13	33	1.1

Source: Source: Survey analysis (2021)

Respondents were asked if they made any complaints about the quality of the services provided by the above judicial institutions. If they do, the survey asked whether they were satisfied with the manner in which their complaint was processed. The result is shown in the following Figure 6.18. As indicated in the figure, of those who visited the federal Supreme Court, 3 respondents complained about the service. Two respondents stated that they were satisfied with the manner their complaint was processed or handled. Of those who visited the federal high court and made a complaint, none of them satisfied with the manner their complaint handled. In the same vein, none of those who complained about the service of the regional Supreme Court were satisfied with the manner their complaint is processed. More than three-quarters of those who complained about the service of zonal high court, Woreda/1st instance court, and city dwellers court reported that they were not satisfied.

Figure 6.18: Percentage of respondents' complained about the service of the judicial arm of the government



Source: Survey analysis (2021)

The survey further asked whether the respondent engaged or tried to engage to use corruption (bribery etc.) to get their issue or question get answered. Overall, four respondents (1 respondent at Federal supreme court, 2 respondents from Woreda/1st instance court, and 3 at City dwellers Court) indicated using corruption (bribery etc.) to get their issue or question get answered. Out of these respondents, 2 respondents (1 respondent at Federal supreme court and 1 from Woreda/1st instance court) reported that they should have not been engaged in corruption practice had there been a fair system in the country.

In addition to the above public service providers, the survey asked respondents if they get electric power, water resource, internet access etc. As can be seen in Table 20, the majority of the respondents (86%) have access to electric power service, followed by water system (59%), telephone (25%), internet access (15%), land access (12%), construction permit (12%), LC (2%) and foreign currency (2.1%).

Table 6.18: Business (private) enterprises' access to public services

Type of public service	Respondents (%)	
	Access	Pay extra
electric power system	86	5.1
telephone system	25	1.8
internet access	15	1.2
water system	59	1.9
required construction permit	12	8.3
requested land	12	4.5
wanted to open LC	2.2	8.3
Requested a foreign currency	2.1	8.7

Source: Survey analysis (2021)

On average, 43.5 % of the respondents mentioned that they experience electric power loss more than five times each month. Respondents were then asked if they paid extra money to get an electric power line and the majority (94.9%) replied no. Those respondents who reported to have paid extra money (i.e. 5.1%), indicated payments up to 15000 Birr. Concerning telephone service, out of those firms connected to telephone lines, only 5 (1.8%) did pay extra money (up to 4000 Birr) to get a telephone line. On average, 70% of firms who have internet lines experience loss of internet access once a very month. When it comes to internet service, 99% of the respondents did not pay extra money to get the service.

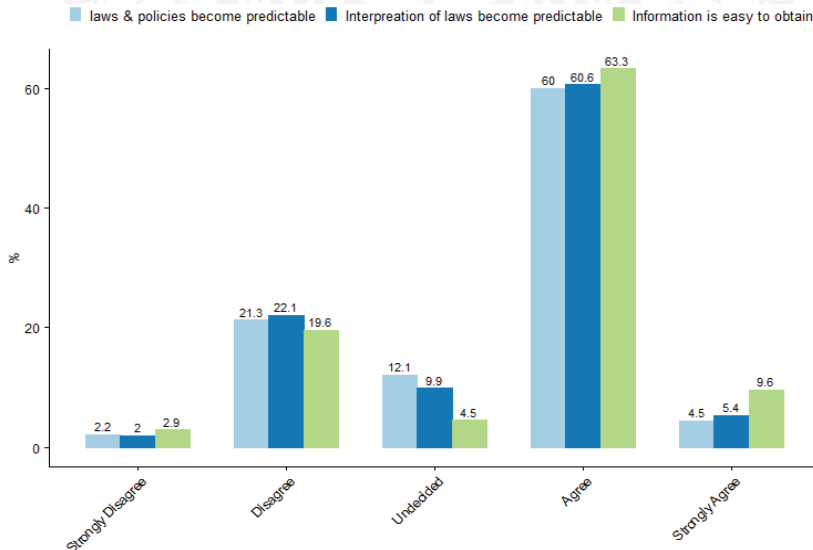
Regarding water, 80% of the respondents mentioned that their respective firms experience water outages on average three times a month. When respondents were asked if they have paid extra money to get a water line, the majority (98%) said no. Those who said yes (i.e., 1.9%), reported that they have paid 3400 Birr. Out of the respondents who mentioned that their respective firm has received a

construction permit, 8.33 indicated that they paid extra money up to 50000 Birr. Of those business (private) enterprises who received land, 4.6% did pay extra money up to 50000 Birr to get land access.

6.9. Rules and regulations

The survey asked respondents whether acquiring information on the laws and regulations of their firm is easy to obtain. As can be seen in Figure 6.19, the majority of the respondents believed that obtaining information related to the rules and regulations is easy and the interpretation of regulations is predictable. More specifically, 64% of the respondents reported that obtaining information on the laws and regulations is easy to obtain. Over half of the respondents (60%) agreed that laws, policies, and regulations affecting their business had become predictable over the last five years.

Figure 6.19: respondents' perception on obtaining information



Source: Survey analysis (2021)

Respondents were asked if their respective firms had initiated a lawsuit against anyone over the last five years. Forty-three (3.9%) of the respondents confirmed that they had initiated a lawsuit. Out of these respondents, 18 respondents reported that they had settled the cases before the trial and 6 firms after the trial but before the court ruling. Fifty firms stated that they had won the court judgment while 9 firms had lost the court judgment. Out of those who won, 5 firms were able to enforce the judgment. Eighty firms reported that they had paid a court service fee. Five respondents reported that they had received an indication to pay a gratification to a judge, prosecutor, enforcement officials etc. Of these respondents, 1 respondent confirmed paying the requested amount. On average, it takes 5 months to resolve the case in court, albeit the longest case took 40 months. Sixteen respondents indicated that they would likely to sue again if the need arises while 27 maintained that they wouldn't.

Eighty percent of the respondents indicated that they or anyone from the business had had the reason to use the court system but decided not to. These respondents were asked to rate the importance of various obstacles to using courts in Ethiopia. As shown in Table 6.21, lack of effective enforcement of court decisions and incompetent judges was considered by a quarter of the respondents as an extremely important obstacle to using courts in Ethiopia. On the other hand, more than half of the respondents do not consider too high lawyer fees as an important obstacle that deter individuals from using courts.

Table 6.19: Respondents' perception of obstacles to using courts in Ethiopia

Obstacles	Respondents (%)				
	Not important	Not so important	Fairly important	Important	Extremely important
Too high court fees	38	38	12	0	12
Too high lawyer fees	12	50	0	25	12
Court decisions influenced by corruption	12	12	25	38	12

Incompetent judges	25	12	25	12	25
Too complex process	12	12	38	25	12
Lack of effective enforcement of court decision	12	0	50	12	25
Courts are too far	25	62	0	0	12

Source: Survey analysis (2021)

6.10. Governance and integrity of public institutions (government bureaucracy)

Respondents were asked how long it took them to register their business. As Table 6.22 shows, for the majority of the respondents (71 %), registering their business to relevant government authority takes less than 5 days while a small proportion of the respondents (0.82%) reported that it took them between 50 and 240 days. The majority of the respondents (91%) did not use any facilitators (i.e., accountant, tax advisor, lawyer, agent etc) to register their business while 9 % of the respondents confirmed using facilitators to register their business. Of those respondents who used facilitators, 58% of them reported using a facilitator to speed up the procedure while the other 44 % used facilitators to get preferential treatment.

Table 6.20: Business registration processing time over the last 5 years

Number of days	Respondents (%)
0 -4	70.92
5-9	17.23
10-49	11.03
50-240	0.82

Source: Survey analysis (2021)

When asked whether they had decided not to invest in Ethiopia in the past five years, 55 respondents (5%) reported that they decided not to invest. Too much bureaucracy to operate (52%), security reasons (27%) and lack of access to credit

(12%) were mentioned as the main reason for deciding not to invest in Ethiopia in the past five years. About 17.4 % of the respondents believe that contracts relating to government procurement are usually not awarded clearly and transparently.

Respondents were asked to rate the seriousness of various challenges when doing business with the government even though they weren't working at the time of the interview. As indicated in Table 6.23, more than one-third of the respondents consider the complexity of the process as a major obstacle while the same proportion of respondents do not consider the time it takes to receive payment as an obstacle. Too much completion was considered as a minor obstacle by 42% of the respondents.

Table 6.21: Respondents' rating on obstacles to working with government

Obstacles to working with government	Respondents (%)		
	Not an obstacle	Minor obstacle	Major obstacle
Process too complex	26	38	36
Too much competition	33	42	25
Requirement of gratification	33	36	31
Time it takes to receive payment	37	39	25

Source: Survey analysis (2021)

The majority of the respondents (83 %) stated that they never paid a gratification for the government to secure a contract while 16% of the respondents mentioned that their respective firm sometimes offers gratification for the government. Of those who paid gratification to the government, the average amount paid to secure a contract was 14.3% of the contract value while the maximum paid was 80% of the contract value.

When asked whether their enterprise had been required to contribute to a political party or parties to avoid unfair treatment in the last five years, about 91% of the respondents mentioned that they had not been required. The remaining portion of the respondents, about 9%, indicated that they had been required to contribute to a political party or parties to be treated fairly. Regarding whether the enterprise had been required to contribute to a political party or parties for an election campaign, about 93% of the respondents indicated of not been required while the remaining 7% stated that they had been required to pay for the election campaign of a political party.

6.11. Corruption Reporting and Fighting: Participation, Mechanisms and Challenges

About 3% of the respondents indicated that they or anyone from their firm reported a corrupt act in the last 12 months. Asking further to which organization the report and the complaint forwarded, the majority of them (53%) stated that the report was forwarded to police. Only 13% of the respondents stated that they forwarded their report to the ethics officer in the same/visited organization (see Table 6.22)

Table 6.22: List of organization to which report is forwarded

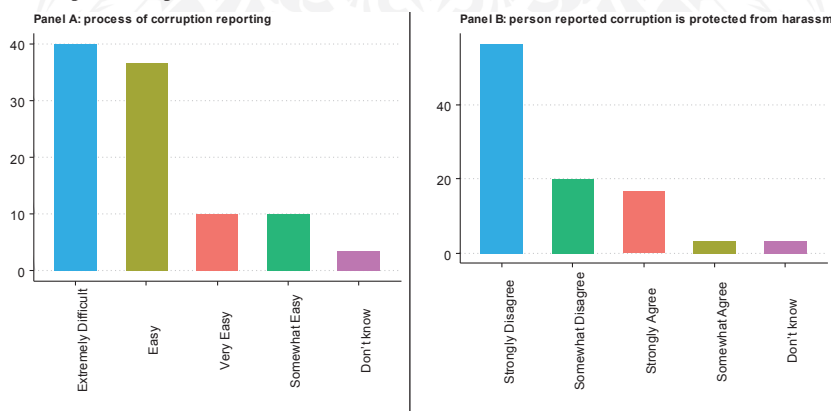
Organizations	Respondents (%)
Police	53
Office of the Prosecutor	0
Federal EACC	3.3
Regional EACC	0
Ethics officer in same/visited organization	13
Media Outlets	3.3
Office of the Prime Minister	0

Ombudsman	0
Courts	0
Human Rights Commission	3.3
Other (specify)	23

Source: Survey analysis (2021)

Respondents were further asked to rate the difficulty of the corruption reporting process. Their response is depicted in Figure 6.20. As indicated in the table, about 40% of the respondents stated that the process was extremely difficult while about 36% of the respondents reported that the process was easy. Regarding the protection of those who reported corruption from potential harassment, the majority of the respondent (56%) do not believe that the person who reported is/are protected from potential harassment.

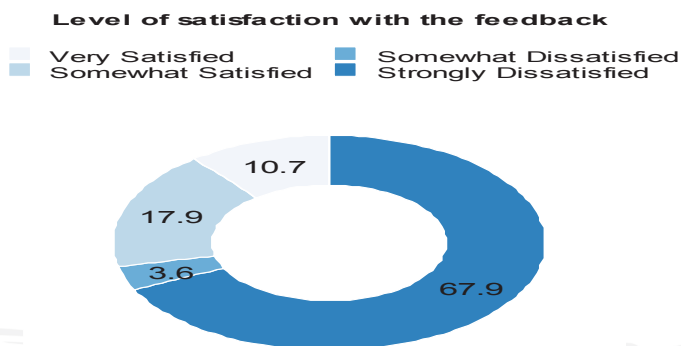
Figure 6.20: Respondents' rating on the difficulty of corruption reporting and protection of corruption complaint from harassment



Source: Survey analysis (2021)

Of those who reported a corrupt act, the majority of them (63%) were strongly dissatisfied with the feedback received as a result of reporting the corrupt act while a small proportion of the respondents (10%) stated that they were very satisfied (see Figure 6.21).

Figure 6.21: Respondents' rating on feedback received as a result of reporting the corrupt act



Source: Survey analysis (2021)

The respondents were presented with a list of reasons for not reporting corruption to the relevant authorities and asked to indicate whether they consider those listed as the main reason for not reporting. As indicated in Table 6.25, the majority of the respondents (92%) of the respondents mentioned that the main reason for not reporting is that those who report corruption will be subject to retaliation/potential harassment. The second most cited reason was the inadequate protection of the whistleblower. The belief that no actions will be taken even if corruption is reported was mentioned by 74% of the respondents as the main reason for not reporting corrupt practices.

Table 6.23: Respondents' reasons for not reporting corruption

Reasons for not reporting	Respondents (%)		
	Yes	No	I don't know
Those who report corruption will be subject to retaliation/potential harassments	92	6.5	1.3
I didn't know where to report	47	52	1.6
The process of reporting is too complex and long	63	33	3.7

No actions will be taken even if corruption is reported	74	23	3.0
It is not worth reporting corruption if I am not personally hurt	38	61	1.0
It is not my personal responsibility	34	64	1.4
Most people who commit corruption only do so because of economic hardship	39	58	2.6
Bribes are justified under the current economic situation	39	59	2.5
The case could not have been proved	35	61	4.0
Corruption is a natural occurrence and part of our daily life	47	51	2.0
The society does not reward those who report corruption	68	30	2.2
Inadequate Whistleblower protection	80	18	2.1
Lack of evidence to prove the corrupt practices	70	28	1.8
Lack of clarity about corruption proceedings	67	32	1.6

Source: Survey analysis (2021)

The respondents were asked to what extent the following institutions contributed to the fight against corruption. As reported in Table 6.26, over half of the respondents somewhat or strongly agreed that religious institutions and the office of the Prime Minister contributed to the fight against corruption, followed by Mass media (newspapers and TV) and Regional Ethics and Anti-Corruption Commission. Conversely, more than two-thirds of the respondents strongly or somewhat disagreed with the statement that police at the local level contributed to combatting corruption, followed by courts.

Table 6.24: respondents' perception of the contribution of various institutions in fighting corruption

Institutions	Respondents_(%)				
	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree	I don't know
Mass media (newspapers and TV)	18	33	35	9.2	4.9
Police at local level	32	32	28	6.4	2.6
Courts	20	32	31	6.9	9.4

Attorney General	17	29	28	8.6	18
Non-Governmental Organizations	18	27	25	7.1	22
Federal and Regional Audit Offices	16	24	26	8.1	26
Federal Ethics and Anti-Corruption Commission	17	24	28	7.7	24
Regional Ethics and Anti-Corruption Commission	18	23	34	9.2	16
Regional Attorney General Offices	16	25	27	8.1	24
anti-corruption offices in each bureau/office	19	27	31	7.2	16
Civic Society organizations	16	25	29	6.9	23
Professional associations	15	24	24	8.1	28
Religious institutions	9.8	18	37	29	5.9
Office of the Prime Minister	11	19	35	20	16

Source: Survey analysis (2021)

The Government of Ethiopia has initiated several anti-corruption initiatives including, but not limited to, introducing new laws, the establishment of complaint handling mechanism, civil service reform, etc. Respondents were asked to rate the effectiveness of these anti-corruption initiatives in combatting corruption in Ethiopia. The results are reported in Table 6.27. One-quarter of the respondents consider registration of assets as very effective anti-corruption initiatives, followed by enforcement of laws (21%) and establishment of Ethics and Anti-corruption commissions at federal and regional levels (21%).

Table 6.25: Respondents' rating on the effectiveness of anti-corruption reforms

Reforms	Respondents (%)				
	Very Effective	Somewhat Effective	Not Very Effective	Not Effective	Don't know
Awareness creation campaigns through the media (radio, TV, newspapers, etc)	17	41	23	15	3.5

Assigning liaison officers in institutions to receive reports from Citizens	15	38	22	17	7.9
Training on corruption to public employees and officials	16	36	22	16	11
Revision/review of existing laws	19	36	21	13	11
Introducing new laws, rules and regulations	19	37	20	14	10
Enforcement of laws	21	34	20	15	9.6
Establishments of complaint handling mechanisms for the public institutions	19	34	21	17	8.5
Establishment of corruption reporting mechanisms	18	34	21	17	8.8
Establishment of Ethics and Anti-corruption Commissions at federal and regional levels	21	38	18	14	9
Civil service reform program	16	29	22	14	19
Registration of assets	26	35	19	12	7.9
Establishment of Ombudsman and Human Rights Commission	20	32	18	14	16

Source: Survey analysis (2021)

6.12. Women and Combating Corruption

The survey asked respondents if they perceive women as less predisposed to corrupt practices than men. As can be seen in Table 6.28, the majority (73%) of the respondents agreed with the statement. Besides, more than three-quarters of the business entities (84%) believe that appointing women in areas vulnerable to corruption helps to eradicate corruption in the private sector while 83% of the respondents agreed that appointing women in areas vulnerable to corruption would also help to combat corruption in Ethiopia.

Table 6.26: Respondents' opinions on women combating corruption

Statements	Respondents (%)	
	Yes	No
Appointing women in areas vulnerable to corruption helps to reduce corruption in your area.	84	16
Appointing women in areas vulnerable to corruption helps to reduce corruption in Ethiopia.	83	17
women are less predisposed to corruption than men	73	22 ⁵

Source: Survey analysis (2021)

The survey further asked respondents about their opinion on what they can personally do to reduce corruption in Ethiopia. As indicated in Table 29, the large majority of the respondents (73%) perceived that they can contribute to the fight against corruption by abstaining from paying gratifications for any service. Over half of the respondents (51%) was the opinion that they can contribute to the reduction of corruption in Ethiopia by refusing to make a favor to officials or their relatives related with their job.

Table 6.27: Respondents' opinion on fighting corruption

What can you personally do to reduce corruption in Ethiopia?	Respondents (%)	
	Yes	NO
Abstain from paying gratifications for any service	73	27
Report corruption in the press	42	58
Refuse to make favors to officials or to their relatives related with my job	51	49
Report corrupt behavior of public officials to NGO	37	63
Report corrupt officials' behavior to competent authorities	39	61
File a lawsuit against the corrupt official	37	63

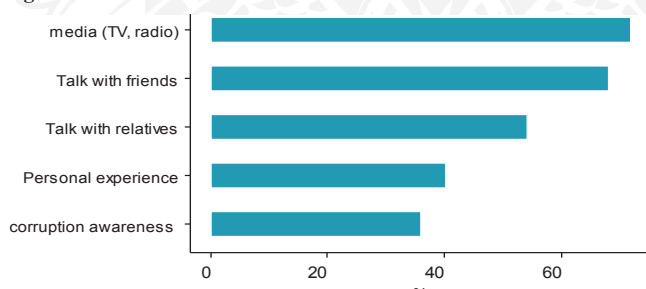
⁵ It is not add up to 100 because 'Don't know'

What can you personally do to reduce corruption in Ethiopia?	Respondents (%)	
	Yes	NO
Participate in awareness campaigns against corruption	38	62
Participate and support an anticorruption educational campaign	33	67
There is nothing I can do	4.5	95.5

Source: Survey analysis (2021)

Finally, respondents were asked to indicate from which information sources they based their assessment of the level of corruption in the country. The results are depicted in Figure 6.22. The great majority of the respondents reported that media is the major source of information, followed by a talk with friends and talk with relatives.

Figure 6.22: Information sources



Source: Survey analysis (2021)

6.13. Summary

This section presented the results of a survey of 1100 respondents that operate in business (private) enterprises in Ethiopia. The respondents indicated that corruption is one of the main challenges currently facing private entities in the operation and growth of their business, followed by weak leadership and lack of infrastructure. The majority of respondents are fully aware of corruption forms that are prevalent in Ethiopia.

Respondents think that corruption is most prevalent in public institutions. A large majority (91 %) of the respondents are of the view that corruption is prevalent in public institutions, followed by private institutions (62%) and CSOs/NGOs (50%). Furthermore, nearly one out of every four people (23%) surveyed indicated that they had heard of someone being asked/given indication for gratification for a service from public institutions in the past 12 months.

Nearly eight in ten (78%) respondents reported that they would not give gratifications even if they were asked to give/receive gratification to get services from different institutions. The high probability of getting punished and the intention to resolve the issue through legal means was mentioned as the main reason for not giving gratification.

Most respondents think that neither other people (41%) nor do themselves (36%) report corruption practices whenever they experience it. The main reason for not reporting is that those who report corruption will be subject to retaliation/potential harassment.

Most respondents perceived that the level of corruption, whether in their organization or in Ethiopia, is somewhat lower compared to some five years back, but they still consider it as a serious problem in today's Ethiopia. About 34 % of the respondents perceive the corruption level in Ethiopia to be somewhat lower compared to some five years back while 36 % of the respondents concurred that the corruption level in their respective business or private enterprises to be somewhat lower compared to some five years back. Similarly, about 38% of the respondent consider grand corruption to be somewhat lower compared to five years back while one-third of the respondent perceive that the level of petty corruption is somewhat lower compared to the last five years. When asked the

severity of the problem, however, the majority of the respondents (40 %) indicated that corruption is still a serious problem in today's Ethiopia

The majority of respondents believed that the government's will and desire in fighting corruption is higher compared to five years back. About 39 % of the respondents believed the government's will and desire in fighting corruption to be somewhat higher compared to five years back while 13 % of the respondents considered the government's effort to be much higher than five years back.

The most prevalent and frequent forms of corruption that respondents had witnessed in the past 12 months in their business is undue delay of matters/actions, followed by undue delay of matters/actions, maladministration of government work and abuse of power.

Greed and desire to get more is the leading cause of corruption in Ethiopia. The majority of the respondents (90%) identified greed and desire to get more as the main causes of corruption, followed by the ambition to become rich quickly (88%) and No ethics or moral (84%). Poor economic policies are considered by a relatively small proportion of the respondents (50%) as the cause of corruption.

The majority of the respondents indicated that acquiring information on the laws and regulations of their firm is easy to obtain and the interpretation of regulations is predictable over the last five years.

About 3% of the respondents indicated that they or anyone from their firm reported a corrupt act in the last 12 months. Of those reported a corrupt act, about 53% reported to the police and the majority of them (about 40%) stated that the process of reporting a corrupt act was extremely difficult. In addition, about 56% do not believe that the person who reported is/are protected from potential

harassment and the majority of them (63%) were strongly dissatisfied with the feedback received as a result of reporting. Of those who don't report a corrupt act, a great majority (92%) stated that one of the main reason for not reporting is the feeling that those who report corruption will be subject to retaliation/potential harassment.

Private entities perceive that professional associations, Prime Minister Office, and religious institutions contributed to the fight against corruption in the country. They also believe that awareness creation campaigns, registration of assets, and the Establishment of Federal and regional EACC initiatives are the most effective measures in combating corruption in Ethiopia.

A great majority of the respondents believe that appointing women in areas vulnerable to corruption helps to reduce corruption in their line of work and in Ethiopia. Respondents indicated that they can personally contribute to the reduction of corruption in Ethiopia by abstaining from paying gratifications for any service. Most respondents indicated that media (TV and Radio) is their main source of information on corruption in the country.

7. FINDINGS FROM CSOS/NGOS

7.1. Introduction

Corruption has been becoming a burning global issue as it affects the development of every nation. Villanueva (2020) quoting Transparency International indicated that it is hardly possible to find a country free from corruption including those that are considered as democratic. Among the corrupted regions in the world, Sub-Saharan Africa, including Ethiopia, is widely regarded as the most corrupt (Persson et al 2013). Despite this fact, Ethiopia has recently shown progressive development in fighting against corruption (Cavegård, 2016).

Non-government organizations (NGOs) and civil society organizations (CSOs) have played a significant role to tackle corruption. It is noted that as anti-corruption campaign requires public support so that civil society organizations has a crucial role to play (Tesfaye, 2017). The participation of NGOs could take various forms such as participating in raising awareness about the consequences of corruption and development of anti-corruption policies (Indira Carr & Opi Outhwaite, 2011). The AU anti-corruption convention also urges states parties to ensure the full participation of CSOs in the fight against corruption (Gebeye, 2015). Among the NGOs contributing in anti-corruption initiatives Transparency Ethiopia (TE) which was established in 2002 could be mentioned (Gebreegiabihire, 2020)

In spite of the efforts made to combat corruption, it has become a bottleneck to bring sustainable development in the country. It is affecting not only the government organizations but also NGOs and CSOs working in the country are vulnerable to such practices. Civil society organizations have vested interest in anti-corruption campaign because its members are the victims of corruption

(Tagel Tesfaye, 2017). Some of the CSOs are not immune of corruption (United Nations, 2012). Due to this fact, those who are working in NGOs and CSOs could face various challenges in their working environment. Based on the experiences in their respective organizations, the employees have their own perception about corruption and its causes. Thus, this part of the paper is devoted to discuss issues such as how the NGO and CSO employees understand corruption, their view about reporting corrupted activities and ways of combatting corruption.

7.2. Characteristics of respondents

The study was conducted from the information obtained from 380 respondents who were working in NGOs/CSOs. As Table 7.1 depicts, the data were collected from all regions of the country except Tigray. Both women (19.2%) and men (80.8%) were taking part in the study. In regard to educational level, about 90% of the respondents had at least first-degree. The majority (82.1%) of them were married. Most of the respondents (50.5%) were working in an NGO/CSO that gives humanitarian assistance, and the organization of 44.5% of them were engaged in development work. About 36% of the respondents belonged to an organization engaged in livelihood enhancement programs.

Table 7.1: Characteristics of respondents

Region	Frequency	Region
Addis Ababa	34	8.9
Afar	23	6.1
Amhara	74	19.5
Benishangul Gumuz	17	4.5
Dire Dawa	12	3.2
Gambela	11	2.9
Hareri	10	2.6
Oromiya	96	25.3
SNNP	64	16.8
Somali	39	10.3
Sex		

Male	307	80.8
Female	73	19.2
Age		
19-29	84	22.1
30-39	186	49
40-49	75	19.9
50 and above	19	5
Level of education		
No formal education (Unable to read and write)	2	.5
Primary School	1	.3
Secondary school	10	2.6
Vocational/technical school	22	5.8
College or University first degree	236	62.1
Post-graduate and above	109	28.7
Marital Status		
Single	63	16.6
Married	312	82.1
Widowed	1	.3
Separated	2	.5
Divorced	2	.5
Type of organization that represent		
Governance & rights	15	3.9
Humanitarian assistance	192	50.5
Development	169	44.5
Others	4	1.1
Major activities carried out by the organization		
Food Security programs	53	13.9
Livelihood enhancement programs	135	35.5
Education	54	14.2
Health	81	21.3

Supporting women and girls (Inclusion programs)	24	6.3
Governance and/or human rights	4	1.1
Others	29	7.6

Source: Survey analysis (2021)

7.3. Major challenges the country faces

Ethiopia has achieved remarkable economic growth in the last two/three decade, and it is a country striving to be among the middle income countries. In spite of the efforts made to improve the livelihood of the people, the country has faced a number of challenges to achieve the development goals set. The respondents, who were affiliated with NGOs/CSOs, were asked to rank the challenges Ethiopia has faced. Among 380 respondents, 35.5% of them put corruption as the first major problem of the country. Lack of peace and security, weak leadership and high cost of living and inflation were the problems ranked first by 15.8 %, 13.7% and 13.2% of the respondents respectively (Table 7.2). This shows how corruption has been deep-rooted in various systems of the government of Ethiopia.

Table 7.2: Challenges (problems) faced by the country today

Challenges (problems) faced	1 st rank		2 nd rank		3 rd rank	
	Freq.	Percent	Freq.	Percent	Freq.	Percent
Corruption	135	35.5	40	10.6	29	7.8
Weak leadership	52	13.7	61	16.1	26	7.0
Lack of peace and security	60	15.8	50	13.2	62	16.6
Poor public transportation	7	1.8	11	2.9	13	3.5
Lack of quality roads and networks	10	2.6	22	5.8	18	4.8
High cost of living and inflation	50	13.2	74	19.6	51	13.6
Unemployment	28	7.4	58	15.3	65	17.4
Safety concerns/crime	3	.8	11	2.9	16	4.3
Drug abuse & trafficking	2	.5	2	.5	5	1.3

Lack of access to educational services	1	.3	3	.8	5	1.3
Low quality education services	7	1.8	8	2.1	10	2.7
Low quality of health services	2	.5	4	1.1	5	1.3
High cost of education	1	.3	7	1.9	6	1.6
High cost of health care	2	.5	1	.3	1	.3
Housing shortage	9	2.4	15	4.0	23	6.1
Lack of access to safe drinking water	8	2.1	7	1.9	18	4.8
Food shortage	3	.8	2	.5	2	.5

Source: Survey analysis (2021)

7.4. Respondent's understanding of corruption

Corruption can be seen from various perspectives. Respondents of the study were given a number of parameters that corruption can be demonstrated. Table 7.3 shows how they understood corruption. For example, more than 99% of the respondents indicated bribery, abuse of power or responsibility, misappropriation in discharging duties, forgery of official or public organization documents and acceptance of undue advantages the most common indicators of corruption. On the other hand, 5.8% and 5% of the respondents did not see possession of unexplained property and breaches of official secrecy as corruption, respectively.

Table 7.3: Assessments of the employees understanding of corruption

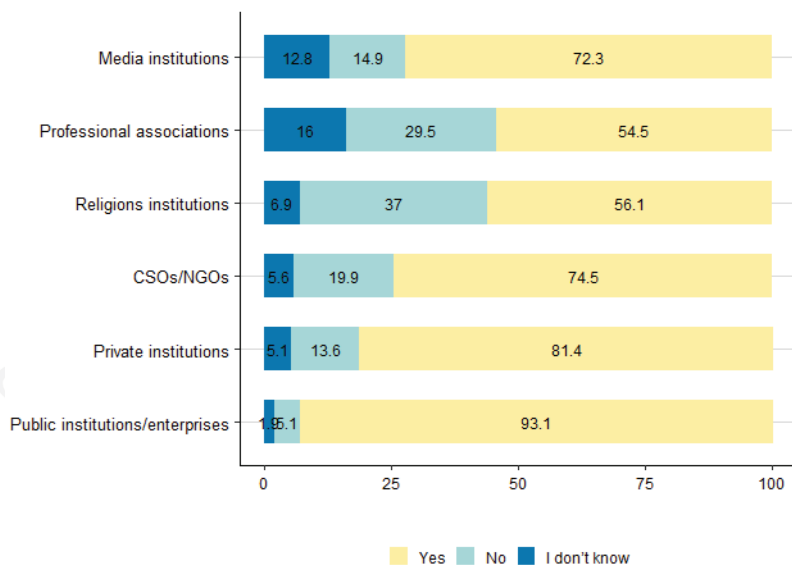
Type of Corruption	Yes (%)	No (%)	Do not know
Abuse of power or responsibility	99.5	.5	
Bribery	99.7	.3	
Acceptance of undue advantages	99.2	.8	
Corruption committed by arbitrators and other persons	92.4	7.1	.5
Maladministration of government or public enterprise work	97.4	2.1	.5
Unlawful disposal of objects in charge	97.6	2.1	.3

Appropriation and misappropriation in the discharge of duties	99.5	.5	
Traffic in official power or responsibility	98.7	1.3	
Undue delay of matters/actions	98.2	1.8	
Taking things of value without or with inadequate consideration	98.4	1.3	.3
Granting or approving license improperly	98.7	1.1	.3
Possession of unexplained property	93.4	5.8	.8
Breaches of official secrecy	94.2	5.0	.8
Forgery of official or public organization documents	99.5	.5	
Suppression of official or organizational documents	98.7	1.3	
Giving bribe or undue advantage	98.7	1.3	
Giving things of value without or with inadequate consideration	98.2	1.8	
Facilitating act of bribery	97.9	1.8	.3
Use of pretended authority	96.6	3.4	
Traffic in private influence	97.4	2.6	
Corrupt electoral practices	98.4	1.3	.3
Aggravated breach of trust	97.1	2.6	.3
Aggravated fraudulent misrepresentation	97.1	2.9	
Money laundering	98.7	1.3	

7.5. Respondents' perceptions of the presence and tolerance of corruption

Corruption is considered as one of the phenomena that is assumed to exist in both government and non-government/ CSO offices, and other institutions and associations. As Figure 7.1 depicts, more than 50% of the respondents perceived the presence of corruption in the various institutions of the country. Most of the respondents (93.1%) indicated public institutions/enterprises as the institutions with the highest prevalence of corruption. It was also revealed that non-governmental organizations and CSOs were among the major institutions where corruption prevailed. About 74.5% the respondents perceived as these institutions are corrupted. On the other hand, professional associations were considered as the least corrupted institutions.

Figure 7.1: Respondents' perception about presence of corruption in various institutions



Source: Survey analysis (2021)

7.6. Major Forms and trends of Corruption

In addition to their perception about the presence of corruption in their working places, the respondents were also asked to indicate the major forms of corruption they experienced. Among the corruption prevailed, abuse of power or responsibility, maladministration of government or public enterprise work and undue delay of matter/actions took the first three ranks by 28.4%, 26.8% and 25.5% of respondents respectively.

Table 7.4: Major forms of corruption perceived to exist in NGOs

Types of Corruption		Yes	No	Total
Abuse of power or responsibility	Frequenc y	108	272	380
	%	28.4 %	71.6 %	100.0 %
Bribery	Frequenc y	46	334	380
	%	12.1 %	87.9 %	100.0 %
Acceptance of undue advantages	Frequenc y	46	334	380
	%	12.1 %	87.9 %	100.0 %
Corruption committed by arbitrators and other persons	Frequenc y	23	357	380
	%	6.1%	93.9 %	100.0 %
Maladministration of government or public enterprise work	Frequenc y	102	278	380
	%	26.8 %	73.2 %	100.0 %
Appropriation and misappropriation in the discharge of duties	Frequenc y	36	344	380
	%	9.5%	90.5 %	100.0 %
Traffic in official power or responsibility	Frequenc y	55	325	380
	%	14.5 %	85.5 %	100.0 %
Illegal collection or disbursement	Frequenc y	44	336	380
	%	11.6 %	88.4 %	100.0 %

Undue delay of matter/actions	Frequenc y	97	283	380
	%	25.5 %	74.5 %	100.0 %
Taking things of value without or with inadequate consideration	Frequenc y	28	352	380
	%	7.4%	92.6 %	100.0 %
Granting or approving license improperly	Frequenc y	38	342	380
	%	10.0 %	90.0 %	100.0 %
Possession of unexplained property	Frequenc y	31	349	380
	%	8.2%	91.8 %	100.0 %
Breaches of official secrecy	Frequenc y	38	342	380
	%	10.0 %	90.0 %	100.0 %
Forgery of official or public organization documents	Frequenc y	31	349	380
	%	8.2%	91.8 %	100.0 %
Suppression of official or organizational documents	Frequenc y	29	351	380
	%	7.6%	92.4 %	100.0 %
Giving bribe or undue advantage	Frequenc y	32	348	380
	%	8.4%	91.6 %	100.0 %
Giving things of value without or with inadequate consideration	Frequenc y	24	356	380

	%	6.3%	93.7%	100.0%
Facilitating act of bribery	Frequenc y	31	349	380
	%	8.2%	91.8%	100.0%
Use of pretended authority	Frequenc y	23	357	380
	%	6.1%	93.9%	100.0%
Traffic in private influence	Frequenc y	24	356	380
	%	6.3%	93.7%	100.0%
Corrupt electoral practices	Frequenc y	20	360	380
	%	5.3%	94.7%	100.0%
Aggravated breach of trust	Frequenc y	26	354	380
	%	6.8%	93.2%	100.0%
Aggravated fraudulent misrepresentation	Frequenc y	26	354	380
	%	6.8%	93.2%	100.0%
Money laundering	Frequenc y	24	356	380
	%	6.3%	93.7%	100.0%

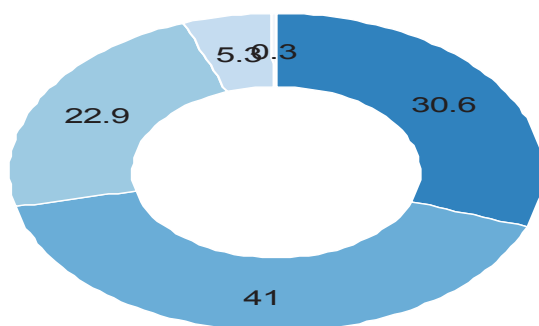
Source: Survey analysis (2021)

As to the data obtained from the study participants, corruption was a big challenge of the country. It was considered as a serious problem and a very serious problem

by 41% and 30.6% of the respondents, respectively. Only very few respondents saw corruption as minor problem, as shown in Figure 7.2.

Figure 7.2: Seriousness of corruption in the country

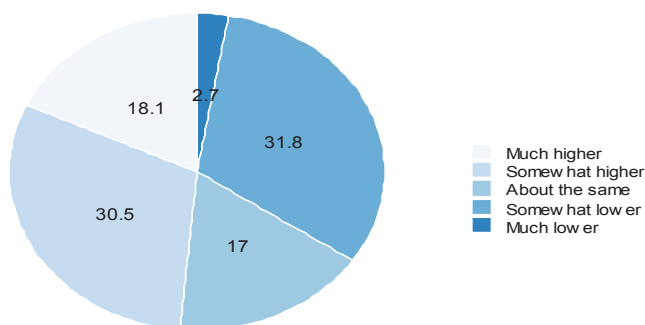
Not a problem at all A serious problem
 A minor problem A very serious problem
 Moderate problem



Source: Survey analysis (2021)

Respondents were also asked to compare the present state of corruption with that of 5 years ago. As it can be seen from Figure 7.3, 31.8% of the respondents argued that corruption was somewhat lower than that of five years ago. The second majority of respondents (30.5%) indicated that corruption was somewhat higher, and 17% of them felt that the level of corruption has not been changed in the last five years.

Figure 7.3: Respondents' perceptions of corruption in Ethiopia today compared to 5 years ago



Source: Survey analysis (2021)

7.7. Perceived Causes of Corruption

The causes of corruption vary depending on the context. The respondents of the study were asked to mention the most common causes of corruption. Most of them (41.3%) ranked greed and desire to get more first as the cause of corruption. Ambition to become rich quickly and lack ethics or moral was considered as the other major causes (Table 7.6). The result of the study shows the need for ethical education since early stages of schooling so that everyone is getting based on what has been worked.

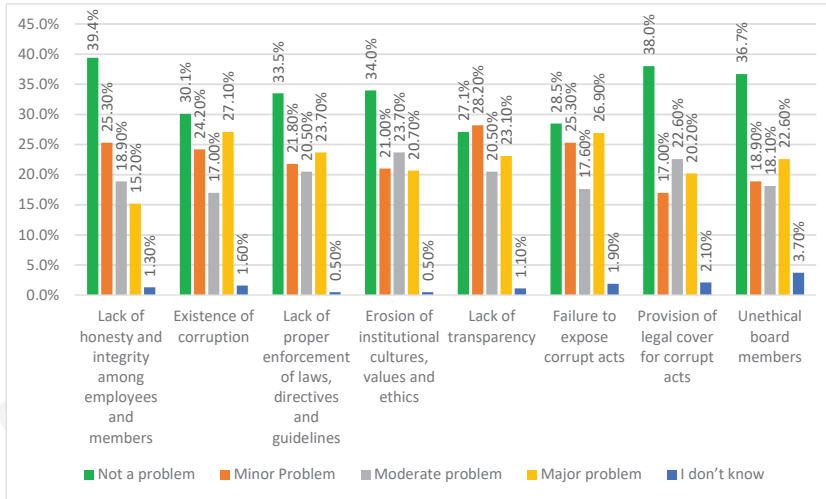
Table 7.5: Perceived Causes of Corruption

Causes of Corruption	Rank					
	1 st		2 nd		3 rd	
	Fre	%	Fre	%	Fre	%
Greed and desire to get more	157	41.3	39	10.3	28	7.4
Lack of Awareness / Knowledge	31	8.2	27	7.1	13	3.4
Nonexistence of other ways to get things done	17	4.5	24	6.3	23	6.1
Limited employment opportunities	23	6.1	40	10.5	38	10.0

Poor incentive mechanisms like wage and promotion	3	.8	25	6.6	19	5.0
No ethics or moral	38	10.0	61	16.1	43	11.3
Ambition to become rich quickly	44	11.6	58	15.3	58	15.3
Abuse and misuse of power	6	1.6	17	4.5	16	4.2
Long or unclear procedures of services	6	1.6	13	3.4	13	3.4
Lack of law enforcement and practice	19	5.0	20	5.3	39	10.3
Corruption being treated as a custom (the practice of obligatory illegal payments)	5	1.3	4	1.1	11	2.9
Poor economic policies	5	1.3	7	1.8	9	2.4
Lack of transparent and accountable political process	9	2.4	9	2.4	26	6.8
Lack of independent and effective judiciary	6	1.6	15	3.9	23	6.1
Poverty/Low wage/High-living cost	9	2.4	6	1.6	5	1.3
If others	2	.5	12	3.2	12	3.2
Total	380	100.0	377	99.2	376	98.9

7.8. Challenges/Problems respondents faced in their organizations

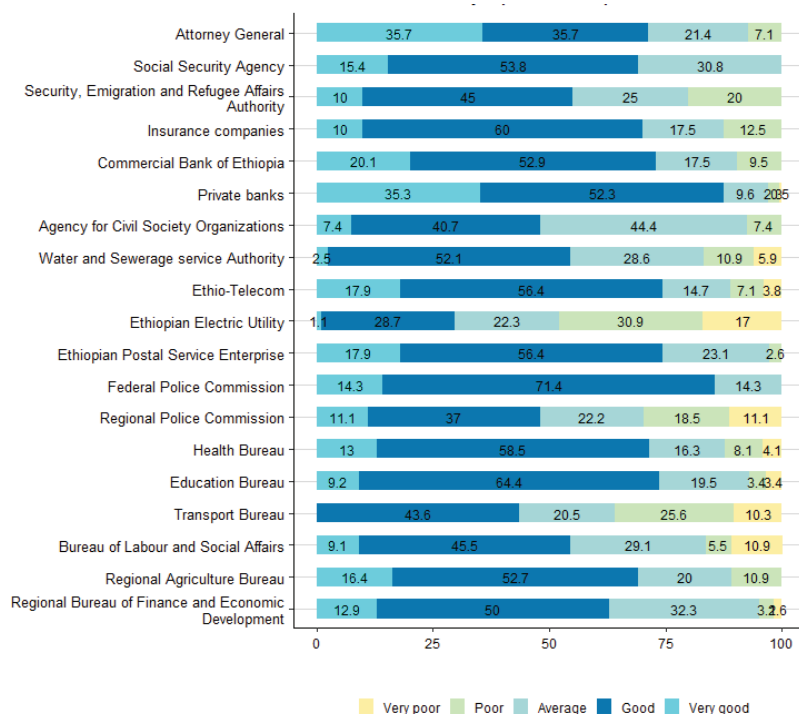
Employees may face a number of challenges in an organization they are working. The respondents of the study also indicated problems they encountered in their respective NGOs/CSOs. As it is shown in Figure 7.4, they did not face big challenges. For example, among the challenges listed (Figure 7.4), most of the respondents (30.1%) did not take corruption as a problem at all in their respective organizations. However, among them, 27.1% and 26.9% argued existence of corruption and failure to expose corrupt acts as the major problems in NGOs/CSOs, respectively.

Figure 7.1: Challenges respondents faced in their organizations

Source: Survey analysis (2021)

7.9. Quality of public service providers

The performance of any organization can be measured by the quality of services provided. Respondents of the study were asked to rate the services of various organizations they had opportunity to visit. Accordingly, private banks were rated as very good/good by most of the respondents. Among 219 respondents who have visited private banks, 87.6% of them rated the services offered as very good/good. On the contrary, Ethiopian Electric Utility was rated by the majority of respondents as an organization with very poor/poor service delivery (Figure 7.2). Among respondents who had got service, 47.9% of them rated as very poor/poor. The result of the study is a good indicator for the government of Ethiopia to revisit the service provision of the institutions in the country.

Figure 7.2: Quality of public service providers

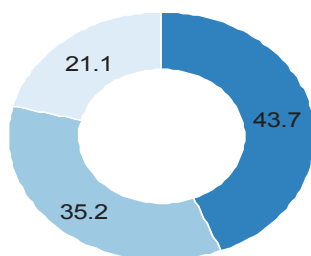
Source: Survey analysis (2021)

7.10. Respondents' reasons for not reporting corruption

People do not react in the same way when they see certain behavior which is not accepted in a certain community. The reaction towards corruption is not different from such phenomenon. Among the respondents requested if they witnessed any corrupt action they come across, most of them (43.7%) replied they always reported to the concerned about corruption they encountered. On the other hand, 21.1% of the respondents would not report any corrupt act they observed (Figure 7.3).

Figure 7.3: Respondents' reflections if they were to witness corruption

■ Never ■ Sometimes ■ Always



Source: Survey analysis (2021)

The respondents were further questioned the reasons for not reporting. A majority (55.4%) of the respondents refrained from reporting because of the fear that they would be subjected to retaliation/potential harassment. Moreover, absence of actions/penalties over those who are corrupted (8.7%) and lack of evidence to prove the corrupt practices (7.7%) were reasons ranked first after fear of retaliation/potential harassment.

Table 7.6: Respondents' reasons for not reporting corruption

Reason for lack of reporting corruption	1st Reason (%)	2nd Reason (%)	3rd Reason (%)
Those who report corruption will be subject to retaliation/potential harassments	55.4	9.5	10.4
I didn't know where to report	4.5	6.0	3.3
The process of reporting is too complex and long	5.0	11.7	10.4
No actions will be taken even if corruption is reported	8.7	25.1	16.9
It is not worth reporting corruption if I am not personally hurt	.5	3.8	3.8
It is not my personal responsibility	1.1	2.2	3.0

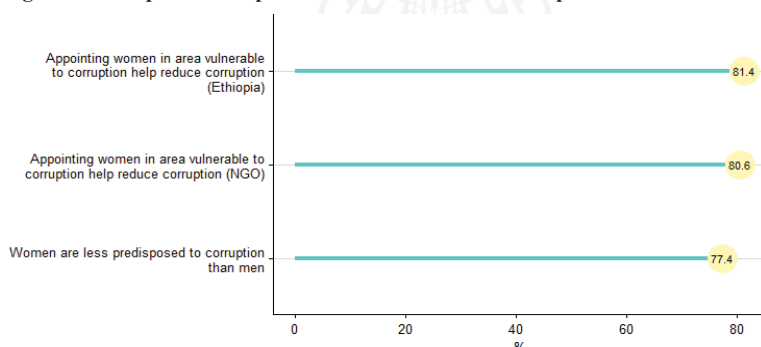
Most people who commit corruption only do so because of economic hardship	1.3	1.4	3.8
Bribes are justified under the current economic situation	.8	2.2	1.5
The case could not have been proved	2.1	3.3	2.4
Corruption is a natural occurrence and part of our daily life/Corruption is a custom/way of life	2.6	2.2	5.0
The society does not reward those who report corruption	3.7	8.4	9.5
No Whistleblower protection	5.5	11.4	17.5
Lack of evidence to prove the corrupt practices	7.7	9.0	9.2
Lack of clarity about corruption proceedings	1.1	3.8	3.6
Total	100.0	100.0	100.0

Source: Survey analysis (2021)

7.11. Respondents' views on women and corruption

Women were considered as the one who are good at controlling corruption by the respondents of the study. Among the respondents 77.4% of them argued that women were less likely to be attracted by anything that is considered to be corruption than men. Moreover, appointing women in a leadership position could mitigate corruption particularly in areas where vulnerable to corruption, as witnessed by the respondents (Figure 7.4). Thus, it is crucial to empower women to take leadership positions in various organizations.

Figure 7.4: Respondents' opinions about women and corruption



Source: Survey analysis (2021)

7.12. Combatting Corruption

Various institutions play a significant role in fighting corruption. Respondents of the study were asked to give their opinion about the role of institutions finds in the country in combatting corruption. Generally, it can be seen from the opinions of the respondents that about/more than 50% of them either strongly disagree or somewhat disagree with the effectiveness of all institutions indicated in Table 7.9 except religious institutions and Office of the Prime Minister in combatting corruption. Comparing with other institutions, mass media (newspapers and TV), Regional Ethics and Anti-Corruption Commission, Civic Society organizations and Non-Governmental Organizations were considered as better institutions as 37.5%, 37.5%, 35.9 and 35.1% of the respondents 'somewhat agreed' that they played a role in combatting corruption, respectively. However, police at local level was an institution that was not trusted by the public to fight corruption in the country, as to the majority (37.5%) of the respondents strongly disagree that it was not an institution that effectively combat corruption. Courts and anti-corruption offices in each bureau/office were also the other institutions the respondents concluded as an ineffective institution in fighting corruption.

Table 7.7: Respondents' opinions on how effectively public institutions are combatting corruption

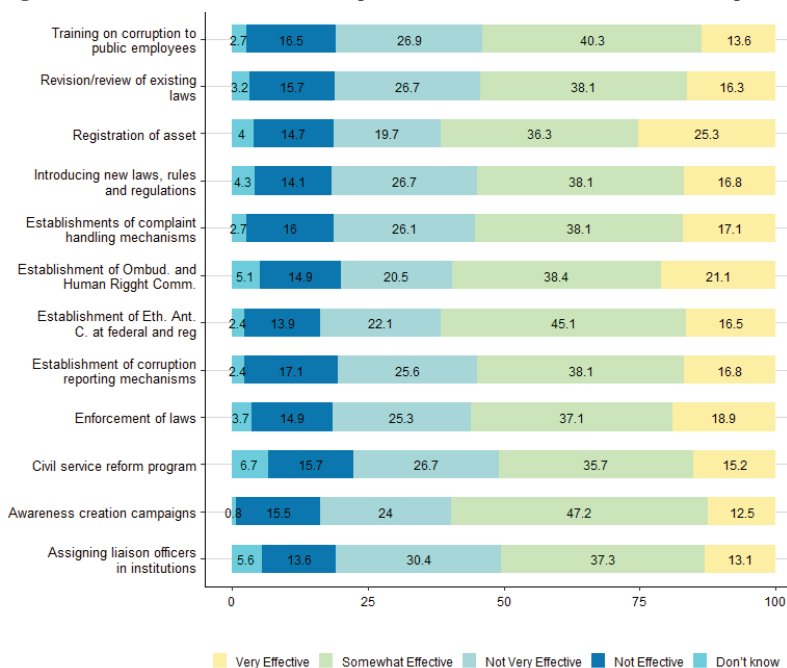
Institutions	Strongly Disagree (%)	Somewhat Disagree (%)	Somewhat Agree (%)	Strongly agree (%)	I don't know (%)
Mass media (newspapers and TV)	20.6	32.7	37.5	8.4	.8
Police at local level	37.5	30.9	24.5	6.6	.5
Courts	24.8	33.5	31.1	8.4	2.1
Attorney General	26.6	26.9	33.5	7.9	5.0
Non-Governmental Organizations	23.2	30.6	35.1	8.7	2.4

Federal and Regional Audit Offices	21.4	30.3	33.2	8.7	6.3
Federal Ethics and Anti-Corruption Commission	21.9	31.1	31.9	9.5	5.5
Regional Ethics and Anti-Corruption Commission	23.0	27.7	37.5	9.5	2.4
Regional Attorney General Offices	23.7	30.1	33.0	8.4	4.7
Anti-corruption offices in each bureau/office	23.7	33.0	31.4	7.9	4.0
Civic Society organizations	20.1	31.1	35.9	7.1	5.8
Professional associations	18.7	30.9	31.1	8.4	10.8
Religious institutions	10.6	23.2	39.3	24.5	2.4
Office of the Prime Minister	16.9	21.1	36.9	17.9	7.1

Source: Survey analysis (2021)

7.13. Effectiveness of anti-corruption initiatives of Government of Ethiopia

The Ethiopian government has introduced a number of anti-corruption initiatives. The respondents were requested to rate the effectiveness of the initiatives towards mitigating corruption. More than 50% of the respondents argued that all the anti-corruption initiatives were very effective/somewhat effective. Registration of assets, establishment of Ethics and Anti-corruption Commissions at federal and regional levels and awareness creation campaigns through the media (radio, TV, newspapers, etc) were taken as the most effective/somewhat effective initiatives by 61.6%, 61.6 and 59.7% of the respondents respectively. On the contrary, assigning liaison officers in institutions and training on corruption to public employees and officials were the least rated initiatives as they were considered as either not effective or not very effective by about 44% each.

Figure 7.5: Effectiveness of anti-corruption initiatives of Government of Ethiopia

Source: Survey analysis (2021)

7.14. Anti-Corruption Mechanisms in NGOs/CSOs

It is common to see corruption controlling mechanisms among NGOs/CSOs in Ethiopia. Among all respondents asked 66.2% of them indicated the existence of anti-corruption mechanisms in their respective organizations. Moreover, 7.7% (n=29) of them experienced cases whereby board members or employees had been suspected of engaging in corrupt activities. Additional questions were raised to those who came across corruption cases in their organizations. As depicted in table 7.10, 51.7%, 41.4% and 31% of the respondents indicated that those who were engaged in corruption were dismissed from employment, suspended, and given warning or reprimanded, respectively.

Table 7.8: Type of punishment applied on those suspected of engaging in corrupt activities

Type of punishment	Yes		No		Total	
	Freq.	%	Freq.	%	Freq.	%
Given a warning/reprimanded	9	31	20	69	29	100
Suspended	12	41.4	17	58.6	29	100
Dismissed from employment	15	51.7	14	48.3	29	100
Reported to the police	3	10.3	26	89.7	29	100
Transferred to other unit	1	3.4	28	96.6	29	100
Demoted	1	3.4	28	96.6	29	100
No action was taken	0	0	29	100	29	100

7.15. Effectiveness of working systems in NGOs/CSOs

The effectiveness of various systems to guard against corruption in NGOs/CSOs had been witnessed by most of the respondents. More than 78% of them argued that all the systems indicated in Table 7.9 were either effective or highly effective.

Table 7.9: Effectiveness of systems within NGOs/CSOs in guarding against corrupt practices by employees and members

Systems within your organization	Highly ineffective (%)	Ineffective (%)	Undecided (%)	Effective (%)	Highly effective (%)	Not available (%)
Accounting and financial policies and procedures	2.4	7.4	3.2	56.2	30.9	
Procurement procedures	2.4	7.4	3.7	55.7	30.6	.3
Assets control	2.1	8.2	4.7	53.8	30.1	1.1

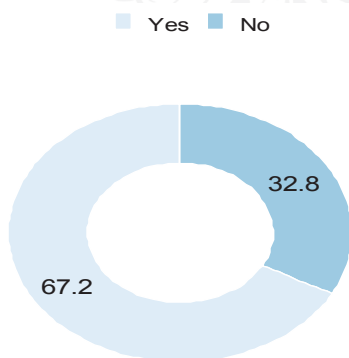
Internal audit	1.8	6.6	5.3	53.0	31.4	1.8
Human resource policies and procedures	2.4	4.5	2.9	59.6	30.3	.3
Membership qualifications	1.6	6.1	4.7	55.9	22.2	9.5

Source: Survey analysis (2021)

7.16. Guidelines/codes of professional ethics and practices in NGOs/CSOs

Professional ethics and practice guidelines/codes could serve an organization to have employees that act according to the standards set. In Ethiopia, there are NGOs/CSOs that have ethical code/guidelines. According to the respondents, 67.2% of them indicated that their organizations had clear guidelines that dictated the workers how to act in their respective organizations.

Figure 7.9: Presence of professional ethics and practices guidelines



Source: Survey analysis (2021)

The guidelines/codes were playing a significant role in dealing with ethical issues. The effectiveness of the guidelines/codes of the organizations were assessed to see if they were serving their intended purposes. Accordingly, more than 85% of the respondents were of the view that the guidelines had been highly

effective/effective in ensuring equal opportunities in management and membership, integrity and honesty, employment and work ethics and fairness and justice to all as depicted in table 7.12.

Table 7.10: Effectiveness in dealing with upholding ethical values

Ways of dealing with upholding ethical values	Highly ineffective (%)	Ineffective (%)	Undecided (%)	Effective (%)	Highly effective (%)	Not available (%)
Equal opportunities in management	.4	2.4	2.0	63.5	31.7	
Integrity and honesty	.4	2.4	1.6	57.9	37.3	.4
Employment ethics	.8	2.8	.8	59.9	35.7	
Work ethics	.8	1.2	.8	56.7	40.5	
Fairness and justice to all	.8	2.4	2.0	56.7	38.1	
Equal opportunity in membership	.8	2.8	1.6	54.4	32.5	7.9

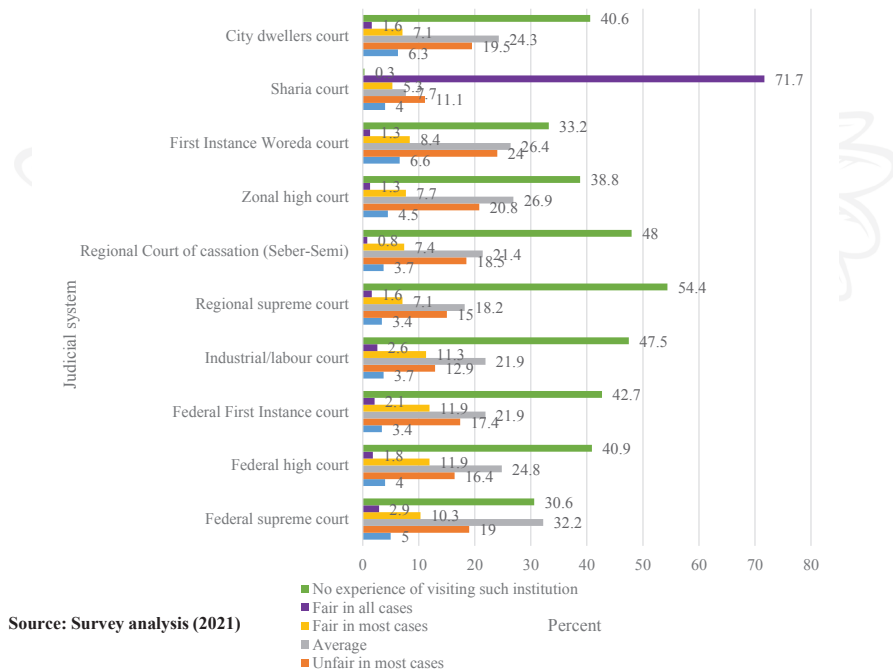
Source: Survey analysis (2021)

7.16. Extent of fairness of judicial system of the country

The various judicial systems of the country were assessed to see if they had been fair enough in discharging their responsibilities. As Figure 7.7 depicts, it was the Sharia court that was considered fair in all cases. Most of the respondents were not happy with the services provided by all the other judicial systems as more

than 97% respondents had doubt in their fairness. Among all the systems, first instance woreda court was the one that most of the respondents mentioned as unfair in most/all cases. The result shows how the people lost trust of most of the country's judiciary system, thus the GOs, NGOs/CSOs and other concerned stakeholders have to work in collaboration to let the criticizes trust the judiciary system.

Figure 7.6: Extent of fairness of judicial system of the country



7.17. Obstacle experienced in courts

Respondents who had an experience of observing the court system of the country were rating the obstacle they faced. Accordingly, more than 60% of them

considered lack of effective enforcement of court decision and complexity of the process as the first most serious obstacles in the court.

Table 7.11: Major Obstacles experienced when using courts

Obstacles		The most serious obstacle	Second most serious	Third most serious	Total
Too high court fees	Frequency	5	5	6	16
	Percent	31.3	31.3	37.5	100.0
Too high lawyer fees	Frequency	5	6	5	16
	Percent	31.3	37.5	31.3	100.0
High gratification costs	Frequency	1	6	9	16
	Percent	6.3	37.5	56.3	100.0
Court decisions influenced by corruption	Frequency	5	10	1	16
	Percent	31.3	62.5	6.3	100.0
Incompetent judges	Frequency	6	8	2	16
	Percent	37.5	50.0	12.5	100.0
Incompetent prosecutors	Frequency	4	5	7	16
	Percent	25.0	31.3	43.8	100.0
Too long processes	Frequency	7	8	1	16
	Percent	43.8	50.0	6.3	100.0
Too complex process	Frequency	10	5	1	16
	Percent	62.5	31.3	6.3	100.0
Lack of effective enforcement of court decision	Frequency	10	4	2	16
	Percent	62.5	25.0	12.5	100.0

7.18. Summary

Ethiopia is a country striving to bring sustainable development and has achieved remarkable economic growth. In spite of the efforts made, the country has faced a number of challenges in which corruption takes the lion's share. Bribery, abuse

of power or responsibility and misappropriation in the discharge of duties were among the major forms of corruptions in the country. The presence of corruption in various organization was also reported with the highest prevalence in public institutions. The main causes of corruption were greed and desire to get more, and to become rich quickly. Corruption and failure to expose corrupt acts also prevailed in NGOs/CSOs of the country though it was not considered as a major challenge. In regard to service delivery, private banks took the leading position in the quality of service whereas Ethiopian Electric Utility was rated an organization with very poor/poor service delivery. In spite of the need to report corruptions, people did not do so mainly because of fear of retaliation. In combatting corruption, mass media (newspapers and TV), Regional Ethics and Anti-Corruption Commission, Civic Society organizations and Non-Governmental Organizations were considered as key players. Concerning fairness of the judicial system of the country, the Sharia court that was a system appreciated because of its fairness in all cases whereas first instance woreda courts were taken as a system in which most of the time unfair. Appointing women in areas vulnerable to corruption was also considered as a remedy to combat corruption in the country.

8. FINDINGS FROM PROFESSIONAL ASSOCIATION

8.1. Respondent's Profile

The total sample of this survey is 21 professional associations spread across seven regions and two city administrations of Ethiopia. The majority of the sample was recruited from Amhara (24%), followed by SNNP (19%), Oromia (14%), and Addis Ababa (14%). As shown in Table 1, of the total surveyed respondents, 67% were male and the remaining 33% were female. In terms of education, the majority of the respondents (67%) had got college or university first degree while 4.8% of the respondents had completed secondary school education. It is further observed that 24% of the respondents had completed vocational/technical school and the remaining 4.8% had attained a post-graduate degree. Out of the total 21 respondents who participated in this study, 95% of the respondents were married while 5% were single. On the distribution of the respondents by their position grade/level in the association, a large proportion of the respondents (43%) were at top-level management level while 29 % of the respondents were senior expert-officers (more than 5 years of experience). The age of respondents ranged between 22 and 59 years while the median age of the respondents was 37 years. On the question of the experience of the respondents in the association, the median experience was 4 years and the maximum was 15 years.

Table 8.1: Demographic information

Characteristics	Respondents (%)
Region	
Addis Ababa	14
Afar	4.8
Amhara	24

Benishangul Gumuz	4.8
Dire Dawa	4.8
Gambela	4.8
Oromiya	14
SNNP	19
Somali	9.5
Sex of respondent	
Male	67
Female	33
Highest level of education	
Secondary school	4.8
Vocational/technical school	24
College or University first degree	67
Post-graduate and above	4.8
Marital Status	
Single	5
Married	95
Position grade/level in the association	
Top-level management	43
Mid-level management	4.8
Senior expert-officer (more than 5 years of experience)	29
Mid-level expert/officer (2-5 years of experience)	14
Junior/entry-level (Less than two years)	9.5
	Median (range)
Age of respondent (in years)	37 (22, 59)
Experience of the respondents in the association	4 (0, 15)

Source: Survey analysis (2021)

8.2. Respondents' understanding of corruption

The respondents were presented with a list of corruption forms and asked to indicate whether they consider those listed forms as corruption. As can be seen in Table 8.2, almost all respondents have a good understanding of the various forms of corruption. More specifically, bribery, acceptance of undue advantage, appropriation and misappropriation in the discharge of duties, and Giving a bribe or undue advantage as corruption, *inter alia*, were considered as a form of corruption by all respondents. The least identified form of corruption by the respondents was breaches of official secrecy (81%).

Table 8.2: Distribution of respondents by their perception of various forms of corruption

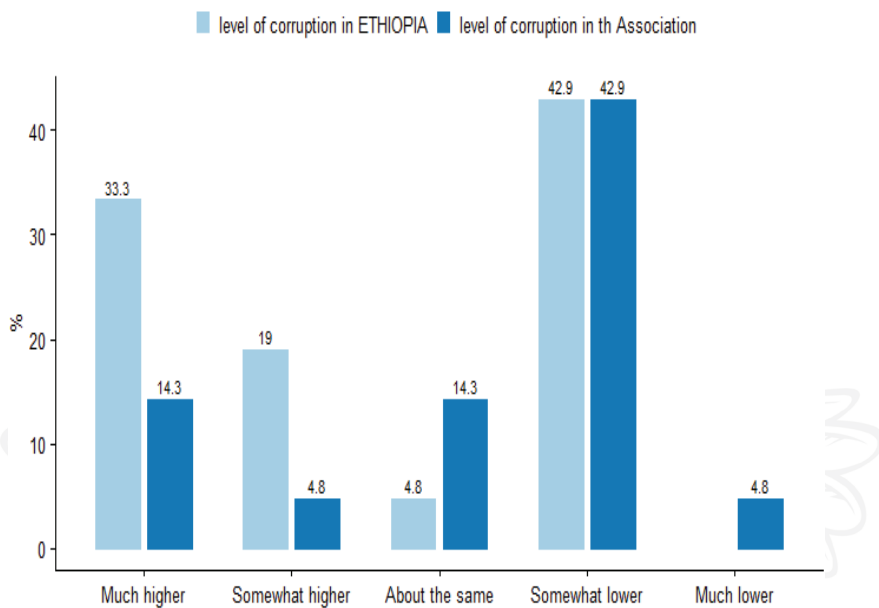
List of corruption forms	Respondents (%)	
	Yes	No
Abuse of power or responsibility	95.24	4.76
Bribery	100	0
Acceptance of undue advantages	100	0
Corruption committed by arbitrators and other persons	90.48	9.52
Maladministration of government or public enterprise work	90.48	9.52
Unlawful disposal of objects in charge	95.24	4.76
Appropriation and misappropriation in the discharge of duties	100	0
Traffic in official power or responsibility	100	0
Illegal collection or disbursement	100	0
Undue delay of matters/actions	90.48	9.52
Taking things of value without or with inadequate consideration	100	0
Granting or approving license improperly	95.24	4.76
Possession of unexplained property	95.24	4.76
Breaches of official secrecy	80.95	19.05
Forgery of official or public organization documents	100	0

Suppression of official or organizational documents	100	0
Giving bribe or undue advantage	100	0
Giving things of value without or with inadequate consideration	95.24	4.76
Facilitating act of bribery	100	0
Use of pretended authority	95.24	0
Traffic in private influence	100	0
Corrupt electoral practices	100	0
Aggravated breach of trust	95.24	4.76
Aggravated fraudulent misrepresentation	90.48	9.52
Money laundering	95.24	4.76

Source: Survey analysis (2021)

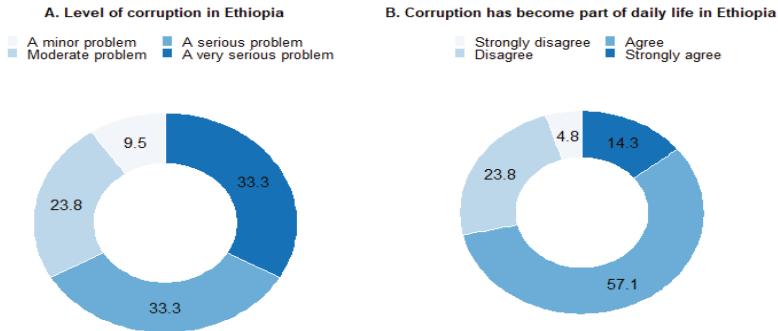
8.3. Status and trends of corruption in Ethiopia

The survey aimed to understand the level and trends of corruption in the professional association and the overall status in Ethiopia. To this end, the respondents were asked their perception about the level of corruption in Ethiopia today compared to five years back. As demonstrated in Figure 8.1, 42% of the respondent consider corruption to be somewhat lower compared to five years back while 33 % of the respondent consider corruption to be much higher now. The remaining 19 % and 5 % of the respondents had the opinion that corruption in Ethiopia is somewhat higher and lower respectively. Respondents were also asked to compare the level of corruption in their association today with five years back. The distribution of respondents was depicted in Figure 8.1, and it indicates that 43% of the respondent perceive that the level of corruption is somewhat lower in their association compared to the last five years. Fifteen percent of the respondents, however, deemed that it is much higher compared to five years back.

Figure 8.1: Respondents' perception of corruption levels in Ethiopia and association

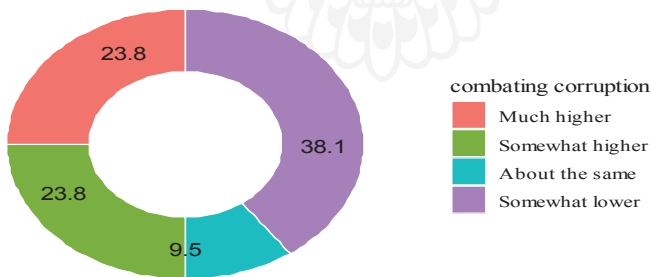
Source: Survey analysis (2021)

The respondents were asked about their perception of the level of corruption in Ethiopia at the present moment. As indicated in Figure 8.2 (panel A), one-third (33.3%) of the respondents mentioned that corruption is a very serious problem and another 33.3% of the respondents consider corruption as a serious problem in Ethiopia. A relatively small proportion of the respondents (9%) reported that corruption is a minor problem in Ethiopia nowadays. As indicated in Figure 8.2 (Panel B), more than half of the respondents (57%) agreed that corruption has become part of daily life in Ethiopia while nearly a quarter (23%) of the respondent disagreed with the statement.

Figure 8.2: The level and severity of corruption in Ethiopia

Source: Survey analysis (2021)

Survey participants were asked their opinion about the government's desire and will to combat corruption in Ethiopia compared to five years back. As can be seen in Figure 8.3 below, 38.1% of the respondents deemed that government desire and will to fight corruption is somewhat lower in the current period than five years back while a quarter of the respondents (24%) believed that it is much higher and the other 24% believed somewhat higher than five years back.

Figure 8.3: respondents' perception on government's will in combatting corruption

Source: Survey analysis (2021)

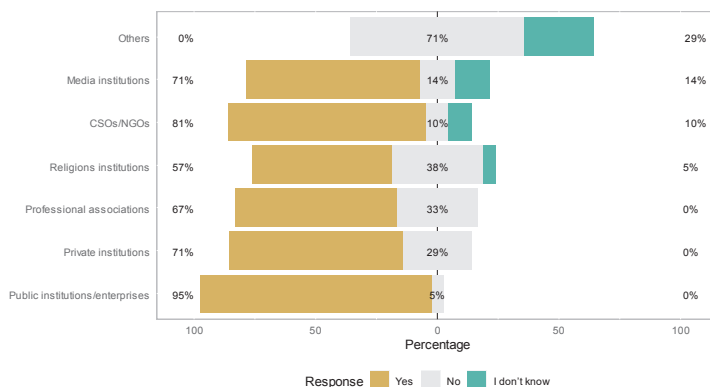
As indicated in the table below (Table 8.3), higher proportion of female (28.6%) than male (21.4%) perceive that government's desire and will to fight corruption is much higher in the current period than five years back.

Table 8.3: Respondents' perception of corruption (Male/ Female)

	Compared to five years ago, fighting corruption as well as government desire and will to combat corruption is			
	Male		Female	
	Count	Column N %	Count	Column N %
Much higher	3	21.4%	2	28.6%
Somewhat higher	2	14.3%	3	42.9%
About the same	1	7.1%	1	14.3%
Somewhat lower	8	57.1%	0	0.0%
Much lower	0	0.0%	0	0.0%
Don't know	0	0.0%	1	14.3%

8.4. Respondents' perceptions of the presence and tolerance of corruptions

Survey respondents were asked their perception of the presence of any kind of corruption to get service from various institutions in Ethiopia. As can be seen from Figure 8.4, a large majority of the respondents (95 %) are of the view that corruption is prevalent in public institutions. Eighty-one and 71 % of the respondents perceived the existence of corruption to get service from CSOs/NGOs and private institutions respectively.

Figure 8.4: Respondents' perception on the presence/absence of corruption**Source:****Survey analysis (2021)**

There is no significant difference on the perception of respondents across regions on the presence of any kind of corruption to get service from different institutions (Annex 1) i.e. the large majority of the respondents in most of the regions indicated that public institutions is the most corrupt.

Survey respondents were further asked if they had heard of anyone who had been asked to pay gratification to obtain a service from the various institutions listed in Table 8.4 below. The survey result indicates that 43 % of the respondents reported that they had heard such experience from public institutions while only 9.5% of the respondents reported such experience from private, CSOs, religions, and professional associations. None of the respondents were reported hearing anyone being asked of gratification to obtain services from media.

Table 8.4: Respondents heard of corruption practices

institutions	Respondents (%)
Public institutions/enterprises	43
Private institutions	9.5
CSOs/NGOs	9.5

Religions institutions	9.5
Professional associations	9.5
Media institutions	0

Source: Survey analysis (2021)

Of those respondents who reported that they had heard someone being asked for gratification to obtain services from public institutions, 45% of the respondents were fairly certain that they would get the service while 33% were somewhat uncertain (Table 8.5).

Table 8.5: Respondents' assessment on the certainty of getting service if gratification is paid

Public institutions	How certain		
	Very certain	Fairly certain	Somewhat uncertain
Public institutions/enterprises	22	45	33
Private institutions	0	100	0
CSOs/NGOs	0	50	50
Religions institutions	0	100	0
Professional associations	0	50	50

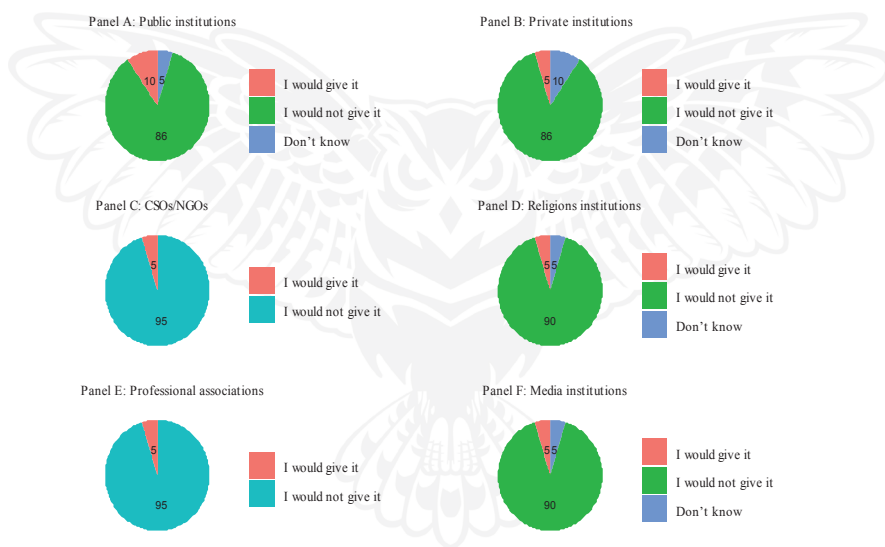
Source: Survey analysis (2021)

The survey further asked the respondent to indicate the amount paid. For public institutions, the amount paid ranges between 500 and 50, 000 Ethiopian Birr (ETB). While only one respondent reported paying 2000 ETB for private institutions, two respondents, one 5000 and another 20,000 ETB, reported paying gratification to obtain service from religious institutions. One respondent also reported paying 2500 ETB to a professional association to obtain service.

Survey respondents were asked how they would react if they were asked to give gratification in the form of money or a gift for an exchange of favor. As can be seen in Figure 8.5, most of the respondents (>85%) indicate that they would not

give gratification. Of the respondents who refused to give a gratification for an exchange of favor, most of them stated that it is because they could resolve the issue through legal means, followed a high risk of punishment and unacceptability of the practice. Of these respondents who indicated that they would give gratification (10%), most of them stated the intention to speed up the process, to get what they needed, and no other way of obtaining the services as the main reason for giving gratification.

Figure 8.5: Respondents' reaction if asked to give a gratification for an exchange of favor



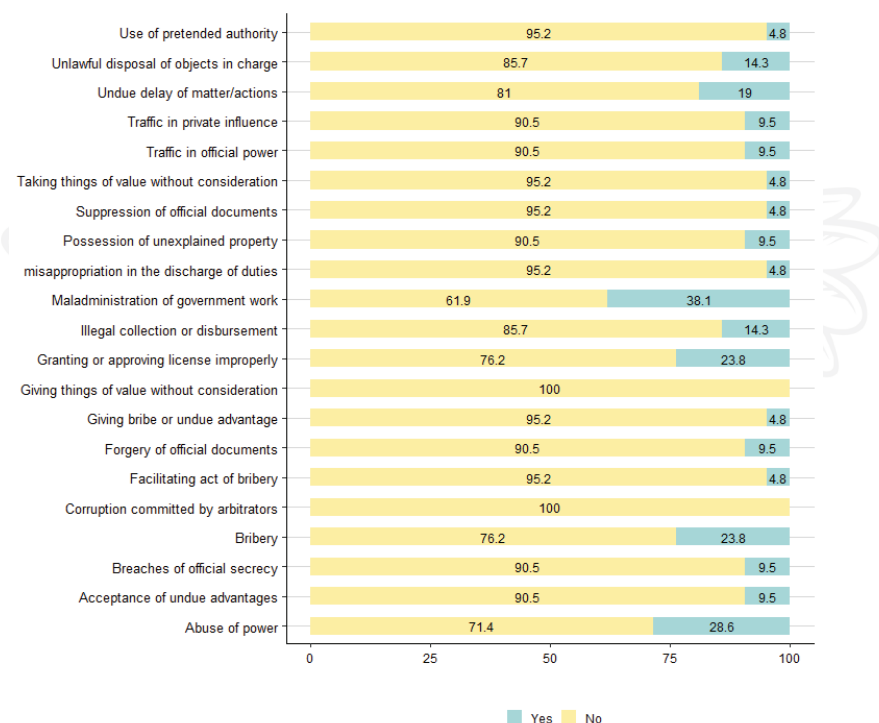
Source: Survey analysis (2021)

8.5. Major forms and trends of corruption

The survey aimed to identify the forms of corruption prevalent in professional associations. As can be seen in Figure 8.6, over one-third of the respondents (38%) reported the existence of maladministration of government or public enterprise work while 29% cited the presence of abuse of power or responsibility.

On the other hand, the majority of the respondent (>95%) did not confirm the presence of appropriation and misappropriation in the discharge of duties, giving bribes or undue advantage, facilitating an act of bribery, use of pretended authority, and money laundering.

Figure 8.6: Major forms of corruption perceived to exist in professional associations



Source: Survey analysis (2021)

For respondents who confirmed the existence of different forms of corruption in their association, the survey asked how often they had observed the practice. For example, 33% of the respondents who confirmed the presence of abuse of power or responsibility in their institution observed such forms of corruption most frequently while 50% observed less frequently. Again, 62% of the respondents observed the presence of maladministration of government or public enterprise

work most frequently. Of those who confirmed the presence of maladministration of government or public enterprise work in their institution, 38% indicated that they observed such form of corruption less frequently while 62% most frequently.

The survey asked respondents' perception on the level of different forms of corruption now compared to 5 years back. As shown in Table 6, most of the respondents, on average, reported that the different forms of corruption are about the same compared to five years back. Of those respondents who observed maladministration of government or public enterprise work in their area, 62% of them indicated that this form of corruption is about the same compared to five years back. Similarly, of those respondents who observed bribery in their institutions, 40% of them reported that this form of corruption is about the same compared to five years back.

Table 8.6: Comparison of the level of corruption today to five years back

Corruption forms	Respondents (%)					
	Much higher	Somewhat higher	About the same	Somewhat lower	Much lower	Don't know
Abuse of power or responsibility	0	50	17	33	0	0
Bribery	0	20	40	20	0	20
Acceptance of undue advantages	0	0	100	0	0	0
Maladministration of government or public enterprise work	0	12	62	25	0	0
Unlawful disposal of objects in charge	33	33		33	0	
Appropriation and misappropriation in the discharge of duties	0	0	100	0	0	0
Traffic in official power or responsibility	0	0	100		0	0

Illegal collection or disbursement	0	0	67	33	0	0
Undue delay of matter/actions	0	0	50	25	25	0
Taking things of value without or with inadequate consideration	0	100	0	0	0	0
Granting or approving license improperly	20	0	20	40	20	0
Possession of unexplained property		0		50	0	50
Breaches of official secrecy	50	0		50	0	0
Forgery of official or public organization documents	0	50	50	0	0	0
Suppression of official or organizational documents	0	0	100	0	0	0
Giving bribe or undue advantage	0	0		100	0	0
Facilitating act of bribery	0	0	100	0	0	0
Use of pretended authority	0	0	100	0	0	0
Traffic in private influence	0	0		50	50	0
Corrupt electoral practices	0	50	50	0	0	0
Aggravated breach of trust	0	0	50	50	0	0
Aggravated fraudulent misrepresentation	0	0	50	50	0	0
Money laundering	0	0	100	0	0	0

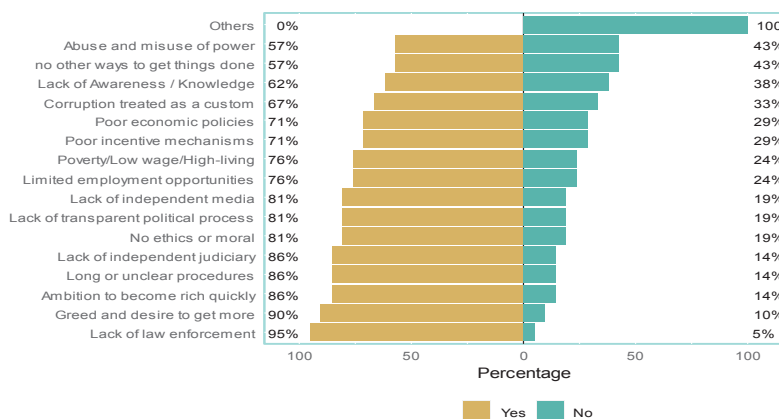
Source: Survey analysis (2021)

8.6. Perceived causes of corruption

The respondents were presented with a list of causes of corruption and asked to indicate whether they consider those listed as the main causes contributing to corrupt practices in Ethiopia. As demonstrated in Figure 8.7, lack of law enforcement is identified by the majority of the respondents (95%) as the main causes of corruption, followed by greed and desire to get more (90%), ambition to become rich quickly (86%), long or unclear procedures (86%) and lack of independent and effective judiciary (86%). A relatively small percentage of the

respondents (57%) identified the nonexistence of other ways to get things done and abuse and misuse of power as a main cause of corruption.

Figure 8.7: Causes of corruption as perceived by respondents



Source: Survey analysis (2021)

Furthermore, respondents were asked to rate the importance of each perceived cause of corruption, and the results are reported in Table 8.7. As indicated in the table, the majority of the respondents (more than 80%) believed that each of the perceived causes is an important or very important contributor to corruption. For instance, more than half of the respondents concurred that greed and desire to get more, limited employment opportunities and ambition to become rich quickly to be very important causes for corruption.

Table 8.7: Respondents' rating on perceived causes of corruption

Causes	Respondents (%)			
	Very unimportant	Unimportant	Important	Very important
Greed and desire to get more	0	16	37	47
Lack of Awareness / Knowledge	0	7.7	46	46

Nonexistence of other ways to get things done	0	8.3	67	25
Limited employment opportunities	0	12	25	62
Poor incentive mechanisms like wage and promotion	0	13	20	60
No ethics or moral	0	12	41	47
Ambition to become rich quickly	0	5.6	28	67
Abuse and misuse of power	0	8.3	42	42
Long or unclear procedures of services	0	5.6	44	50
Lack of law enforcement and practice	0	10	30	60
Corruption being treated as a custom (the practice of obligatory illegal payment)	0	7.1	36	57
Poor economic policies	6.7	0	53	40
Poverty/Low wage/High-living	0	12	19	69
Lack of transparent and accountable political process	0	12	47	41
Lack of independent and effective judiciary	0	11	33	56
Lack of independent & effective media	0	12	53	35

Source: Survey analysis (2021)

Respondents were asked to compare the current level of corruption as a result of the identified causes to five years back. As indicated in Table 8.8, 62% of the respondents indicated that corruption as a result of limited employment opportunities is greater compared to five years back, followed by poverty/low wage (50%), greed and desire to get more (42%) and poor incentive mechanisms like wage and promotion (40%).

Table 8.8: Comparison of the current level of corruption with five years back by perceived causes

Causes	Respondents (%)		
	Greater	Same	Lesser
Greed and desire to get more	42	42	16
Lack of Awareness / Knowledge	31	46	23
Nonexistence of other ways to get things done	17	58	25
Limited employment opportunities	62	25	12
Poor incentive mechanisms like wage and promotion	40	33	20
No ethics or moral	29	24	47
Ambition to become rich quickly	28	39	28
Abuse and misuse of power	17	25	50
Long or unclear procedures of services	22	61	17
Lack of law enforcement and practice	15	50	35
Corruption being treated as a custom (the practice of obligatory illegal payment)	21	50	29
Poor economic policies	0	67	33
Poverty/Low wage/High-living	50	38	12
Lack of transparent and accountable political process	12	47	41
Lack of independent and effective judiciary	22	33	44
Lack of independent & effective media	18	47	35

Source: Survey analysis (2021)

8.7. Challenges (problems) faced by Ethiopia today

The respondents were presented with a list of challenges facing Ethiopia and asked to rate its intensity. As indicated in Table 8.8, corruption ranked the third major problem, next to unemployment and high cost of living and inflation. About 76% of the respondents perceived that corruption is a major problem faced by Ethiopians nowadays. Other challenges such as Poor public transportation,

Lack of quality roads and High cost of education were identified as major problems by less than 30% of the respondents.

Table 8.9: Respondents’ perception on major challenges facing Ethiopia

Challenges	Respondents (%)			
	Not a problem	Minor Problem	Moderate problem	Major problem
Corruption	0	9.5	14	76
Weak leadership	0	9.5	24	67
Lack of peace and security	14	0	9.5	76
Poor public transportation	4.8	19	48	29
Lack of quality roads and networks	4.8	24	48	24
High cost of living and inflation	4.8	0	14	81
Unemployment	0	0	14	86
Safety concerns/crime	0	9.5	24	67
Drug abuse & trafficking	14	9.5	33	38
Lack of access to educational services	19	24	24	33
Low quality education services	0	29	29	43
Lack of access to health services	9.5	19	29	43
Low quality of health services	4.8	14	38	43
High cost of education	4.8	38	33	24
High cost of health care	4.8	19	48	29
Housing shortage	4.8	4.8	24	67
Lack of access to safe drinking water	9.5	9.5	33	48
Poor sanitation	9.5	33	24	33
Food shortage	9.5	14	33	43
Health situations	9.5	19	29	38

Source: Survey analysis (2021)

When asked to rate the challenges (problems) faced by professional associations, nearly a quarter of the respondents (24 %) indicated that lack of honesty and integrity among employees and members, taking undue advantages, corrupt

electoral practices, failure to exposes corrupt acts, and provision of legal cover for corrupt act as a major problem faced by professional associations. On the other hand, corrupt electoral practices, taking undue advantages weren't considered a problem by more than half of the respondents.

Table 8.10: Respondents' perception on major challenges facing the professional association

Challenge	Respondents (%)			
	Not a problem	Minor Problem	Moderate problem	Major problem
Lack of honesty and integrity among employees and members	38	19	19	24
Existence of corruption (misappropriation of association funds)	43	19	19	19
Taking undue advantages (e.g., travel abroad, per diem, etc.)	52	9.5	14	24
Corrupt electoral practices (e.g., of Executive Committee members)	62	14	0	24
Lack of proper enforcement of laws, directives and guidelines	29	33	19	19
Erosion of institutional cultures, values and ethics	48	29	4.8	19
Lack of transparency	48	9.5	29	14
Failure to expose corrupt acts	38	9.5	29	24
Provision of legal cover for corrupt acts	48	14	9.5	24
Use of pretended authority	43	9.5	24	14
Unethical association board members	43	33	14	9.5

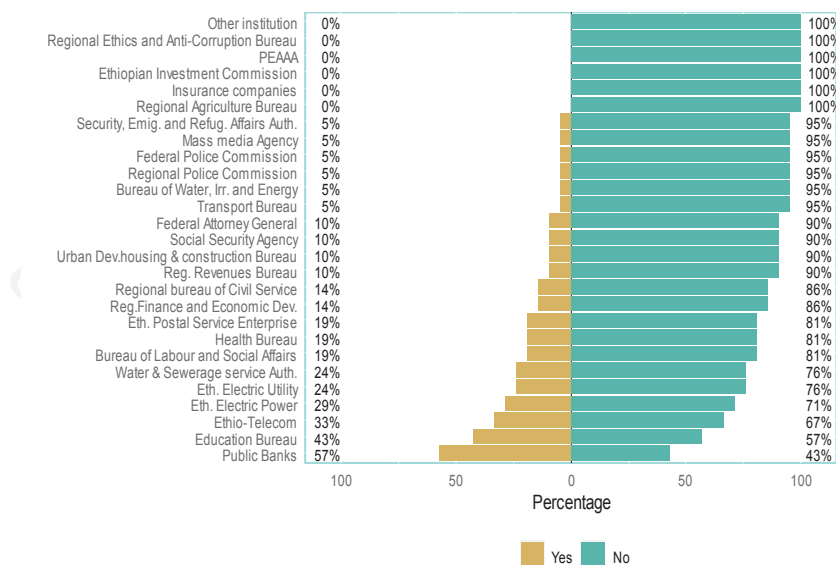
Source: Survey analysis (2021)

8.8. Quality and integrity of public service providers

Respondents were asked if they had visited various service-providing institutions over the last 12 months. As shown in Figure 8.8, public banks were visited by over half of the respondents (57%) while Education Bureau was visited by 43%

of the respondents. One-third of the respondents (33%) visited Ethio Telecom while 29% of the respondent indicated that they had visited Ethiopia Electric power.

Figure 8.8: List of public service providers visited by respondents

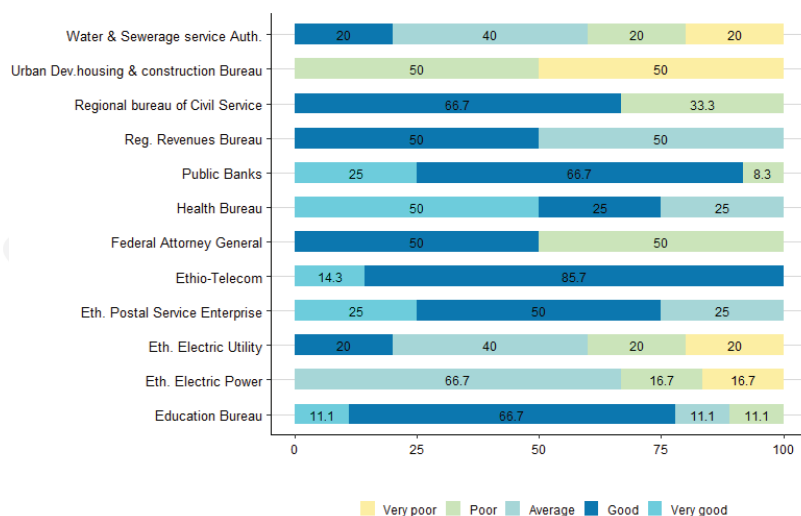


Source: Survey analysis (2021)

The survey asked those respondents who visited the above public service provider to rate the quality of the service. Note that the bureau of water, irrigation, and energy and transport bureau was visited only by one respondent while the urban development housing & construction bureau was visited by two respondents. As demonstrated in Figure 83, these respondents rate the quality of the service as poor. The service of public banks, the most visited public service provider, was rated very good and good by 25 % and 67 % of the visitors respectively. Only 8 % of those visited rated the service of public banks as poor. Of those who visited the education bureau, over half of the respondents (67%) rated the

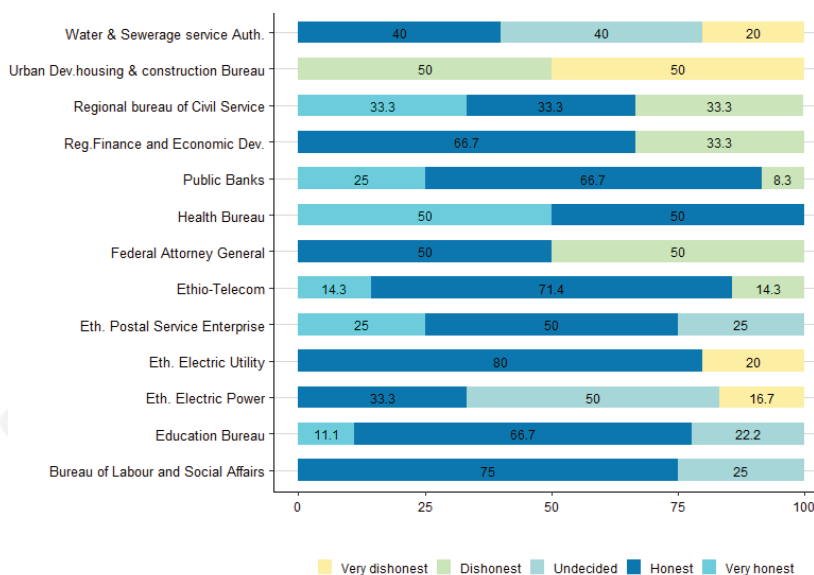
quality of the service as good while 11% rated it very good. Regarding Ethio-telecom, 86 % of those who visited the company rated the quality of the service as good and the remaining 14 % rated the quality as very good.

Figure 8.9: respondents' rating on the quality of public service provider



Source: Survey analysis (2021)

The survey further asked those who visited public service providers to rate the integrity of these institutions in providing the service. As indicated earlier, only one respondent visited the mass media agency, the bureau of water, irrigation and energy, and transport bureau. He/she thus rated the integrity of these institutions as dishonest or very dishonest. Of those who visited public banks, 67% rated as honest and 25 % rated as very dishonest. For Ethio telecom, 71 % of those who visited the company rated the integrity of the company as honest and 14 % as very honest. A small percentage of those visited (14%) Ethio telecom rated the integrity as dishonest.

Figure 8.10: respondents' rating on the integrity of public service provider

Source: Survey analysis (2021)

The survey further asked the respondents whether they made a complaint regarding the quality of services provided by the institution and the number of respondents and their satisfaction is given in the following table (Table 8.11).

Table 8.11: respondents complained about the quality of public service provider

Name of the institutions	# respondents complained	satisfied
Regional Bureau of Finance and Economic Development	1	No
Regional bureau of Civil Service	1	Yes
Urban Development, housing & Construction Bureau	2	No
Transport Bureau	1	No

Education Bureau	1	No
Ethiopian Electric Power	2	No
Ethiopian Electric Utility	1	No
Ethio telecom	1	Yes
Water and Sewerage service Authority	1	No
Federal Attorney General	1	No

Source: Survey analysis (2021)

Of those who complained about the quality of the service, only those who complained to the regional bureau of civil service and Ethio telecom were satisfied with the manner in which their complaint was processed or handled while others indicated that they weren't satisfied. When asked whether they engaged or tried to engage to use corruption (bribery etc.) to get their issue or question answered, none of them reported engaging in corrupt practices.

Respondents were asked if they had visited various judicial arms of the government over the past 12 months. As shown in Table 8.12 below, the most visited judicial branch is Zonal high courts, reported to be visited by 4 respondents, and followed by regional Supreme Court and city dwellers court, each of them was visited by 2 respondents. The remaining judicial branch had been visited by only one respondent. The survey asked those who visited these judicial branches to rate the quality of their service. As indicated in table 12, most of them rated the quality of the judicial branch as good. In the same vein, when asked to rate the integrity and honesty of these institutions in providing their service, most of those who visited rated the integrity of the institutions as honest. Only one respondent indicated that he/she made a complaint about the quality of service provided by zonal high courts (25% of those who visited). Asking further whether he/she was satisfied with how his/her complaint was processed or handled, the respondent indicated that he/she was neither satisfied with how his/her complaint was processed or handled nor with the outcome of his/her

complaint. When asked whether he/she engaged or tried to engage to use corruption (bribery etc.) to get their issue or question answered, he/she replied that he/she didn't try to use corruption (bribery etc.) to get their issue or question answered.

Table 8.12: Ratings on quality and integrity of institutions under the judicial arm of government

Judiciary	N = 21 Have you visited	Evaluate the quality of the services			Evaluate Integrity and Honesty			compla in
		Averag e	Good	Ver y Goo d	Unde cided	Hone st	Very hones t	
Federal supreme court	1		1			1		
Federal high court	1		1			1		
Regional supreme court	2		2			2		
Zonal high courts	4		3	1		3	1	1
Woreda/1st instance court	2	1	1		1	1		
Sharia Court	1		1			1		
City dwellers Court	2	1	1		1	1		

Source: Survey analysis (2021)

8.9. Governance and integrity of public institutions

Respondents were asked if they had visited various institutions over the last 12 months. As demonstrated in table 13, the majority of the respondents (14 out of the total of 21 samples) reported that they had visited public institutions while 6

respondents indicated that they visited religious institutions. The number of respondents who had visited professional associations was 5 and CSOs/NGOs were 3. When asked how often the official/representative of visited institutions demanded a cash gift or favor directly, the majority of the respondents reported that they never demanded except in public institutions. Two respondents reported that the official/representative of public institutions demanded a cash gift or favor directly in rare cases. When asked further how often the officials show that they expect a cash gift or a favor but do not demand directly, only two respondents who visited public institutions indicated that officials of the public institutions expect a cash gift or a favor.

Table 8.13: Frequency of respondents' visited various institutions and their experience of corruption

Institutions	Have you visited	demand a cash gift		they expect a cash gift or a favor		complain
		Rare	never	rare	never	
Public institutions	14	2	12	2	12	
Private institutions	3		3		3	
CSOs/NGOs	3		3		3	
Religions institutions	6		6		6	
Professional associations	5		5		5	
Media institutions,	1		1		1	

Source: Survey analysis (2021)

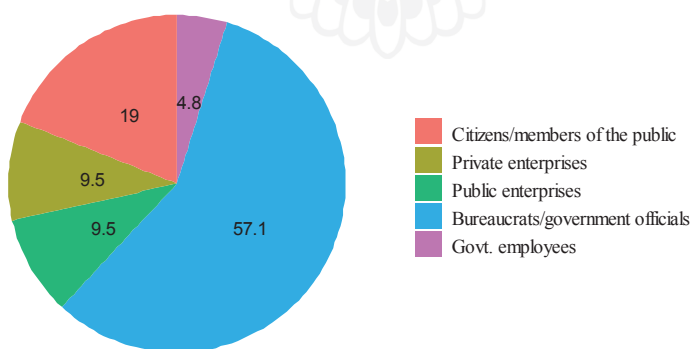
When the respondent asked how often they give cash or gift without being asked, none of them replied they did. Only one respondent indicated that he/she does a favor in rare cases for public institutions when asked how often they do a favor

to officials without being asked. With regard to the question of how often the respondents were asked to do a favor to relatives of the official/the person who had served the respondents, only two respondents reported that they were asked to do a favor to relatives of the public institutions official/the person who had served them.

When asked how often the respondent uses personal connections to get preferential treatment, one respondent reported that he/she uses personal connection in all cases to get preferential treatment while two respondents reported that he/she uses personal connection in rare cases to get preferential treatment in public institutions.

The survey further asked respondents' perception of the category of people who are mostly responsible for corrupt practices. As indicated in Figure 8.11, 57 % of the respondents perceive that bureaucrats/ government officials were the most responsible for corruption in Ethiopia. Citizens/members of the public were also considered to be the most responsible for corrupt practices in Ethiopia by 19% percent of the respondents. A small proportion of respondents (4.8%) considered government employees as responsible for corruption in Ethiopia.

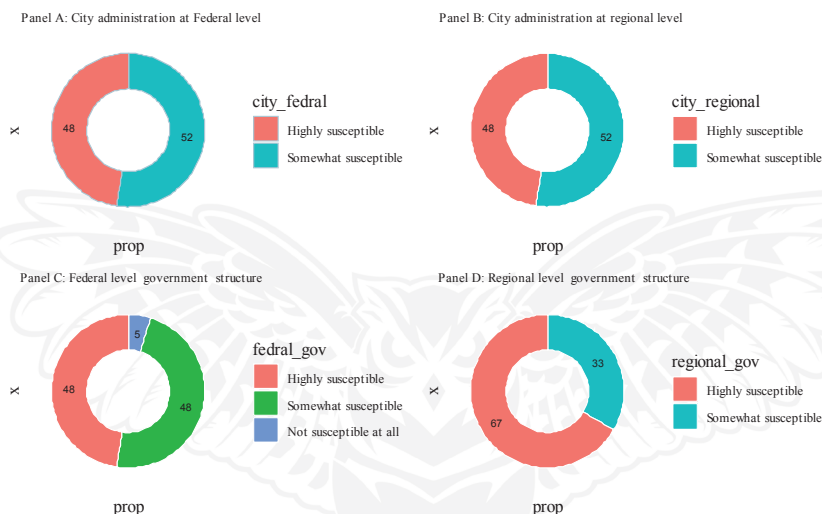
Figure 8.11: respondents' perception of the category of people responsible for corrupt practices



Source: Survey analysis (2021)

The survey further asked respondents which of the government structure in Ethiopia were most susceptible to corruption. As shown in Figure 8.12, a large proportion of respondents (67%) reported that regional level government is the most corruption susceptible government structure in Ethiopia.

Figure 8.12: respondents' perception of the most susceptible government structure



Source: Survey analysis (2021)

Respondents are asked to assess the effectiveness of various penalties on public officials and employees found guilty of corruption in curbing corruption in the country. As indicated in the table (Table 8.14), more than half of the respondents (52%) indicated that confiscation/restoration of money/asset gained through corruption was very effective in curbing corruption in Ethiopia while 33% of the respondents indicated that transfer to other institutions or departments were the highly ineffective mechanism to curb corruption in the country.

Table 8.14: respondents' rating on the effectiveness of penalties on officials found guilty of corruption

Punishment	Respondents (%)				
	Highly ineffective	Ineffective	Undecided	Effective	Very Effective
Imprisonment	9.5	19	14	38	19
Imposition of fines	14	38	0	38	9.5
Relegation/demotion at work	19	24	4.8	43	9.5
Dismissal from employment	19	24	14	24	19
Transfer to other institutions or departments	33	38	0	24	4.8
Confiscation/restoration of money/asset gained through	9.5	9.5	4.8	24	52

Source: Survey analysis (2021)

8.10. Corruption reporting mechanisms and challenges

The survey asked respondents if they or anyone in their association had reported a corrupt act. While 18 respondents stated that they hadn't reported, only 3 respondents said that they had reported. Out of those who reported or witnessed reporting of the corrupt act, 2 of them said that they reported to an ethics officer in the same/visited organization, and 1 respondent reported to the police. The respondent who reported to the police indicated that the process of corruption reporting was extremely difficult and he/she strongly disagreed with the statement that the person who reported corruption was protected from potential harassment. However, he/she was very satisfied with the feedback received as a result of reporting. Of those who reported to the ethics officer in the same/visited organization, 1 respondent said the process of corruption reporting was very easy and strongly agree with the statement that the person who reported the corruption

were protected from potential harassment, and indicated that he/she was very satisfied with the feedback received as a result of reporting the corrupt act. The other respondent who reported to the ethics officer in the same/visited organization said that the process of corruption reporting was extremely difficult and strongly disagree with the statement that the person who reported the corrupt activities was protected from potential harassment. However, the respondent indicated that he/she was very satisfied with the feedback received as a result of reporting corruption.

Participants were asked to indicate reason/s for not reporting corruption to the relevant authorities (Table 8.15). Nearly 76% of participants agreed with the statement that those who report corruption will be subject to retaliation/potential harassment. Another 76% of the respondents also indicated lack of evidence to prove the corrupt practices as one of the reasons for not reporting the corrupt act. 71% of the respondent stated that the reason why they do not report is that society does not reward those who report corruption while 67% indicated lack of clarity about corruption proceedings as one of the reasons for not reporting.

Table 8.15: Respondent's reasons for not reporting corruption

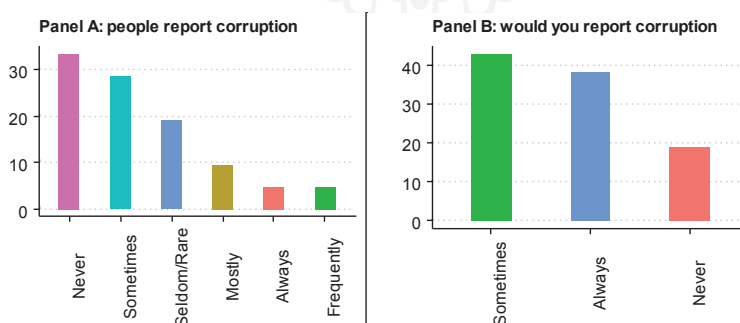
List of reasons	Respondents (%)	
	Yes	No
Those who report corruption will be subject to retaliation/potential harassments	76	19
I didn't know where to report	43	57
The process of reporting is too complex and long	52	43
No actions will be taken even if corruption is reported	62	33
It is not worth reporting corruption if I am not personally hurt	29	67
It is not my personal responsibility	28	72

Most people who commit corruption only do so because of economic hardship	29	67
Bribes are justified under the current economic situation	38	62
The case could not have been proved	47.5	47.5
Corruption is a natural occurrence and part of our daily life/Corruption is a custom/way of life	57	43
The society does not reward those who report corruption	71	19.
Inadequate Whistleblower protection	62	33
Lack of evidence to prove the corrupt practices	76	24
Lack of clarity about corruption proceedings	67	33

Source: Survey analysis (2021)

The survey asked respondents whether they would report a corrupt act whenever they ever witness. As depicted in panel B of Figure 8.13, 43% of the respondents stated that they would report sometimes while 38% of the respondent reported that they would report always. The remaining 19 percent indicated that they would never report. When asked about their perception about other people reporting corruption practices if/whenever they experienced it, 33% of the respondent indicated that people never report while 29% of the respondents have the opinion that people report corruption sometimes (Figure 8.13 panel A).

Figure 8.13: Respondents perception on corruption reporting



Source: Survey analysis (2021)

The survey asked respondents if they perceive women as less predisposed to corrupt practices than men. As can be seen in Table 8.16, the majority (71%) of the respondents agreed with the statement. Besides, more than three-quarters of the respondents (81%) believe that appointing women in areas vulnerable to corruption helps to eradicate corruption in their association while 86% of the respondents agree that doing so would also help reduce corruption in Ethiopia.

Table 8.16: Respondents' opinions on women combating corruption

Statement	Respondents (%)	
	Yes	No
women are less predisposed to corruption than men	71	24
Appointing women in areas vulnerable to corruption helps to reduce corruption in your area	81	19
appointing women in areas vulnerable to corruption helps to reduce corruption in Ethiopia	86	14

Source: Survey analysis (2021)

8.11. Anti-corruption mechanisms, initiative and effectiveness

The respondents were asked to what extent the following institutions contributed to the fight against corruption. As reported in Table 8.17, over half of the respondents somewhat or strongly agreed that the office of the Prime Minister, Mass media (newspapers and TV), religious institutions and Regional Ethics and Anti-Corruption Commission contributed to the fight against corruption. Conversely, over 80% of the respondents strongly or somewhat disagreed to the statement that courts contributed to combatting corruption, followed by the attorney general.

Table 8.17: respondents' perception of institutions contributed to the fight against corruption

Institutions	Respondents (%)			
	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree
Mass media (newspapers and TV)	9.5	33	38	19
Police at local level	33	33	33	0
Courts	19	62	9.5	9.5
Attorney General	14	62	9.5	9.5
Non-Governmental Organizations	9.5	43	33	4.8
Federal and Regional Audit Offices	33	29	29	4.8
Federal Ethics and Anti-Corruption Commission	19	33	24	19
Regional Ethics and Anti-Corruption Commission	14	33	33	19
Regional Attorney General Offices	19	38	33	4.8
Anti-corruption offices in each bureau/office	19	38	33	0
Civic Society organizations	14	48	29	9.5
Professional associations	14	38	38	9.5
Religious institutions	4.8	33	24	33
Office of the Prime Minister	9.5	19	19	43

Source: Survey analysis (2021)

The Government of Ethiopia has initiated several anti-corruption initiatives including, but not limited to, introducing new laws, the establishment of complaint handling mechanism, civil service reform, etc. Respondents were asked to rate the effectiveness of these anti-corruption initiatives in combat corruption in Ethiopia. The results are reported in Table 8.18. Civil service reform program, registration of assets, and establishment of ombudsman and human rights commission were considered by 19% of the respondents as very effective anti-corruption initiatives while more than half of the respondents indicated that

awareness creation campaign and assigning liaison office somewhat effective in combatting corruption in Ethiopia.

Table 8.18: Respondents' assessment on the effectiveness of anti-corruption initiatives

Characteristic	Respondents (%)			
	Very Effective	Somewhat Effective	Not Very Effective	Not Effective
Awareness creation campaigns through the media (radio, TV, newspapers, etc	4.8	52	24	14
Assigning liaison officers in institutions to receive reports from Citizen	4.8	57	14	19
Training on corruption to public employees and officials	4.8	48	19	19
Revision/review of existing laws	4.8	48	9.5	24
Introducing new laws, rules and regulations	9.5	38	14	24
Enforcement of laws	9.5	38	19	24
Establishments of complaint handling mechanisms for the public institution	4.8	38	14	33
Establishment of corruption reporting mechanisms	9.5	29	24	33
Establishment of Ethics and Anti-corruption Commissions at federal and reg	14	43	9.5	29
Civil service reform program	19	19	24	29
Registration of assets	19	19	29	29
Establishment of Ombudsman and Human Rights Commission	19	29	14	24

Source: Survey analysis (2021)

The survey asked respondents if their association had its internal mechanisms for guarding against corrupt activities by EC/Board members or employees. Nearly half (48%) of the respondents indicated that the association had its internal mechanism while the remaining 52% reported that the institutions did not have any internal mechanisms to combat corruption. When the former group asked to specify the internal mechanism, 80% of them indicated procurement procedures and internal audit as the main internal mechanisms to guard against corruption by employees. Assets control and human resource policies and procedures were also considered as the main internal mechanisms to guard against corruption by 70 and 50 % of the respondents respectively.

Table 8.19: List of internal mechanisms to combat corruption

Main internal mechanisms	Respondents
Accounting and financial policies and procedures	50
Procurement procedures	80
Assets control	70
Internal audit	80
Human resource policies and procedures	50

Source: Survey analysis (2021)

Only 1 respondent stated that one of the EC/Board members or employee of the association had been suspected of engaging in corrupt activities. This individual who was involved in corrupt practice was later dismissed from employment.

The survey asked respondents to assess the effectiveness of the internal mechanisms of guarding against corrupt practices by employees and EC/Board members. Their responses are presented in the following Table 8.20. As shown in the table, most of the respondents perceive that the internal mechanisms are effective.

Table 8.20: Respondents' rating on the effectiveness of internal mechanisms

Characteristic	Respondents (%)				
	Highly ineffective	Ineffective	Undecided	Effective	Highly effective
Accounting and financial policies and procedures	0	9.5	9.5	62	19
Procurement procedures	4.8	4.8	14	57	19
Assets control	0	9.5	4.8	62	19
Internal audit	0	0	9.5	62	19
Human resource policies and procedures	0	4.8	0	76	19
Membership qualifications	0	4.8	0	71	24

Source: Survey analysis (2021)

The survey further asked respondents if there were clear codes/guidelines to determine professional ethics and practice within their association. In this realm, 67% of the respondents indicated that there were clear codes and regulation codes/guidelines to determine professional ethics. These respondents were further asked to rate the effectiveness in dealing with upholding ethical values. As demonstrated in Table 8.21, most of the respondents indicated that the codes and/guidelines are effective.

Table 8.21: Respondents' rating on the effectiveness of ethical values

Ethical values	Respondents (%)			
	Ineffective	Undecided	Effective	Highly effective
Equal opportunities in management	0	0	64	29
Integrity and honesty	7.1	0	64	29
Employment ethics	7.1	0	71	21
Work ethics	0	0	86	14
Fairness and justice to all	0	14	57	29

Ethical values	Respondents (%)			
	Ineffecti ve	Undecide d	Effecti ve	Highly effectiv e
Equal opportunity in embership	0	14	64	21

Source: Survey analysis (2021)

The respondents were asked to what extent they thought that the judicial system of the country is fair at each level. The response is given in the following table. Federal first instant court and Industrial/labor court is perceived to be fair in most cases by 38 % of the respondents while zonal high courts, First instance Woreda courts, sharia courts, and city dwellers court perceived to be unfair in all cases by 14% of the respondents.

Table 8.22: respondents' rating on the fairness of the judicial arm of the government

Judiciary	Respondents (%)				
	Unfair in all cases	Unfair in most cases	Average	Fair in most cases	Fair in all cases
Federal supreme court	4.8	24	48	19	4.8
Federal high court	9.5	24	33	33	0
Federal First Instance court	9.5	24	29	38	0
Industrial/labour court	4.8	24	33	38	0
Regional supreme court	9.5	33	48	9.5	0
Regional Court of cassation (Seber-Semi)	4.8	33	52	9.5	0
Zonal high court	14	29	52	4.8	0
First Instance Woreda court	14	33	38	14	0
Sharia court	14	24	33	29	0
City dwellers court	14	14	43	29	0

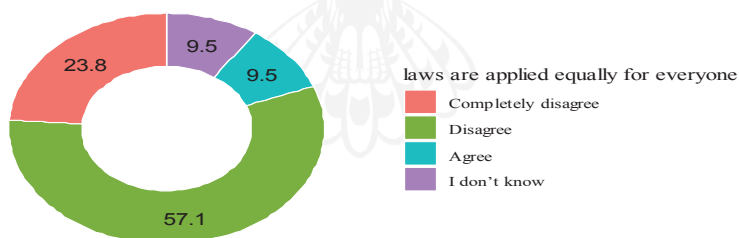
Source: Survey analysis (2021)

The survey further asks respondents whether any member of their association initiated a lawsuit against anyone in the past five years. Only 3 respondents said yes. Two of the respondents said that only one case was initiated by their organization while the other respondent said that 6 cases were initiated by the organization. None of the respondents reported that they or any member of the association received any indication that they were expected to pay some gratification (to a judge, prosecutor, enforcement officials, or any other official involved in the case) in order to get a favorable decision in the case. One respondent indicated that he/she had encountered obstacles when using courts.

One respondent indicated that he/she had reason to use the court system, but decided to use elders and friends rather than using courts because of various challenges including, but not limited to, court decisions influenced by corruption and too long process.

The survey further asked respondents regarding their extent of agreements with the statement that laws in Ethiopia are applied equally for everyone, rich or poor. As depicted in Figure 8.14, the majority of the respondents (57%) disagree with the statement.

Figure 8.14: Respondents' assessment on the law in Ethiopia



Source: Survey analysis (2021)

8.12.Summary

This section presented the results of a survey of 21 professional associations spread across seven regions and two city administrations of Ethiopia. Almost all respondents have a good understanding of the various form of corruption.

Corruption forms such as bribery, acceptance of undue advantage, appropriation and misappropriation in the discharge of duties, and Giving a bribe or undue advantage as corruption, among others, were considered as a form of corruption by all respondents.

The majority of the respondents believed that the level of corruption, whether in their association (43%) or in Ethiopia (42%), is somewhat lower compared to some five years back, but they still consider it as a serious problem in today's Ethiopia. More than two-thirds of the respondents consider corruption as a serious or very serious problem in Ethiopia. More than half of the respondents believe that corruption has become part of daily life in Ethiopia. However, nearly one out of every two people (48%) surveyed believe that the government's will and desire in fighting corruption are 'higher' or 'somewhat higher' compared to five years back.

The overwhelming proportion (95%) of the respondents concurred that corruption is most prevalent in public institutions. In addition, 43% of the respondents indicated that they had heard of someone being asked/given indication for gratification for a service from public institutions in the past 12 months. Nearly eight in ten (80%) respondents reported that they would not give gratifications even if they were asked to give/receive gratification to get services from different institutions.

The most prevalent forms of corruption that respondents had witnessed in the professional association was the maladministration of government work. About 38% of the respondents indicated that they had witnessed maladministration of government work in the past 12 months in the professional association.

The vast majority of the respondents (95%) identified lack of law enforcement as the main causes of corruption, followed by greed and desire to get more (90%), ambition to become rich quickly (86%), long or unclear procedures (86%) and lack of independent and effective judiciary (86%). Nearly three out of every five

respondents (62%) believed that corruption as a result of limited employment opportunities is greater compared to five years back, followed by poverty/low wage (50%) and greed and desire to get more (42%).

Nearly two in three (76%) respondents perceived that corruption is a major problem faced by Ethiopians nowadays. Nearly a quarter of the respondents (24 %) indicated that lack of honesty and integrity among employees and members is a major problem faced by professional associations nowadays.

More than half of the respondents (57%) believe that bureaucrats/ government officials are the most responsible for corruption in Ethiopia. Sixty-seven percent of the respondents reported that regional level government is the most corruption susceptible government structure in Ethiopia.

More than half of the respondents (52%) indicated that confiscation/restoration of money/asset gained through corruption was very effective in curbing corruption in Ethiopia while a third (33%) of the respondents believe that transferring to other institutions or departments were the highly ineffective mechanism to curb corruption in the country.

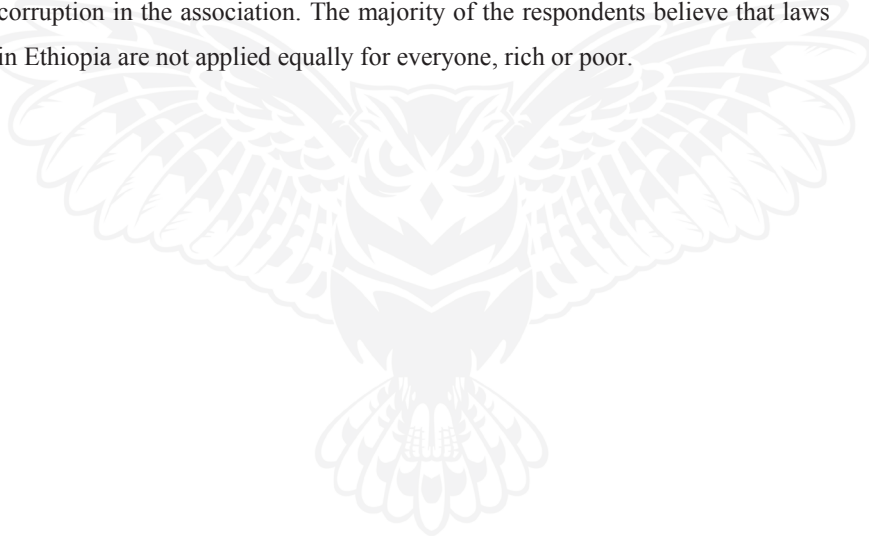
A third of the respondents perceive that people never report corruption whenever they experience it. When asked about themselves, 43% of the respondents stated that they would report sometimes.

Seven in ten (71%) respondents agree with the statement that “women are less predisposed to corruption than men”; thus, appointing them in areas vulnerable to corruption helps to reduce corruption in a professional association and in Ethiopia.

Over half of the respondents somewhat or strongly agreed that the office of the Prime Minister, Mass media (newspapers and TV), religious institutions, and Regional Ethics and Anti-Corruption Commission contributed to the fight against corruption.

Civil service reform program, registration of assets, and establishment of ombudsman and human rights commission are the most effective anti-corruption initiatives. Civil service reform program, registration of assets, and establishment of ombudsman and human rights commission were considered by 19% of the respondents as very effective anti-corruption initiatives while more than half of the respondents indicated that awareness creation campaign and assigning liaison office somewhat effective in combatting corruption in Ethiopia.

Nearly half of the respondents indicated that the association had its internal mechanism and believe that these internal mechanisms are effective in combating corruption in the association. The majority of the respondents believe that laws in Ethiopia are not applied equally for everyone, rich or poor.



9. FINDINGS FROM RELIGIOUS INSTITUTIONS

9.1. Introduction

Corruption is endemic in all governments, and that it is not peculiar to any continent, region and ethnic group. It distributes across faiths, religious denominations and political systems and affects both young and old, man and woman alike though it hurts more the poor and the vulnerable. In principle, religion is all about ethics and faith which advocates followers even cannot aspire the properties of others let alone using properties that do not belong to them. Religion can influence human behavior and actions. One of the social behaviors is corruption which has a negative effect on growth, investment and innovation and is rejected by all religions (Shadabi, 2013).

There are several empirical researches that assess the main causes of corruption. These factors can be divided into two groups: economic and non-economic. One of the non-economic factors is religion. It was introduced as an indicator of cultural factors. Although the impact of religion on corruption has already been investigated, the results of the studies are mixed. It should be noted that although embezzlement and bribery are forbidden in Christianity and Islam, corruption is found more in Islamic and Catholic countries than others (Lambsdorff, 2005; Shadabi, 2013). Particularly in recent days, corruption in religious institution has become a day-to-day discussion among the public in Ethiopia. This survey, hence, aimed to investigate how religious institutions view corruption and how corruption distributes among different denominations in the country.

9.2. Analytical findings

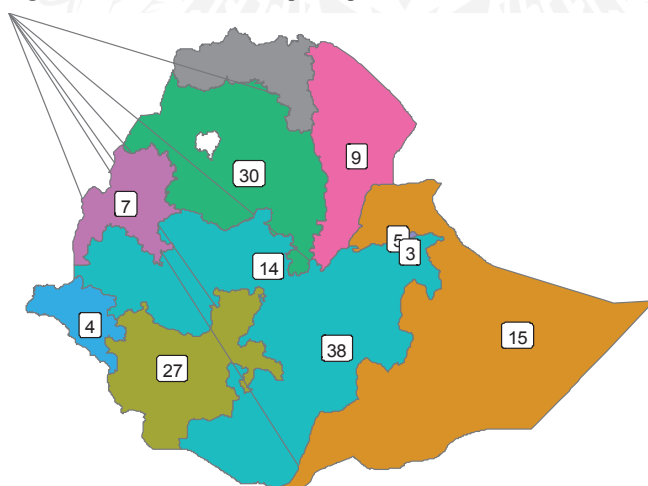
This part of the report covers major findings on the perception of corruption with information gathered from representatives/members of religious institutions. This report covers information obtained from 152 religious denominations in which

Orthodox, Islam, Catholic and Protestant are the dominant ones. The inclusion of views from religious institutions was sought profoundly not only to broaden representation for fetching the much-needed information on the perception of corruption, but also for the part they can play in combating corruption by influencing human behaviors and actions. With this in mind, activities that religious institutions were engaged in to combat corruption is also incorporated as part of this report.

9.3. Background information on the respondents

In the course of the survey, 152 religious institutions were surveyed, of which most (35.5%) of the institutions were affiliated to Muslim faith whereas others are affiliated to Orthodox Christian (33.3%), Protestant (29.6%) and Catholic (1.3%) faiths. About 70.4% of the institutions operated within their local areas, 12.5% operated regionally, 11.2% throughout the country and 5.2% operated internationally.

Figure 9.1: Distribution of sample respondents



Source: Survey analysis (2021)

The target respondents were mainly top-level leaders and middle-level management of the religious institutions. The majority of the respondents

(97.4%) were males, with only 4.5% females. The average age of the respondents is about 43 years which distributes from a minimum age of 18 years to a maximum of 80 years. With respect to the educational qualifications, 25.7% of the respondents had a university degree or higher qualification, 23.7% had a secondary education, and 19.7% had a religious/informal education while the remaining had primary education, TVET and post graduate qualifications.

9.4. Major acts considered as corrupt

The Corruption Crimes Proclamation No. 881/2015 (P.8152) is the revised proclamation of the Criminal Code – 2004 to provide clarifications for the crimes of corruption. The proclamation provides practical problems observed by enacting comprehensive legislation to strengthen the fight against corruption and to enable Ethiopia to discharge its continental and global obligations. The proclamation lists 25 different acts and behaviors as corrupt practices and these were presented to the respondents and were inquired to identify the acts and behaviors which they consider to be corrupt practices. The findings show that on average 96.2% of the respondents perceive that the listed acts as corrupt practices. The detail responses are presented in Table 9.1

Table 9.1: Assessments of respondents' understanding of corrupt acts and practices

S. No.	Corrupt acts and practices	Perception of the act as corrupt practice (%)	
		Yes	No
1	Abuse of power or responsibility	98.0	1.3
2	Bribery	98.0	2
3	Acceptance of undue advantages	97.4	2
4	Corruption committed by arbitrators and other persons	82.2	17.3
5	Maladministration of governance of public enterprise work	95.4	4.6
6	Unlawful disposal of objects in charge	96.1	3.3

7	Appropriation and misappropriation in the discharge of duties	98.0	2
8	Traffic in official power or responsibility	98.0	2
9	Illegal collection or disbursement	97.4	2.6
10	Undue delay of matter/actions	98.0	1.3
11	Taking things of value without or with inadequate consideration	97.4	2
12	Granting or approving license improperly	97.4	2
13	Possession of unexplained property	90.8	7.9
14	Breaches of official secrecy	92.1	6.6
15	Forgery of official or public organization documents	98.0	2
16	Suppression of official or organizational documents	97.4	2.6
17	Giving bribe or undue advantage	98.0	1.3
18	Giving things of value without or with inadequate consideration	97.4	1.3
19	Facilitating act of bribery	97.4	2
20	Use of pretended authority	96.1	3.3
21	Traffic in private influence	96.1	3.3
22	Corrupt electoral practices	97.4	2
23	Aggravated breach of trust	95.4	4.6
24	Aggravated fraudulent misrepresentation	97.4	2.6
25	Money Laundering	97.4	2
26	Total	96.2	3.8

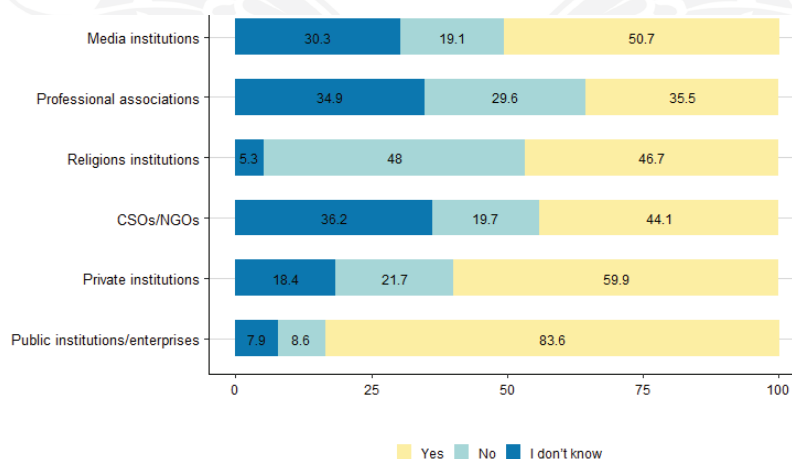
Source: Survey analysis (2021)

9.5. Categories of organizations considered as corrupt

Usually, lack of efficient service delivery by public institutions serves as a contributory factor for corruption. Individuals may feel the only way to get a service promptly is by paying a stimulus to the officials responsible for service delivery. In this regard, different categories of institutions were listed for respondents, and they were requested to give their perception on the presence of corruption in these institutions. The findings show that the majority (85.6%)

perceives that there exists corruption in public institutions followed by private institutions (59.9%) and Media institutions (50.7%), respectively. The perception level given by religious leaders for institutions is greater than the perception of household respondents. About 47% of the respondents perceive that corruption is present in religious institutions, which implies how corruption is deep-rooted and pervasive in Ethiopia. Corruption is practiced even in institutions that corruption is rejected in their principle and thoughts. Some institutions indicated by the respondents include land management, Municipality office, Transport Bureau, police and traffic police, Woreda Court office, and Sub-city offices.

Figure 9.2: Respondents' perceptions of the presence of corruption in various institutions



Source: Survey analysis (2021)

About 46.1% of the respondents believe that there is any kind of corruption to get a service whereas about 27.3% of them believe that there is no any kind of corruption to get a service. Out of the total responses, only about 2.6% of them indicated that they will give/pay gratification if asked, while the remaining majority indicated they won't give any (86.5%). The major reason (62.5%) indicated for giving/paying gratification is because there is no other way to get

things done. This implies that how corruption is deep-rooted in the minds of the public. Hearing that there is no other way to get things done except through corruption from religion leaders who are expected to teach corruption is a crime not only legally but also spiritually is frustrating. On the other hand, major reasons indicated for not giving gratifications by respondents included the moral unacceptability of the actions of corruption (44.2%) and the high risk of punishments (34.1%).

9.6. Perception on presence and tolerance of corruption

The survey also considers the perception of respondents on different circumstances of corruption. About 90.8% of the survey respondents perceive that corruption is not beneficial in any circumstances whereas about 4% of the respondents perceive that it is beneficial in certain circumstances. On the other hand, about 32% of respondents perceive that people do not report corruption practices whenever they experienced it whereas 68% of them perceived that people report corruption practices whenever they experienced: About 18.4, 5.9, 2.6, 24.3 and 17.1 percent of respondents perceived that people always, mostly, frequently, sometimes and rarely report corruption practices whenever they faced it, respectively. On the other hand, about 64.5% of respondents believe that women are less predisposed to corruption than men.

9.7. Major forms and trends of corruption

The survey aimed to identify the forms and trends of corruption prevalent in religious

institutions. These are presented in separate subsections as follows;

9.7.1. Forms of corruption

As can be seen in Table 9.3, 149 of the survey participants reported the existence of abuse of power or responsibility and bribery while 145 maladministration of governance of public enterprise work. On the other hand, among the respondents

who did not confirm, a maximum (27) respondents stated that there is no corruption committed by arbitrators and other persons.

Table 9.2: Assessments of respondents' understanding of corrupt acts and practices

S. No.	Corrupt acts and practices	Response on the various forms of corruption that exist in the area (Freq.)	
		Yes	No
1	Abuse of power or responsibility	149	2
2	Bribery	149	3
3	Acceptance of undue advantages	148	3
4	Corruption committed by arbitrators and other persons	125	27
5	Maladministration of governance of public enterprise work	145	7
6	Unlawful disposal of objects in charge	146	5
7	Appropriation and misappropriation in the discharge of duties	149	3
8	Traffic in official power or responsibility	149	3
9	Illegal collection or disbursement	148	4
10	Undue delay of matter/actions	149	2
11	Taking things of value without or with inadequate consideration	148	3
12	Granting or approving license improperly	148	3
13	Possession of unexplained property	138	12
14	Breaches of official secrecy	140	10
15	Forgery of official or public organization documents	149	3
16	Suppression of official or organizational documents	148	4
17	Giving bribe or undue advantage	149	2
18	Giving things of value without or with inadequate consideration	148	2

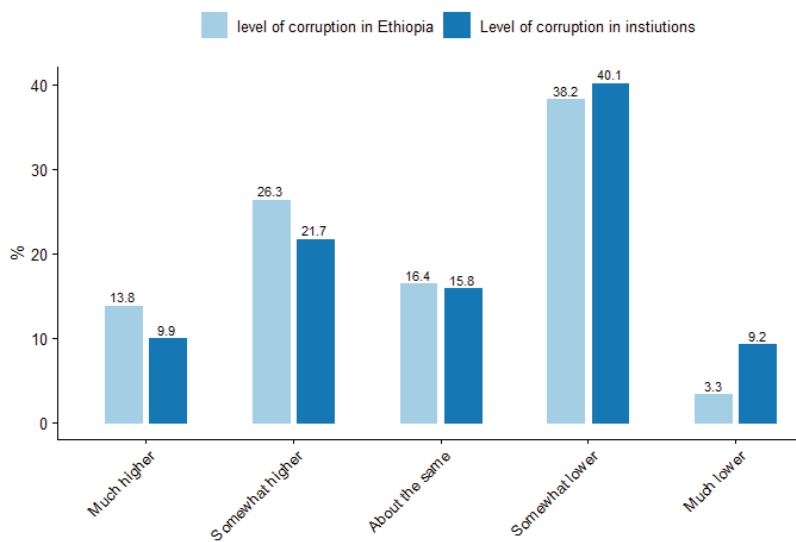
19	Facilitating act of bribery	148	3
20	Use of pretended authority	146	5
21	Traffic in private influence	146	5
22	Corrupt electoral practices	148	3
23	Aggravated breach of trust	145	7
24	Aggravated fraudulent misrepresentation	148	4
25	Money Laundering	148	3

Source: Survey analysis (2021)

9.7.2. Trends of corruption

One of the main objectives of this survey is to identify the trends and status of corruption in the country and in various service providing institutions targeted in this study. To this end, respondents were inquired to compare the level of corruption in Ethiopia today with its level before some five years ago. The findings of the survey showed that there is almost an equivalence view between respondents: About 41% have viewed that corruption today is either lower or much lower than what was before five years while about 40% of the respondents have viewed that the level of corruption today in Ethiopia is either higher or much higher than its level about five years ago. On the other hand, about 19% reported that it is about the same.

Figure 9.3: Respondents' perception of the status of corruption compared to five years ago

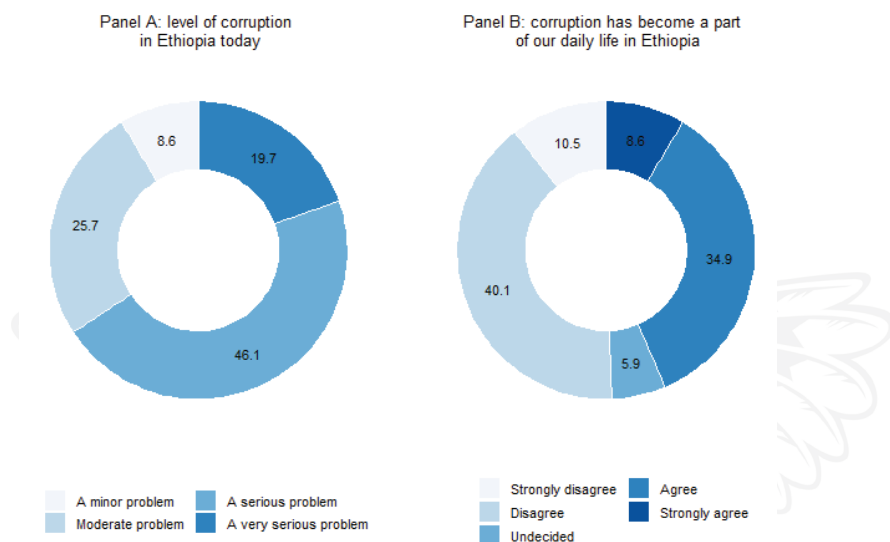


Source: Survey analysis (2021)

In another investigation, respondents were inquired to evaluate their perception on the current position of corruption in the country. Most (91.4%) of the respondents perceived the level of corruption from moderate to serious problem (19.7% perceive it as a very serious problem) whereas the remaining 8.6% described it as either a minor problem. Among respondents who have concerns about the level of corruption, the majority (46.1%) of the respondents perceived corruption to be a serious problem in Ethiopia. On the other hand, about 63% of respondents perceived that the government's desire and willingness to fight corruption today is either higher or much higher than what it was before 5 years, about 13% said that the desire and willingness do not change, and about 23% of the respondents reported that today's government willingness and desire to fight corruption is either lower or much lower than what it was 5 years ago. On the other hand, about 51% of the respondents disagree with the view that corruption

has become a part of their daily life in Ethiopia whereas about 43% of the respondents agree with such the view (Figure 9.4).

Figure 9.4: Respondents' perception of corruption



Source: Survey analysis (2021)

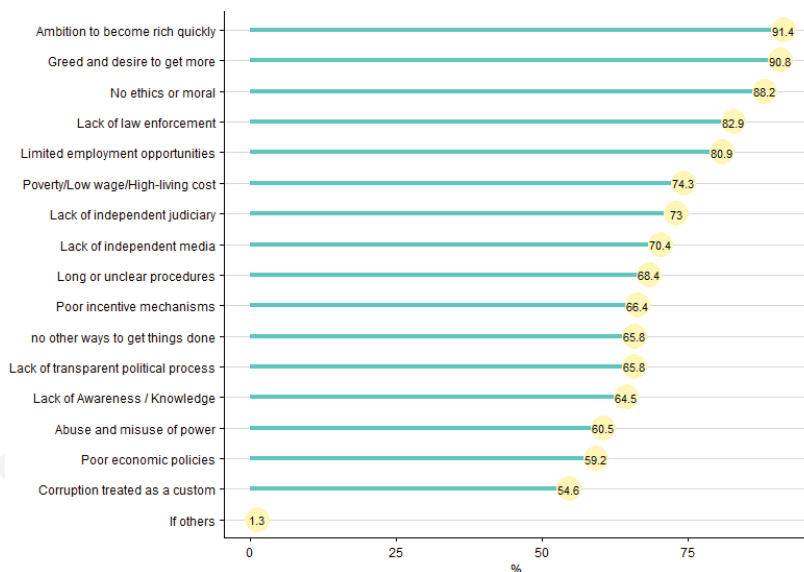
The respondents also compare the current level of corruption with what it was before 5 years in their institution. Hence, about 31% of the respondents perceive that corruption today is higher than five years ago while about 49% of the respondents perceive that corruption today is lower than five years ago. On the other hand, about 16% of the respondents replied that the level of corruption remains unchanged.

The survey also assessed the status of grand, mid and petty corruptions in Ethiopia with their levels observed before five years. About 30% of the respondents said that the grand corruption level in Ethiopia is either higher or much higher, about 17% of them replied that it is unchanged and about 48% of

them viewed that it is either lower or much lower. Most (42%) of the respondents reported that grand corruption today is somewhat lower than what it was before five years. With regard to petty corruption, about 36% of respondents reported that it is either higher or much higher, 22% of them replied that there is no change and about 38% of them replied that it is either lower or much lower than what it was before five years. Similar with the grand corruption, most (33%) of the respondents stated that petty corruption today in Ethiopia is somewhat lower than what it was before five years. On the other hand, about 32% of the respondents perceive that the level of mid-corruption today is either higher or much higher than its level about five years ago, about 22% perceive that it remains unchanged whereas about 40% perceive that it is either lower or much lower than about five years ago. Most (37%) of the respondents believe that the level of mid-corruption today in Ethiopia is somewhat lower than its level about five years ago. About 44% of the respondents reported that they observe corruption least frequently while about 26% of them observe corruption most frequently. They also reported that individual petty corruption is frequently observed followed by organized grand and individual grand, respectively.

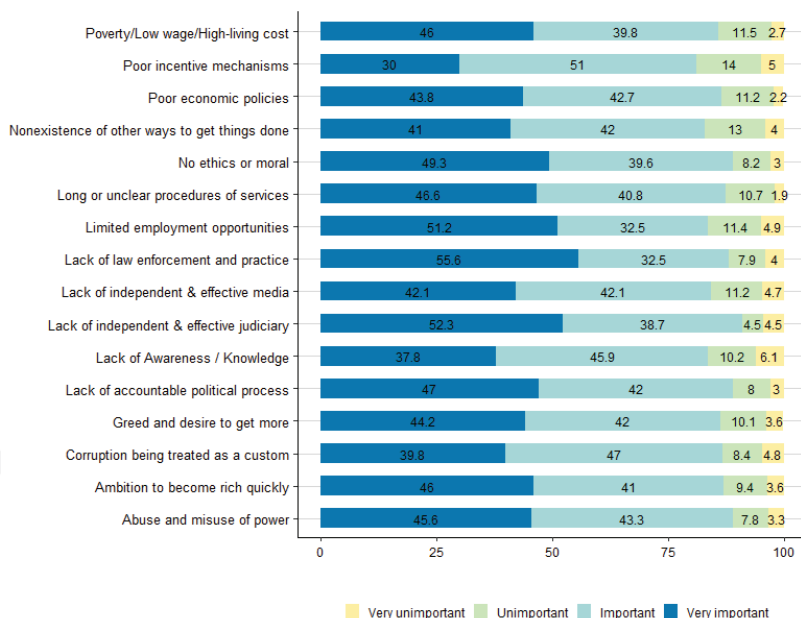
9.8. Potential causes of corruption

Study participants from religious institutions were asked about their perceptions on the causes of corruption. As Figure 9.5 shows, the causes of corruption are diverse. Nonetheless, ambition to become rich quickly and greed and desire to get more were indicated by majority as causes of corruption. In ranking order, 'Ambition to become rich quickly', 'Greed and desire to get more' and 'No ethics or moral' were indicated as the top three most causes of corruption. On the other hand, 'Corruption being treated as a custom', 'poor economic policies' and 'Abuse and misuse of power' are the least causes of corruption as indicated by respondents.

Figure 9.5: Perceived causes of corruption by respondents from religious institutions

Source: Survey analysis (2021)

Most of the respondents perceived that these potential causes of corruption are important drivers of corruption in Ethiopia. On average about 50 respondents perceive that they are very important causes of corruption whereas the other 45 respondents view that they are important causes of corruption. To put it differently, most respondents disagree with the statement that they are not relevant causes of corruption. The details of the respondents' views are presented in Figure 9.6 below.

Figure 9.6: Assessment of respondents views on the potential causes of corruption

Source: Survey analysis (2021)

In another inquiry, respondents were also inquired to mention the first three important causes of corruption in Ethiopia. Accordingly, most (36%) of the respondents ranked that greed and desire to get more as the first main cause of corruption followed by no ethics or moral (15%) and ambition to become rich quickly (11%), respectively. Most (22%) of the respondents ranked no ethics or moral as the second main cause of corruption followed by ambition to become rich quickly (12%) and greed and desire to get more (11%). On the other hand, about 22% of the respondents ranked ambition to become quickly as the third main cause of corruption followed by lack of law enforcement and practice (14%) and no ethics or moral (10%), respectively.

In another inequity, respondents were requested to reply the most prevalent types of corruption occurred in religious institutions. As Table 9.6 shows, the types of corruption are diverse. Misuse of religious donations from adherents and other donors is the most prevalent kinds of corruption occurred in religious institutions followed by misuse of institutions' properties and giving special and extra services for high-paying adherents/donors, respectively.

Table 9.3: Most common kinds of corruption observed in religious institutions

Kinds of corruption	View on the prevalence of corruption (Freq.)	
	Yes	No
Misuse of religious donations from adherents and other donors	91	61
Charging adherents/donors unrealistically higher prices for different services	34	118
Giving special and extra services for high paying adherents /donors	39	113
Making unjustified donation requests to persons of interest	18	134
Misuse of institutions' properties	41	111

Source: Survey analysis (2021)

Survey participants also inquired to evaluate how serious is corruption in religious institutions. The findings show that the majority (57%) perceived that corruption is either not at all serious or not too serious whereas about 16% of respondents stated that corruption is either somewhat serious or very serious in religious institutions. On the other hand, 13% of respondents perceive that corruption does not exist in religious institutions.

The syndrome of business as usual relationship between religion and capital is a common phenomenon observed in religious institutions. To evaluate this issue,

survey participants were requested about their perception about the issue. About 39% of the respondents replied that there is such syndrome while about 55% of the respondents replied that there is no such syndrome.

9.9. Challenges faced

Besides investigating the challenges faced by individuals in the country, this analysis also tried to observe the place or position of corruption against other major challenges in the country. The findings show that about 26% of surveyed respondents reported corruption in the public sector as the first most severe problem Ethiopia has experienced in the current period. This is followed by weak leadership (22%) and peace and security (14%), respectively. On the other hand, about 18% of the respondents put high cost of living and inflation as the second most severe problem followed by weak leadership (13%) and unemployment (11%), respectively. Lastly, about 13% of the participants considered peace, security and political stability as the third most severe issue facing the country today. This is followed by lack of quality roads and networks (11%) and unemployment (10%). The detail findings in this regard are presented in Table 9.4.

Table 9.4: Respondents ranking on the difficult challenges faced areas in Ethiopia

The first most difficult challenges faced by respondents (%)		
Rank	Challenge	Percent
1	Corruption	25.7
2	Weak leadership	22.4
3	Peace, security and political stability	14.5
4	High cost of living and inflation	13.2
5	Unemployment	
The second most difficult challenges faced by respondents (%)		
1	High cost of living and inflation	17.9
2	Weak leadership	13.3
3	Unemployment	11.3

4	Corruption	9.9
5	Poor public transportation	9.3
The third most difficult challenges faced by respondents (%)		
1	Peace, security and political stability	13.4
2	Lack of quality roads and networks	10.7
3	Unemployment	10.1
4	High cost of living and inflation	8.1
4	Housing shortage	8.1

Source: Survey analysis (2021)

9.10. Quality and integrity of public service providers

Identification of sectors and institutions that are most affected by and prone to corruption is one of the objectives that this survey also needs to address. This objective is indirectly addressed through assessing the quality of services delivered, the integrity and honesty of the service provider, and clients' attempt to use corruption as a means of getting services.

Respondents were asked whether, during the previous one year, they had sought services from different service providing institutions. The most widely visited public service providers by household respondents, mostly comprising public utility corporations and local authority offices, were: Banks (71.1%), Kebele Administrative offices (61.2%), Ethiopian electric utility office (36.2), Water and Sewerage Service office (32.9%) and Ethio-telecom (25%). The other issues are presented in separate subsections as follows;

9.10.1. Quality of services

Respondents were also inquired to evaluate the quality of services they had received from institutions they visited in one-year period of time. The service giving institutions were divided into executive arm and judicial arm. The findings show that among the 20 executive arm institutions listed, Urban Development, Housing & Construction Bureau got the first rank in its poor service delivery

followed by Land administration and Regional Bureau of Finance and Economic Development, respectively. Table 9.5 presents the first top five institutions that are categorized by respondents having poor service delivery.

Table 9.5: Quality of services delivery by public institutions identified as “very poor” or “poor” in percentage

Rank	Institution	Very poor	Poor
1	Urban Development, Housing & Construction Bureau	26.3	36.9
2	Land administration	31.4	22.9
3	Regional Bureau of Finance and Economic Development	16.7	33.3
4	Ethiopian Electric Utility Office	14.6	27.3
5	Regional Police Commission	20	20

Source: Survey analysis (2021)

The quality service evaluation was also done for offices belonging to the judiciary arm. Among the seven organizations belonged to the judicial arm, Regional Supreme Court got the first rank in its poor service delivery followed by Zonal high courts and Woreda/1st instance court, respectively.

Table 9.6: Quality of services delivery by public institutions identified as “very poor” or “poor” in percentage

Rank	Institution	Very poor	Poor
1	Regional supreme court	-	66.7
2	Zonal high courts	12.5	25
3	Woreda/1st instance court	12	12

Source: Survey analysis (2021)

9.10.2. Integrity and honesty

Respondents were also requested to evaluate the integrity and honesty of public institutions which they have visited them to acquire some services. The findings show that among the 22 public institutions, Municipalities are the most dishonest institution followed by Transport Bureau and Agency for Administration of Government Houses. On the other hand, private banks are the most loyal institution followed by Commercial Bank of Ethiopia and Ethio-Telecom, respectively. Table 9.7 presents the first top three dishonest and honest institutions.

Table 9.7: Distribution of integrity and honesty of institutions that offer services to the public (%)

The top dishonest institutions as ranked by respondents			
Rank	Institution	Very dishonest	Dishonest
1	Regional supreme court	-	66.7
2	City dwellers Court	-	42.9
3	Zonal high courts	12.5	25
The top honest institutions as ranked by respondents			
Rank	Institution	Honest	Very honest
1	Sharia Court	50	40
2	Woreda/1st instance court	68	-
3	Zonal high courts	62.5	-

Source: Survey analysis (2021)

Survey participants were further inquired about whether they were engaged or try to engage to use corruption as a means to get the service and about their perception to engage in corruption if the system was fair. The findings show that all the respondents reported that they were not engaged or try to engage to use

corruption to get the services they require. On the other hand, all of them replied that they do not believe to use corruption to get the services if the system is fair.

9.11. Women and combating corruption

The survey asked respondents whether women are less predisposed to corruption than men. As can be seen in Table 9.8, 98 of the 152 respondents agreed with the statement that women are less predisposed to corruption than men. The participants were also asked if appointing women in areas vulnerable to corruption help combat corruption in their institution. The finding shows about 124 of the 152 respondents believe that appointing women in areas vulnerable to corruption help to reduce it in their institution. Further, the survey asked respondents if appointing women in areas vulnerable to corruption help reduce corruption in Ethiopia and similarly 119 of the respondents agreed with the statement.

Table 9.8: Respondents' opinions on women combating corruption

Statement	Response (Freq.)		
	Yes	No	I do not know
Women are less predisposed to corruption than men	98	44	10
Appointing women in areas vulnerable to corruption help in your area	124	28	-
Appointing women in areas vulnerable to corruption help in Ethiopia	119	33	-

Source: Survey analysis (2021)

9.12. Corruption perception and the judiciary system

Another objective of this survey is to review and determine the comprehensiveness and effectiveness of existing corruption prevention policies, strategies, mechanisms and systems. Hence, the services provided by the judicial arm are one of the selected areas for the assessment.

Respondents were presented with different questions about the level of fairness observed in different bodies of the judicial arm and their experience of using court systems. Regarding fairness of the judicial system in Ethiopia, about 14% of the respondents replied that the judicial system is not fair whereas about 23% of the respondents stated that the judicial system is fair. Most (41%) of the respondents reported that they do not have any experience of visiting or using such institutes. Among respondents who have experience of using court systems, most have an average attitude (between fair and unfair) for the operations of court systems. The detail responses regarding fairness of the judicial body are presented in Table 9.9.

Table 9.9: Respondents perception on the fairness of the judicial arm functioning at different level (%)

Judicial arm level	Unfair in all cases	Unfair in most cases	Average	Fair in most cases	Fair in all cases	No experience
Federal supreme court	2.6	7.9	40.8	11.8	4.6	32.2
Federal high court	1.3	11.2	37.5	11.8	2	36.2
Federal First Instance court	1.3	12.5	30.9	12.5	3.3	39.5
Federal Court of cassation	2	9.2	30.3	12.5	2	44.1
Regional supreme court	2	7.2	21.1	10.5	1.3	57.9
Industrial/labor court	2.6	11.8	30.3	10.5	2	42.8
Regional Court of cassation	2.6	11.2	28.3	9.2	2.6	46.1
Zonal high court	2	14.5	36.2	8.6	2.6	36.2
First Instance Woreda court	3.3	17.8	39.5	11.8	2	25.7
Sharia court	1.3	9.2	24.3	6.6	4	54.6
City dwellers court	4	15.8	37.5	8.6	3.3	30.9

Source: Survey analysis (2021)

Regarding the trust level of the judicial system, more than 44% of the respondents disagree with the statement that the judicial system can be trusted and deserves a complete trust whereas about 28% of the respondents agree with such a statement. The findings also show that about 59% of the respondents disagree with the statement that the judicial system is independent of government intervention whereas about 19% of the respondents agree with such statement. More than 63% of the respondents reported that the law does not apply equally for everyone in the country. On the other hand, more than 52% of the respondents disagree with the statement that the judicial system is less corrupt than other sectors of the government whereas about 34% of the respondents agree with such a statement. Out of the total 152 survey participants, about 68% virtually indicated that they or member of their household has not received any indication to make gratification to a judge, prosecutor, enforcement official, or any other court official.

9.13. Training and corruption

The survey also assessed the interaction level of religious institutions with followers and evaluate the programs they offer to the followers. The findings show that most (48%) of the respondents reported that they interact with their followers on a daily basis whereas about 34% said that their interaction is on weekly basis. Most (73%) of the respondents stated that their institutions have programs on moral education and ethical values. However, most (75%) said that their institution does not prepare a separate workshop on moral education and ethical values. More than 78% of the respondents perceive that their spiritual education program has brought either moderate or major changes on their followers. Greater than 87% of the respondents perceived that the target groups are adults and children in general which composed of adult males, adult females, school children and street children. Above than 95% of the respondents replied that the programs offered in their institutions are effective in bringing behavioral changes on their followers.

About 72% of the respondents also reported that their respective institution does not ever attend some training or workshop regarding corruption. On average about 62% of the respondents also said that their respective institution does not cooperate either with other religious institutions or with the government institutions in running educational programs.

9.14. Effectiveness and challenges of corruption reporting mechanisms

The survey asked respondents if they will ever report a corrupt act by public officials or employees. Almost all the respondents (99.5%) said that they did not report any corruption act to the concerned body for the past 12 months whereas only one respondent out of 152 respondents reported a corruption act for the last 12 months. The survey participants were also inquired to indicate how easy or hard to report corruption acts. The individual who reported the corruption act stated that it is extremely difficult to report such acts to the court.

Respondents were also requested to indicate the first three most important reasons for not reporting corruption to the relevant authorities (Table 9.10). Nearly 51% of participants agreed with the statement that those who report corruption will be subject to retaliation/potential harassment as the first most important reason followed by no whistle-blower protection (8.6%) and lack of evidence to prove the corrupt practices (8.6%), respectively. No whistle-blower protection is the second most reason of not reporting followed by those who report corruption will be subject to retaliation/potential harassment (9.4%) and I didn't know where to report (9.4%), respectively. On the other hand, no whistle-blower protection is the third most reason of not reporting followed by no actions will be taken even if corruption is reported and those who report corruption will be subject to retaliation/potential harassment.

Table 9.10: Respondent's reasons for not reporting corruption, by region

List reasons	Respondents (%)		
	first	second	third
Those who report corruption will be subject to retaliation/potential harassments	50.7	9.4	10.3
I didn't know where to report	5.9	9.4	3.2
The process of reporting is too complex and long	4.6	15.1	8.7
No actions will be taken even if corruption is reported	5.3	22.3	18.3
It is not worth reporting corruption if I am not personally hurt	0.7	0.7	8.7
It is not my personal responsibility	0.7	2.2	0.8
Most people who commit corruption only do so because of economic hardship	1.3	3.6	2.4
Bribes are justified under the current economic situation	2	0.7	0.8
The case could not have been proved	0.7	3.6	2.4
Corruption is a natural occurrence and part of our daily life/Corruption is a custom/way of life	2.6	3.6	4
The society does not reward those who report corruption	4.6	7.9	8.7
No whistle-blower protection	8.6	12.2	23.0
Lack of evidence to prove the corrupt practices	8.6	5.1	4.8
Lack of clarity about corruption proceedings	1.3	4.3	4

Regarding the roles played by different institutions in combating corruption, the findings show only two institutions out of 14 (14.3%) institutions were identified

by more than one-third of the respondents (with responses of ‘strongly agree’ and ‘somewhat agree’) on their roles in combating corruption. These institutions are; Religious Institutions (40.9%) and Office of the Prime Minister (28.1%). On the other hand, survey participants (56%) ‘Strongly disagree’ and ‘somewhat disagree’ with the statement that police at local level played its part to the full in combating corruption (see Table 9.11).

Table 9.11: Roles in combating corruption by different institutions (%)

Institutions	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree	Do not know
Mass media (newspapers and TV)	11.6	28.8	16.2	1.8	13.7
Police at local level	25.9	30.1	12.6	1.8	7.2
Courts	16.1	27.2	13.7	2.7	14.4
Attorney General	13.7	23.6	12.9	2.8	25.6
Non-Governmental Organizations	12.9	23.1	11.7	2.3	31.4
Federal and Regional Audit Offices	10.9	20.0	12.2	3	36.1
Federal Ethics and Anti-Corruption Commission	10.9	19.5	13.5	3.8	34.9
Regional Ethics and Anti-Corruption Commission	11.9	20.1	15.8	3.7	23.6
Regional Attorney General Offices	11.8	20.2	13.5	3.4	32.1
Anti-corruption offices in each bureau/office	13.8	22.3	13.2	2.6	25.7
Civic Society organizations	10.3	19.3	13.5	2.1	35.8
Professional associations	9.6	19.6	12.1	1.6	39.6

Religious institutions	5.9	15.1	29.6	11.3	8
Office of the Prime Minister	7.5	14.7	20.4	7.9	24.6

With respect to individual level efforts to curb corruption, survey participants (68.5%) indicated abstaining from paying gratifications for any service is one thing they do personally to help fight corruption.

9.15. Summary

The findings of the survey exhibit that majority 146 (96.2%) out of 152 survey participants

identify the acts and practices listed in the Corruption Crimes Proclamation 881/2015 as corruption. Besides, majority perceive public sectors as the most affected institution by corruption. The major reason to pay/give gratification is for the reason that there is no other way to obtain a service. In contrast, some respondents indicated the moral unacceptability and risks punishment as reasons for not giving gratifications.

With regard to forms of corruption, majority indicated abuse of power or responsibility in their areas and bribery are among the top forms of corruption observed in the country. On the other hand, more survey participants did not confirm the presence of 'corruption committed by arbitrators and other persons. The findings on the trends of corruption show that the majority perceives corruption to be somewhat lower or lower comparing to what was five years back, yet the majority views corruption as a serious problem in the country today.

On the major causes of corruption, respondents cited the top three factors as; 'Ambition to become rich quickly', 'Greed and desire to get more' and 'No ethics or moral'. Besides, the first three top most challenges perceived are corruption in the public sector, followed by weak leadership and lack of peace, security and political stability, respectively. High cost of living and inflation was indicated as

the second most severe challenge facing the country today followed by weak leadership and unemployment. Lastly, peace, security and political stability was indicated as the third most severe challenge facing the country today followed by lack of quality roads and networks, and unemployment. With regard to the quality of services of different institutions, respondents rated that the services provided by Urban Development, Housing & Construction Bureau as very poor followed by Land Administration and Federal Police Commission, respectively. In relation to respondents' reporting habits of corruption, the findings suggest that most respondents have a poor practice of exposing corruption. Overall, the participants consider women to be less exposed to corruption compared to their male counterparts, and they generally believe that appointing women in areas vulnerable to corruption help eradicate corruption in Ethiopia in general and in their respective areas in particular.

10. FINDINGS FROM MEDIA INSTITUTIONS

10.1. Brief Introduction

Forty-two media personnel participated in the study. There were 9 females (21.4 %) and 33 males (78.6%). As Table 10.1 indicates, they were from all the regions, except Tigray (due to security reasons), but Addis Ababa having the largest sample size (47.6%), since the largest number of media outlets in Ethiopia are located in Addis Ababa. Over 95% of the respondents have college or university level education.

The respondents were mainly from radio, TV, and newspaper services such as EBC, Ethiopian Press, OBN, OBS, Fana Radio, Bisrat FM, Nebed, and FM Dire. About one-third of them were private media outlets. {Separate analysis of private media is not done as the number is small to make any serious judgments}.

Table 10.1: Number of Media Sector Participants by Gender and Region

S.No	Region	Male	Females (%)	Total*
1	Addis Ababa	16	1(20)	20
2	Afar	2	0	2
3	Amhara	3	1(25)	4
4	Benishangul-Gumuz	0	2(100)	2
5	Dire Dawa	2	0(0)	2
6	Gambela	1	0(0)	1
7	Harari	1	1(50)	2
8	Oromia	3	1(50)	4
9	SNNP	3	0(0)	3
10	Somali	2	0(0)	2
	Total	33(78.6%)	9 (21.4%)	42

*With college and university education was 95.2%.

10.2. Understanding Corruption

Over 95% of the respondents consider that abuse of power, bribery, acceptance of undue advantages, etc. listed in the Corruption Crimes Proclamation 881/2015 are corruptions. It was mainly acts committed by arbitrators, and aggravated breach of trust that the remaining few (less than 5%) respondents did not consider as corrupt behaviors.

As could be observed from Table 10.2, maladministration in public works (54.8%), undue delay of matters/actions (52.4%), and abuse of power or responsibility (38.1%) are reported as the top three common corrupt acts observed in the past 12 months. Granting or approval of license improperly, acceptance of undue advantages and bribery are also high in the prevalence of corrupt acts.

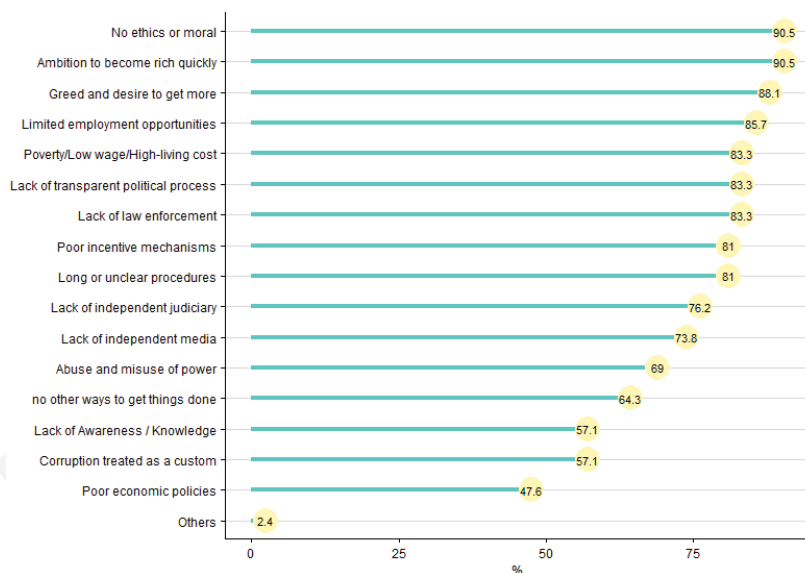
Table 10.2: Number of Media Personnel Who Have Witnessed the Specific Corrupt Act in the Past 12 Months

Corruption forms	Number of Yes responses on the various forms of corruption (No. & %)	
	Number	%
Abuse of power or responsibility	16	38.1
Bribery	12	28.6
Acceptance of undue advantages	13	31.0
Corruption committed by arbitrators and other persons	4	9.5
Maladministration of governance of public enterprise work	23	54.8
Unlawful disposal of objects in charge	13	31
Appropriation and misappropriation in the discharge of duties	10	23.8
Traffic in official power or responsibility	11	26.2
Illegal collection or disbursement	11	26.2
Undue delay of matters/actions	22	52.4

Taking things of value without or with inadequate consideration	9	21.4
Granting or approving license improperly	15	35.7
Possession of unexplained property	11	26.2
Breaches of official secrecy	11	26.2
Forgery of official or public organization documents	8	19.0
Suppression of official or organizational documents	10	23.8
Giving bribe or undue advantage	12	28.6
Giving things of value without or with inadequate consideration	5	11.9
Facilitating act of bribery	8	19.0
Use of pretended authority	6	14.3
Traffic in private influence	7	16.7
Corrupt electoral practices	6	14.3
Aggravated breach of trust	5	11.9
Aggravated fraudulent misrepresentation	7	16.7
Money laundering	6	14.3

10.3. Major Causes, Forms and Trends of Corruption

The respondents indicated that none-existence of ethics or moral (90.5%), ambition to become rich quickly (90.5%), and greed and desire to get more (88.1%) are the main causes for corruption (Please refer to Figure 95 for the details).

Figure 10.1: Perceived Causes of Corruption by the Sampled Media Personnel (N=42)

The types of corruption prevalent are Grand corruption (75.1%) and Petty corruption (24.9%). Reportedly, the level of current Grand corruption, compared to the level five years ago is assessed as higher (39.4%), about the same (13.2%) and lower (47.3%) in Ethiopia. The level of mid-corruption (in between petty and grand corruption) compared to the level five years ago is rated as higher (35%), about the same (45%), and lower (20%). Another item inquired the respondents about the level of corruption in the line of work, compared to five years ago and obtained the result that it was higher (65.5%), about the same (21.5%) and lower (13%).

The respondents perceived that the level of corruption is higher (42.9%), or about the same (14.3%), while 38.1% indicated that it is lower than five years ago in the media sector.

88.1% of the participants indicated that corruption is a serious/very serious problem, while 9.5% believe that it is a moderate problem. Only 2.4% indicated

that it is a minor problem. Compared to five years ago, fighting corruption as well as government desire and will to combat corruption is higher/much higher (61.9%) or about the same (16.7%). Those who indicated that it is lower/much lower are only 19%. 71.4% of the respondents believe that corruption has become a part of daily life, though 19% have disagreed.

90.5% of the respondents indicated that corruption is not beneficial in any circumstances. 87.8% indicated that they have never been approached/offered gratifications.

10.4. Organizations and Categories of People Considered Corrupt

Though there are disagreements, many participants have indicated that regional ethics and anti-corruption offices (47.6%) and the mass media (40.5%) have fought corruption in the country (Table 10.3).

Regarding the question/item if the public media is less corrupt than the private media outlets, 25(59.5%) respondents disagreed while 11(26.2%) agreed and 6 (14.3%) were indifferent or not willing to respond. Another point worth mentioning here is that only 31% and 26.2% of the respondents agreed that the public and private media respectively can be trusted. Also, 81% and 59.5% of the respondents disagree that the public and private media, respectively are independent of the Government (Please refer to Annex 10.1 & 10.2 for the details).

Table 10.3: Perceptions about the Roles Played by Various Institutions in Fighting Corruption

Institutions	Strongly agree/agree, No.	Strongly agree/agree, %	Strongly disagree/disagree, No.	Strongly disagree/disagree, %	Don't know, No. &%
Mass media (newspapers, radio, TV)	19	45.2	23	54.8	0
Police at local	13	31	29	69.0	0

level					
Courts	18	42.9	23	54.8	1(2.4)
Attorney General	18	42.9	18	42.9	6(14.3)
Non-Governmental Organizations	9	21.4	32	76.2	1(2.4)
Federal and Regional Audit Offices	11	26.2	27	64.3	4(9.5)
Federal Ethics and Anti-Corruption Commission	12	28.6	25	59.5	5(11.9)
Regional Ethics and Anti-Corruption Commission	20	47.6	20	47.6	2(4.8)
Regional Attorney General Offices	13	31	22	52.4	7(16.7)
Anti-corruption offices in each bureau/office	9	21.4	31	73.8	2(4.8)
Civic Society organizations	6	14.3	30	71.4	6(14.3)
Professional associations	6	14.3	32	76.2	4(9.5)
Religious institutions	13	31	28	66.7	1(2.4)
Office of the Prime Minister	17	40.5	18	42.9	7(16.7)

About 83% of the respondents indicated that women are less predisposed to corruption than men. Also, about the same amount of respondents' indicated that appointing women in areas vulnerable to corruption helps to reduce corruption in Ethiopia. Furthermore, the same number of respondents indicated that appointing women in the areas vulnerable to corruption helps to reduce it in their specific (media) area.

Those who indicated that they would give gratification indicated that everyone gives (8; 19%) and there is no other way to get the service (2; 4.8%). 24(57.1%) respondents have declared that they would not give gratification. The main reasons for not giving are that it is unacceptable (13%) and the risk of punishment is high (30%).

Table 10.4: Perceptions on the Existence of Corruption in the Institutions Listed (All Regions)

Sr. No.	Institution/Sector	Yes (%)	No (%)
1	Public Institutions/Enterprises	40 (95.2)	2 (4.8)
2	Private Institutions	38 (90.5)	4 (9.5)
3	CSOs/NGOs	30 (71.4)	12 (28.6)
4	Religious Institutions	24(57.1)	18(42.9)
5	Professional Associations	19(45.2)	23(54.8)
6	Ethiopian Press Agency	28(66.7)	16(38.1)
7	Ethiopian Broadcasting Authority	25(59.5)	17(40.5)
8	Public Print Media	30(71.4)	12(28.6)
9	Public Radio	30(71.4)	12(28.6)
10	Public TV	32(76.2)	10(23.8)
11	Private Print Media	30(71.4)	12(28.6)
12	Private TV	32(76.2)	10(23.8)
13	Private Radio	30(71.4)	12(28.6)

14	Private Online Media	25(59.5)	17(40.5)
15	Others	1(2.4)	Not mentioned

As could be observed from Table 10.5, public institution (95.2%) and private institutions (90.5%) are considered as the most corrupt institutions. Professional associations (45.2%) and religious institutions (57.1%) are considered as less corrupt. From the category of people perpetrating corruption, government officials (59.5%) and politicians are indicated as the main ones (Table 10.5). The contribution of businesses which advertise is also high (42.9%) towards corruption.

Table 10.5: Category of People Perpetrating Corruption in Media Sector (All Regions)

Sr. No.	Category of people	No.	%
1	Musicians	5	11.9
2	Business enterprises having products to advertise	18	42.9
3	Public enterprises	9	21.4
4	Politicians	20	47.6
5	Bureaucrats/Government officials	25	59.5
6	Government employees	8	19.0
7	Media outlets themselves	18	42.9

The activities/areas most prone to corruption in the media sector are accessing advertisements (83.3%), and access to information (61.9 %) (Table 10.6). When we look at the data in terms of regions, accessing information for Addis Ababa, accessing advertisement for Amhara, staff recruitment for Gambella and Oromia, and registration/licensing for SNNP are the key areas. {Please note that the sample size is small to make generalizations and even to state them in percentages, when broken down to regions; but the numbers are given}.

The respondents have also indicated that they have heard of someone being asked for gratification in the past 12 months in various sectors. Public institutions (42.9%) and private institutions (42.9%) are the main sectors (Please refer to Annex Table 10.3 for the details).

Table 10.6: Areas in Media Sector That Are Most Prone to Corruption by Region*

Sr. No.	Region	Accessing Advert.	Access. Info.	Company Reg.	Staff Rec.	Going on Mission	Investigative Journalism
1	Addis Ababa	18	15	11	10	0	13
2	Afar	1	0	0	0	0	0
3	Amhara	4	2	0	3	0	1
4	Benihangul-Gumuz	2	1	1	2	1	2
5	Dire Dawa	2	2	0	0	1	1
6	Gambella	0	1	1	1	0	0
7	Harari	2	2	2	1	1	0
8	Oromia	3	2	3	4	2	0
9	SNNP	1	0	1	2	1	1
10	Somali	2	1	0	0	0	0
	Total (% out of 42)	35 (83.3)	26 (61.9)	19 (45.2)	23 (54.8)	6 (14.3)	18 (42.9)

*Each respondent could indicate more than one prone area.

10.5. Acquiring Information and Reporting on Corruption

In general, acquiring information on the laws and regulations regarding their respective media outlets is easy (as 73.8% agreed). Also, 78.5% strongly agreed/agreed that the interpretations of regulations affecting their respective media outlets are consistent and predictable comparing the current period with five years back. However, 16.7% disagreed with this assessment.

92.9% of the sampled media personnel have indicated that the media has a role to play in fighting corruption. It is only 7.1% (3) who did not endorse the role to play. The first sources of information on corruption cases are the public (35.7%),

public officials (21.4%) and whistleblowers (21.4%). They indicated that they have reported on passive corruption-officials receiving bribes (71.4%), bribery among business people (61.9%), and active corruption-individuals and companies giving bribes (57.1%).

It is also indicated that the prerequisites for media effectiveness as an anti-corruption tool are the provision of more freedom to the media /press (40.5%) and less intervention from the Ethiopian Government (31%). 26.2% has also indicated that providing protection mechanisms for media professionals working on corruption would contribute to its better effectiveness.

On the other hand, to fight corruption within the Ethiopian media sector, assigning officers in the media sector to receive corruption reports (42.9%) and awareness creation /training campaigns (38.1%) are recommended by the participants.

The main sources of information on corruption are the organizations themselves (81%), and media outlets (81%). Talks with relatives and colleagues, and personal experiences serving as sources of information account for 52.4 and 35.7%, respectively. {Please note that multiple responses were allowed}. The main obstacles to investigate and report on corruption are indicated as fear of retaliation or potential harassment (85.7%), and no action will be taken (35.7%). (Please refer to Table 10.8 for the details).

For the inquiry, if the Ethiopian legislation ensures protection of sources, 19% indicated “Yes”, while 69% indicated “No”. 11.9% did not know or respond. As could be observed from Table 10.8, the respondents believe that the public in general never reports (35.5%) or rarely reports (33.3%) acts of corruption. It is only 31% of the respondents who thought that people report acts of corruption.

Table 10.7: Respondents' Reasons for Not Reporting Corruption

Reasons for not reporting	No.	%
Those who report corruption will be subject to retaliation/potential harassments	36	85.7
I didn't know where to report	9	21.4
The process of reporting is too complex and long	12	28.6
No actions will be taken even if corruption is reported	15	35.7
It is not worth reporting corruption if I am not personally hurt	4	9.5
It is not my personal responsibility	1	2.4
Most people who commit corruption only do so because of economic hardship	4	9.5
Bribes are justified under the current economic situation	1	2.4
Corruption is a natural occurrence and part of our daily life/Corruption is a custom/way of life	6	14.3
The society does not reward those who report corruption	10	23.8
Inadequate whistleblower protection	4	9.5
Lack of evidence to prove the corrupt practices	13	31
Lack of clarity about corruption proceedings	5	11.9

Table 10.8: Perceptions about People Reporting Corruption Practices Experienced by Region

Sn No	Region	Always, Frequently & Sometimes (%)	Seldom/ Rare (%)	Never (%)
1	Addis Ababa	4 (20)	10 (50)	6 (30)
2	Afar	1 (50)	0	1 (50)
3	Amhara	0	1 (25)	3 (75)
4	Benihsangul-Gumuz	1 (50)	1 (50)	0

5	Dire Dawa	1 (50)	0	1 (50)
6	Gambella	1 (100)	0	0
7	Harari	0	1 (50)	1 (50)
8	Oromia	2 (50)	0	2 (50)
9	SNNP	2 (66.7)	1 (33.3)	0
10	Somali	1 (50)	0	1 (50)
	Total	13 (31)	14 (33.3)	15 (35.7)

10.6. Personal Responsibility in Fighting Corruption

As indicate earlier, about 90% of the respondents consider that corruption, particularly in the public institutions is a serious problem. They have (about 75%) also indicated that lack of security and political stability, weak leadership, and high cost of living are moderate to major problems in Ethiopia.

As could be observed from Table 10.9, they (media personnel) would abstain from paying bribes for public services (85.7%), and would refuse to make/do favors to officials or to their relatives (64.3%). Legal aid and council (76.2%), strengthened whistleblowers' protection (76.2%), and protection of media personnel (50%) are indicated as valuable resources and support for them, when reporting on corruption cases.

Table 10.9: What Respondents Can Personally Do to Reduce Corruption in Ethiopia?

Actions to take	No.*	%
Abstain from paying bribes for public services	36	85.7
Report corruption in the press	22	52.4
Refuse to make favors to officials or to their relatives related with my job	27	64.3
Report corrupt behavior of public officials to anticorruption center	20	47.6
Report corrupt officials' behavior to competent authorities	18	42.9
File a lawsuit against the corrupt official	12	28.6
Participate in awareness campaigns against corruption	25	59.5

Participate and support an anticorruption educational campaign	18	42.9
Others	1	2.4

*Multiple responses were possible.

10.7. Summary

Forty-two media personnel participated in the study. There were 9 females (21.4 %) and 33 males (78.6%). The respondents were mainly from radio, TV, and newspaper services. Over 95% of the respondents consider that abuse of power, bribery, acceptance of undue advantages, etc. listed in the Corruption Crimes Proclamation 881/2015 are corruptions. The respondents indicated that non-existence of ethics or moral (90.5%), ambition to become rich quickly (90.5%), and greed and desire to get more (88.1%) are the main causes for corruption.

The respondents perceived that the level of corruption is higher (42.9%), or about the same (14.3%), while 38.1% indicated that it is lower than five years ago in the media sector. 88.1% of the participants indicated that corruption is a serious/very serious problem, while 9.5% believe that it is a moderate problem.

About 83.3% of the respondents indicated that women are less predisposed to corruption than men. Public (95.2%) and private (90.5%) institutions are considered as the most corrupt institutions. Professional associations (45.2%) and religious institutions (57.1%) are considered as less corrupt.

To fight corruption within the Ethiopian media sector, assigning officers in the media sector to receive corruption reports (42.9%) and awareness creation /training campaigns (38.1%) are recommended by the participants.

On their part, to curb corruption, they would abstain from paying bribes for public services (85.7%), and would refuse to make/do favors to officials or to their relatives (64.3%).

Legal aid and council (76.2%), strengthened whistleblowers' protection (76.2%), and protection of media personnel (50%) are indicated as valuable resources and support for them in the fight against corruption.



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ANNEXES

Annex 1: Respondents' perception on the existence of any kind of corruption to get a service from the listed institutions by region.

Region		Do you perceive that there is any kind of corruption to get a service from?					
		Yes		No		I don't know	
		Count	Row N %	Count	Row N %	Count	Row N %
Addis Ababa	Public institutions/enterprises	3	100.0%	0	0.0%	0	0.0%
	Private institutions	2	66.7%	1	33.3%	0	0.0%
	CSOs/NGOs	3	100.0%	0	0.0%	0	0.0%
	Religions institutions	2	66.7%	1	33.3%	0	0.0%
	Professional associations	1	33.3%	2	66.7%	0	0.0%
	Media institutions	3	100.0%	0	0.0%	0	0.0%
	Others	0	0.0%	1	33.3%	2	66.7%
Afar	Public institutions/enterprises	1	100.0%	0	0.0%	0	0.0%
	Private institutions	1	100.0%	0	0.0%	0	0.0%
	CSOs/NGOs	0	0.0%	0	0.0%	1	100.0%
	Religions institutions	0	0.0%	1	100.0%	0	0.0%
	Professional associations	0	0.0%	1	100.0%	0	0.0%
	Media institutions	0	0.0%	0	0.0%	1	100.0%
	Others	0	0.0%	0	0.0%	1	100.0%
Amhara	Public institutions/enterprises	5	100.0%	0	0.0%	0	0.0%
	Private institutions	3	60.0%	2	40.0%	0	0.0%
	CSOs/NGOs	4	80.0%	1	20.0%	0	0.0%
	Religions institutions	3	60.0%	2	40.0%	0	0.0%

	Professional associations	4	80.0%	1	20.0%	0	0.0%
	Media institutions	2	40.0%	2	40.0%	1	20.0%
	Others	0	0.0%	5	100.0%	0	0.0%
Benishangul Gumuz	Public institutions/enterprises	1	100.0%	0	0.0%	0	0.0%
	Private institutions	1	100.0%	0	0.0%	0	0.0%
	CSOs/NGOs	1	100.0%	0	0.0%	0	0.0%
	Religions institutions	1	100.0%	0	0.0%	0	0.0%
	Professional associations	1	100.0%	0	0.0%	0	0.0%
	Media institutions	1	100.0%	0	0.0%	0	0.0%
	Others	0	0.0%	1	100.0%	0	0.0%
Dire Dawa	Public institutions/enterprises	1	100.0%	0	0.0%	0	0.0%
	Private institutions	1	100.0%	0	0.0%	0	0.0%
	CSOs/NGOs	1	100.0%	0	0.0%	0	0.0%
	Religions institutions	0	0.0%	1	100.0%	0	0.0%
	Professional associations	1	100.0%	0	0.0%	0	0.0%
	Media institutions	1	100.0%	0	0.0%	0	0.0%
	Others	0	0.0%	1	100.0%	0	0.0%
Gambela	Public institutions/enterprises	1	100.0%	0	0.0%	0	0.0%
	Private institutions	1	100.0%	0	0.0%	0	0.0%
	CSOs/NGOs	1	100.0%	0	0.0%	0	0.0%
	Religions institutions	1	100.0%	0	0.0%	0	0.0%
	Professional associations	1	100.0%	0	0.0%	0	0.0%
	Media institutions	1	100.0%	0	0.0%	0	0.0%
	Others	0	0.0%	1	100.0%	0	0.0%
Oromiya	Public institutions/enterprises	2	66.7%	1	33.3%	0	0.0%

	Private institutions	2	66.7%	1	33.3%	0	0.0%
	CSOs/NGOs	1	33.3%	1	33.3%	1	33.3%
	Religions institutions	2	66.7%	1	33.3%	0	0.0%
	Professional associations	2	66.7%	1	33.3%	0	0.0%
	Media institutions	2	66.7%	1	33.3%	0	0.0%
	Others	0	0.0%	2	66.7%	1	33.3%
Snnp	Public institutions/enterprises	4	100.0%	0	0.0%	0	0.0%
	Private institutions	3	75.0%	1	25.0%	0	0.0%
	CSOs/NGOs	4	100.0%	0	0.0%	0	0.0%
	Religions institutions	3	75.0%	0	0.0%	1	25.0%
	Professional associations	4	100.0%	0	0.0%	0	0.0%
	Media institutions	3	75.0%	0	0.0%	1	25.0%
	Others	0	0.0%	3	75.0%	1	25.0%
Somali	Public institutions/enterprises	2	100.0%	0	0.0%	0	0.0%
	Private institutions	1	50.0%	1	50.0%	0	0.0%
	CSOs/NGOs	2	100.0%	0	0.0%	0	0.0%
	Religions institutions	0	0.0%	2	100.0%	0	0.0%
	Professional associations	0	0.0%	2	100.0%	0	0.0%
	Media institutions	2	100.0%	0	0.0%	0	0.0%
	Others	0	0.0%	1	50.0%	1	50.0%

Annex Table 10.1: Public and Private Media Outlet Being Trusted by Region

Sr. No.	Region	Public being trusted			Private being trusted		
		Disagree	Indifferent	Agree	Disagree	Indifferent	Agree
1	Addis Ababa	11	3	6	13	2	5
2	Afar	0	1	1	1	0	1

3	Amhara	1	0	3	3	1	0
4	Benihsangul-Gumuz	1	1	0	1	0	1
5	Dire Dawa	2	0	0	1	1	0
6	Gambella	1	0	0	0	1	0
7	Harari	2	0	0	1	0	1
8	Oromia	2	1	1	2	1	1
9	SNNP	3	0	0	3	0	0
10	Somali	0	0	2	0	0	2
	Total	23(54.8%)	6(14.3%)	13(31%)	25(59.5%)	6(14.3%)	11(26.2%)

Annex Table 10.2: Public and Private Media Outlets Being Independent from the Government by Region

Sn No	Region	Public being trusted			Private being trusted		
		Disagree	Indifferent	Agree	Disagree	Indifferent	Agree
1	Addis Ababa	16	1	3	13	4	3
2	Afar	2	0	0	1	0	1
3	Amhara	3	1	0	3	1	0
4	Benihsangul-Gumuz	2	0	0	2	0	0
5	Dire Dawa	2	0	0	1	0	1
6	Gambella	1	0	0	1	0	0
7	Harari	2	0	0	0	0	2
8	Oromia	2	1	1	0	0	2
9	SNNP	3	0	0	2	0	0
10	Somali	1	0	1	2	0	0
	Total	34(81%)	3(7.1%)	5(5%)	25(59.5%)*	5(11.9%)*	9(21.4%)*

*3 were Incomplete

Summary of Findings on Media Institutions

Forty two media personnel participated in the study. There were 9 females (21.4 %) and 33 males (78.6%). The respondents were mainly from radio, TV, and newspaper services. Over 95% of the respondents consider that abuse of power, bribery, acceptance of undue advantages, etc. listed in the Corruption Crimes Proclamation 881/2015 are corruptions. The respondents indicated that non-existence of ethics or moral (90.5%), ambition to become rich quickly (90.5%), and greed and desire to get more (88.1%) are the main causes for corruption.

The respondents perceived that the level of corruption is higher (42.9%), or about the same (14.3%), while 38.1% indicated that it is lower than five years ago in the media sector. 88.1% of the participants indicated that corruption is a serious/very serious problem, while 9.5% believe that it is a moderate problem.

83.3% of the respondents indicated that women are less predisposed to corruption than men. Public (95.2%) and private (90.5%) institutions are considered as the most corrupt institutions. Professional associations (45.2%) and religious institutions (57.1%) are considered as less corrupt.

To fight corruption within the Ethiopian media sector, assigning officers in the media sector to receive corruption reports (42.9%) and awareness creation /training campaigns (38.1%) are recommended by the participants.

On their part, to curb corruption, they would abstain from paying bribes for public services (85.7%), and would refuse to make/do favors to officials or to their relatives (64.3%).

Legal aid and council (76.2%), strengthened whistleblowers protection (76.2%), and protection of media personnel (50%) are indicated as valuable resources and support for them in the fight against corruption

Annex Table 10.3: Heard of Someone Being Asked for Gratification in the Past 12 Months by the Sector/Institution

Sr. No.	Institution/Sector	Yes (%)	No (%)
1	Public Institutions/Enterprises	18 (42.9)	24 (57.1)
2	Private Institutions	18 (42.9)	24 (57.1)
3	CSOs/NGOs	6 (14.3)	36 (85.7)
4	Religious Institutions	6 (14.3)	36 (85.7)
5	Professional Associations	3(7.1)	39(92.9)
6	Ethiopian Press Agency	3(7.1)	39(92.9)
7	Ethiopian Broadcasting Authority	4(9.5)	38(90.5)
8	Public Print Media	4(9.5)	38(90.5)
9	Public Radio	2(4.8)	40(95.2)
10	Public TV	2(4.8)	40(95.2)
11	Private Print Media	2(4.8)	40(95.2)
12	Private TV	2(4.8)	40(95.2)
13	Private Radio	3(7.1)	39(92.9)
14	Private Online Media	3(7.1)	39(92.9)
15	Others	3(7.1)	Not stated

INTERVENTION STRATEGIES



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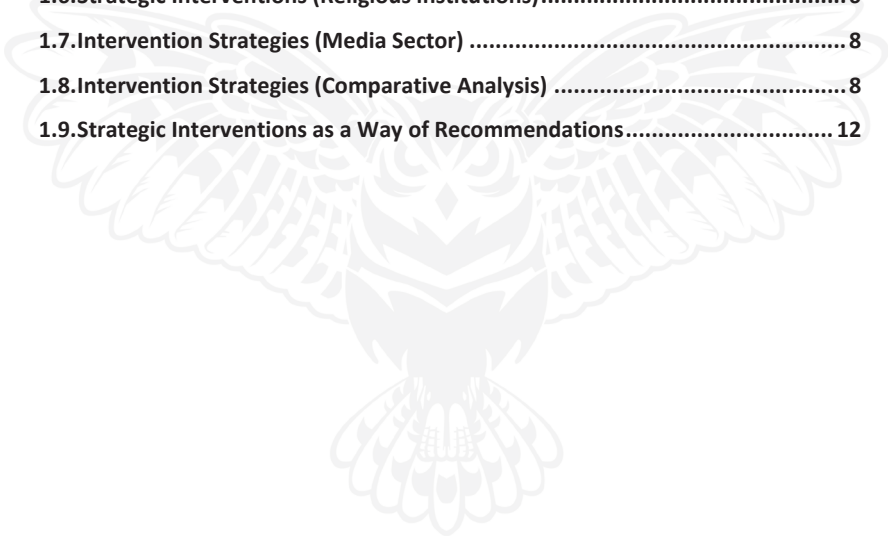
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INTERVENTION STRATEGIES

1.1. Strategic Interventions (Households)

The findings of this section suggest several courses of action to reduce corruption in Ethiopia. First and for most, the survey identified that corruption is deep-rooted and pervasive in Ethiopia at least at perception level among citizens of the country. Relentless effort should be exerted to address corruption using multidimensional strategies across the community and different institutions.

One of the findings of this study was that a higher proportion of respondents endorsed the Corruption Crimes Proclamation No. 881/2015 (P.8152), which tries to provide crime clarifications and classifications that belong to corruption. This implies that thoughtful follow-up should be done if such type of acts are started to be observed in any of the institutions that provide service to the public, and if they are started to observe, an immediate measure should be taken before such sentiment is distributed widely among the public. Moreover, respondents perceive that even though public institutions are the most corrupted, corruption is pervasive in any institution even in religious institutions whose principle does not allow individuals to engage in such acts. Hence, the government in collaboration with other stakeholders should have a close look for every institution and enforce these institutions to maintain transparency and accountability in every operation of their duties.

Some proportion of respondents perceive that corruption has benefited both the receiver and the giver. Such sentiment is precarious to fight against corruption and the government should show (by taking different measures for corrupt individuals) that corruption has a serious consequence for both the taker and the giver. Furthermore, there is a wide belief among the mass in Ethiopia that only a corruption taker is a criminal and should be charged for the illegal act that he or she does. However, the public must be aware (through awareness creation) that both are equally responsible and are criminal for the illegal act they exercise. Hence, awareness creation should be continuously given for the public with different issues of corruption including the issue mentioned above. Nearly four-fifth of the respondents perceive that corruption in Ethiopia is a serious problem, which shows that corruption is rampant in the country. Hence, the government should take a serious and continuous measure against corruption and corrupt individuals until corruption has become a mild issue in Ethiopia.

Different causes of corruption are mentioned by respondents and put their level of influence on corruption. Most of the respondents perceived that these potential causes of corruption are important drivers of corruption in Ethiopia. To revert corruption, the concerned body should critically evaluate the periodical causes of corruption consistently and take measures until they become no more causes for corruption. This is demanding and requires the vigilant effort of the concerned body. Moreover, a significant proportion of respondents reported corruption in the public sector as the first most severe problem Ethiopia has experienced in the current

period. This requires a special attention for corruption and the government should do its utmost effort to make corruption no more severe problem of the country.

Respondents also evaluated the quality of services delivered by some selected public and private institutions. Accordingly, the services delivered by Transport bureau, Ethiopian Electric Utility Office, and Urban Development, housing & Construction Bureau (in their order of appearance) are rated as very poor. Hence, both internal and external follow-up is required for these institutions to improve their service quality and to make such services free from corruption. The measures would range from structural readjustment to building a clear monitoring and evaluation system which makes individuals to be aware that they are accountable for the ill acts they commit. On the other hand, private banks, Commercial Bank of Ethiopia and Ethio Telecom are rated as the most honest institutions by household respondents. The concerned body should recognize this and there must be a means that reward such type of institutions and a promotion should be done at large in different mass media that would have large public coverage expressing their honesty and what makes them honest. Hence, their role model for others might be getting more attention and other institutions may consider them as a role model to improve their service and honesty.

Most respondents questioned the fairness of services provided by the judiciary system in the country. Most of them also stated that the judicial system cannot be trusted, and it is not independent of the government intervention. This is a great failure for the judiciary system and should improve its service delivery to be impartial and should see critics equally without any preferential treatment for some class of individuals. Moreover, the government should respect the freedom of the judiciary system and encourage it to apply the laws properly and impartially. Among the existing strategies, policies, mechanisms and systems designed to fight corruption, a significant proportion of the respondents perceive that the need to formulate new laws and legislations than the existing rules and regulations. This shows that respondents either do not know the current legal framework well or they totally lost their patience on the effectiveness of the existing laws.

The responsible body should critically evaluate the gaps, make amendments and strive for its full implementation. This includes awareness creation for the public about these rules and regulations, their measures and related issues. Most of the respondents did not report the corruption case they faced as they do not have the trust on the judiciary system. Hence, more should be needed from the judiciary system to build its trust through apply laws properly and through awareness creation. The community should know keeping silent while observing the corruption practices is a crime by itself. Moreover, most respondents perceived that reporting corruption has a hard process. Hence, it requires the judiciary system to have an easy process and easily accessible for the citizens.

Respondents perceive that the judiciary system (particularly police) at the local level does not play its full role in combating corruption. Moreover, most of the institutions that are expected to have a role for fighting corruption do not play their own role to

the expected level. Hence, periodical revision of their duties and responsibilities with regard to combat corruption, and critical evaluation of their efforts with regard to such event is required.

1.2. Strategic Interventions (Public institutions)

A significant proportion of respondents claimed that promotions done in their organizations were not based on staff performance evaluations at all. This has a bad repercussion for the rest of staff members, and may discourage them to be effective. Organizations should be responsible for such ill acts and there must be a close follow-up in such issues from the concerned body, as it has a downward multiplier effect. Furthermore, it is mentioned that relationship with supervisors and political affiliation as important criteria for promotion. Institutions should have a clear promotion guideline with empirical measurements that should evaluate applicants only on merit based criteria. Any deviation from this should not be acceptable, and must lead a serious accountable for individuals who tried to breach such guideline.

Respondents also rated that budget allocation and management decisions made in their organizations lack clarity and transparency. This might expose organizations for further corruption practice. Hence, strong follow-up is required to make organizations to refrain such acts. This also has other repercussions on the public to consider corruption as a legal exercise. One-third of respondents perceived that paying gratification is common to win bids. The concerned body has to show its firm stand against paying gratification and strong and multidimensional (awareness creation, making laws tight and the like) measures are required to make bids free from corruption.

About half the respondents in public institutions replied that although their organization has clearly defined complaints handling and redress mechanisms for service users/customers, complaints from the public have never led to disciplinary action for erring staff. This makes the compliant handling not effective and even has given the chance for other staff members of the organization to exercise the cases. Then organizations should seriously look into it and appropriate and balanced measures should be taken by erring staffs and the measures taken should also be disclosed for the staff members to pass the message that you are not allowed to make such erring acts.

Respondents rated that the most prevalent forms of corruption are undue delay of matters maladministration of governance of public enterprise work, abuse of power or responsibility, traffic in official power or responsibility, acceptance of undue advantages and bribery in their order of appearance. The government should take this information and should do its utmost effort until such forms of corruption are no more the concerns of the public. The effort starts from designing structural adjustments, flagging transparency and accountability, and having periodic critical evaluation of each responsible body particularly focusing with corruption.

1.3. Strategic Interventions (private institutions)

The findings of this section suggest several courses of action to reduce corruption in Ethiopia. **First**, the survey identified that corruption is rampant in public institutions; therefore, continued efforts should be enhanced to address corruption in these institutions. This could be realized, for instance, by appointing women in areas vulnerable to corruption. **Second**, given the fact that Media (TV and Radio) is the main source of information for respondents, the government and the anti-corruption commission should cooperate with media institutions to campaign and pass messages relating to corruption. **Third**, the Commission should strengthen its cooperation with religious institutions and religious leaders in the fight against corruption. This survey indicated that over half of the respondents believe that religious institutions contributed to the fight against corruption in Ethiopia. This implies that strengthening cooperation with religious institutions, especially in awareness-raising, will help reduce corruption in the country. **Fourth**, the government and the commission should continue their recent progress in simplifying corruption reporting mechanisms. A majority of those who reported the corrupt act indicated that the process is extremely difficult. Therefore, there is a need to simplify the mechanism of reporting the corrupt act. **Fifth**, it is necessary to provide protection for those who report corruption. Survey respondents indicated that one of the main reasons for not reporting is the lack of protection of those who report a corrupt act from potential harassment. Therefore, the government and the commission should ensure the safety and security of those who report a corrupt act through the enforcement of whistleblowers protection law. **Sixth**, as indicated by the respondents, registration of assets is another field of intervention to fight against corruption. Therefore, efforts should be made towards expanding the existing asset registration program of the commission to combat corruption. **Finally**, government procurement should be awarded in a transparent and clear way. Survey respondents indicated that contracts relating to government procurement are usually not awarded clearly and transparently, which leads some private enterprises to pay up to 80% of the contract value to secure government contracts. Thus, there is a need to ensure accountability and transparency of government contracts, at different levels and sectors.

1.4. Strategies for interventions (NGOS/CSOs)

Corruption was taken as a major problem of the country by most of the NGO/CSO respondents, and the extent of corruption in the country has increased in the last five years. Moreover, it was the public institutions/enterprises that were found to be the most corrupt offices. Therefore, the government of Ethiopia has to work to address this issue at various levels. The school curriculum has to be designed in a way that the students can understand the effects of corruption that could bring on the development of a country in general and wellbeing of citizens in particular. It is also very important to let the civil servants realize the consequences of corruption.

It was found that among the corruption prevailed, abuse of power or responsibility, maladministration of government or public enterprise work and undue delay of matter/actions took the first three major forms of corruption reported. Therefore,

paying reasonable salary, giving continuous awareness creation training and enforcing registration of assets could mitigate the problems.

Greed and desire to get more, ambition to become rich quickly and lack of ethics/moral was considered as the major causes of corruption. Therefore, ethical education has to be given attention since early stages of schooling so that everyone gets what he/she deserves.

As to the result of the study, there was a tendency that people did not expose corrupt acts mainly due to the fear that they would be subjected to retaliation/potential harassment. Therefore, the government should encourage the people to expose corrupt actions and give legal protection to those who report such cases.

The study revealed private banks as the best quality service providers in the country whereas Ethiopian Electric Utility, transport bureau and regional police commission were considered as an organization with poor service delivery. Therefore, those organizations which are providing quality services have to be recognized by the government and gets some kind of rewards to motivate them. On the other hand, organizations that people complained about their service quality have to be carefully evaluated in terms of their structure and regulation, appointment of managers and employment of workers, to mention some. These organizations are also expected to have standard quality service provision guidelines and monitoring and evaluation mechanisms.

Women were considered as the one who are good at controlling corruption by the respondents of the study. Thus, it is crucial to empower women to take leadership positions in various organizations.

Public institutions are expected to combat corruption. Respondents were of the opinion that most of the institutions in Ethiopia were not good enough to combat corruption. Police at local level, courts and anti-corruption offices in the county were considered as ineffective in combating corruption. Therefore, it is recommended to pay special attention to these institutions. The structure of the organization, appointment of the managers, the rules and regulation of the organization including employees recruitment criteria have to be critically evaluated.

Government of Ethiopia applies various initiatives to combat corruption. Among the initiatives, registration of assets, establishment of Ethics and Anti-corruption Commissions at federal and regional levels and awareness creation campaigns through the media (radio, TV, newspapers, etc) were taken as the most effective/somewhat effective initiatives. Therefore, it is important to strengthen these institutions.

All the judicial system of the country except *Sheria* were not trusted by those who worked in NGOs/CSOs and had experience of visiting them. Moreover, it was believed that court decision was not implemented and the court process is very much

complex. Therefore, the judicial system of the country has to be structured in a way that the people are confident enough about the services provided, and the system should have effective enforcement mechanism of making sure that court decisions are implemented.

1.5. Strategies for intervention professional Association

The findings of this section can be used to develop targeted interventions aimed at reducing corruption in Ethiopia. **First**, it is indicated by the majority of the respondents that women are less predisposed to corrupt practices. Therefore, appointing them in areas vulnerable to corruption helps to reduce corruption both in a professional association and in Ethiopia. **Second**, it is indicated by survey respondents that the civil service program is one of the very effective anti-corruption initiatives that the government has initiated. Thus, this reform program should be strengthened. **Third**, the other effective anti-corruption initiative mentioned by respondents is the registration of assets. Thus, the commission should push its continued effort for the registration of assets. **Fourth**, respondents indicated that the process of reporting a corrupt act is extremely difficult, implying the need to further simplify the process of reporting corruption. **Fifth**, survey respondents indicated that one of the main reasons for not reporting is the lack of protection of those who report a corrupt act from potential harassment. Therefore, the government and the commission should ensure the safety and security of those who report a corrupt act through the enforcement of whistleblowers protection law. **Finally**, it is also essential to strictly enforce anti-corruption legislation, including restoration of money/assets gained through corruption to effectively curb corruption in Ethiopia.

1.6. Strategic Interventions (Religious institutions)

One of the findings of this study was that a higher proportion of respondents endorsed the Corruption Crimes Proclamation No. 881/2015 (P.8152), which tries to provide crime clarifications and classifications that belong to corruption. This implies that serious follow-up should be done if such type of acts are started to be observed in any of the institutions that provide service to the public, and if they are started to observe, an immediate measure should be taken before such sentiment is distributed widely among the public. The level of corruption that exists in different institutions is higher under the eyes of religious leaders than household respondents. This shows that corruption is deep-rooted and pervasive in Ethiopia. The widespread nature of corruption is further witnessed by the fact that religious respondents perceived that religious institutions are equally (sometimes more corrupt) corrupt with other institutions. Becoming corruption a common phenomenon in religious institutions is frustrating as it has a multiplier effect since citizens consider these institutions as number one fighters of corruption, but the fact is the reverse. Like any other public institutions, there must be transparency and accountability in these institutions as well. Even these institutions have the view that followers have the right to give, but they do not have the mandate to ask where the resource goes. Such view should be changed.

Some proportion of respondents perceive that corruption has benefited both the receiver and the giver. Such sentiment from religious leaders is very dangerous for the fight against corruption and the government should show (by taking different measures for corrupt individuals) that corruption has a serious consequence for both the taker and the giver. Such sentiment has bad repercussion, and it should be reverted. Almost all the respondents perceive that corruption in Ethiopia is a serious problem, which shows that corruption is rampant in the country. Hence, the government should take a serious and continuous measure against corruption and corrupt individuals until corruption has become a mild issue in Ethiopia.

Different causes of corruption are mentioned by respondents and put their level of influence on corruption. Similar with the views of household respondents, most of the religious respondents perceived that these potential causes of corruption are important drivers of corruption in Ethiopia. To revert corruption, the concerned body should critically evaluate the periodical causes of corruption consistently and take measures until they become no more causes for corruption. This is demanding and requires the vigilant effort of the concerned body. Moreover, a significant proportion of respondents reported corruption in the public sector as the first most severe problem Ethiopia has experienced in the current period. This requires a special attention for corruption and the government should do its utmost effort to make corruption no more severe problem of the country.

Respondents also evaluated the quality of services delivered by some selected public and private institutions. Accordingly, the services delivered by Urban Development, Housing & Construction Bureau, Land administration and Regional Bureau of Finance and Economic Development (in their order of appearance) are rated as very poor. Hence, both internal and external follow-up is required for these institutions to improve their service quality and to make such services free from corruption. The measures would range from structural readjustment to building a clear monitoring and evaluation system which makes individuals to be aware that they are accountable for the ill acts they commit.

Most respondents questioned the fairness of services provided by the judiciary system in the country. Most of them also stated that the judicial system cannot be trusted, and it is not independent of the government intervention. This is a great failure for the judiciary system and should improve its service delivery to be impartial and should see critics equally without any preferential treatment for some class of individuals. Moreover, the government should respect the freedom of the judiciary system and encourage it to apply the laws properly and impartially. Among the existing strategies, policies, mechanisms and systems designed to fight corruption, a significant proportion of the respondents perceive that the need to formulate new laws and legislations than the existing rules and regulations. This shows that respondents either do not know the current legal framework well or they totally lost their patience on the effectiveness of the existing laws. Hence, the concerned body should critically evaluate the gaps, make amendments and strive for its full implementation. This includes awareness creation for the public about these

rules and regulations, their measures and related issues. Most of the respondents did not report the corruption case they faced as they do not have the trust on the judiciary system. Hence, more should be needed from the judiciary system to build its trust through apply laws properly and through awareness creation. The community should know keeping silent while observing the corruption practices is a crime by itself. Moreover, most respondents perceived that reporting corruption has a hard process. Hence, it requires the judiciary system to have an easy process and easily accessible for the citizens.

Only two out of fourteen institutions that are expected to fight corruption are discharging their responsibility of combating corruption: Religious Institutions and Office of the Prime Minister. Others do not discharge their responsibility of fighting corruption if they are not promoters of corruption. Hence, periodic follow-up and critical evaluation with regard to this is required to make them vigilant against corruption.

1.7. Intervention Strategies (Media Sector)

In general, the interventions or strategies indicated by the media experts who participated in this study are fair and reasonable: Request for better training and awareness on corruption related issues, getting protection from harassment, and provision of wider freedom to the press. In agreement with the media personnel who participated in this study, we recommend that some steps be taken to enhance ethics, integrity and effectively combat corruption in the media sector in Ethiopia.

The main strategies suggested are the provision of more freedom (less intervention by the Government); provision of periodic awareness creation/training focused on corruption and related issues; as fear of retaliation and potential harassment are high (86%), availing of some protection mechanism for those media personnel reporting on corruption cases; and more strengthened whistle-blowers protection laws and procedures are recommended. Also, appointing of competent women in the relevant offices prone to corruption and availing some legal counsel to those reporting on corruption could be considered.

1.8. Intervention Strategies (Comparative Analysis)

1) One of the findings of this study was that the percentage of civil servants who reported that their organizations had clearly defined complaints handling and redressing mechanisms has considerably declined in the current survey as compared to the second national corruption perception survey of February 2012. Effective complaint mechanisms are a key tool to identify and prevent corruption and other malpractice. By providing citizens with channels to report any incidence or suspicion of corruption or other malpractice, such mechanisms allow for the identification of problems which might otherwise not surface, and for subsequent corrective action to be taken.

Thus, concerned bodies should strive to implement a credible and functioning complaint handling mechanism since it constitutes a key tool for public and other institutions to manage corruption risk and potential reputational damage. This

requires, among others, assigning clear roles for strategic oversight of the mechanism and defining the roles and responsibilities of senior management; defining clear timelines for handling complaints and providing responses; developing, implementing, and monitoring a code of conduct for all staff working on complaints; ensuring that the mechanism is appropriately staffed and staffs have the right skills to deal with the complaints; and training responsible staffs on adequate treatment of complainants, including equal treatment, being sensitive to issues that may be critical for safety and security, etc.

2) The percentage of favourable responses with respect to fairness of the judicial system for respondents who had some experiences in the use of the system has substantially declined between the two surveys across all categories of respondents. Such decline in public trust/confidence is worrisome since unfair judicial system is a serious impediment to the success of any anti-corruption efforts. Moreover, the majority of household respondents felt that application of the law did favour the rich and powerful in both surveys.

An essential component of the rule of law is based on effective and fair justice systems to ensure that laws are respected, legal needs are met and appropriate sanctions are taken when they are violated. Effective justice systems protect the rights of all citizens against infringement of the law by others, including by powerful parties and governments. Note that biased decision-making is not only a matter of the personal integrity of judicial personnel, but concerns the structural protection of judicial independence and the insulation of judicial decision-makers from illegitimate political and hierarchical influence.

Corruption and bribery in the judicial system can generally be addressed along four lines: a) Improvement in material conditions for judicial personnel and support staff, particularly in the lower judiciary, where the lack of a living or socially acceptable wage is seen to be a significant driving factor for (petty) corruption; b) Normative change in the attitude towards bribery (codes of conduct for judges, lawyers & judicial support staff; and efforts to build a culture where these norms matter for professional recognition and standing); c) Preventive procedural measures to reduce opportunities for corruption (increased transparency around different types of transactions (filing of cases, allocation of cases to judges, etc.); and improved case management systems & procedures that reduce the scope for individual discretion); and d) Disciplinary/accountability systems in the judiciary (complaint handling mechanisms where members of the public can report knowledge or suspicion of corruption; investigative measures; as well as mechanisms for disciplining/dismissal of judges). However, a number of studies argued that traditional, anti-corruption reform measures that rely on reducing incentives for corrupt behaviour (higher wages, improved case-handling systems and disciplinary measures) have little effect unless accompanied by attitudinal change.

3) Among lower levels of government, the percentage of households who rated the quality of services provided by Zonal and Woreda Councils/Administrative offices favourably has considerably declined in the current survey.

Decentralization clearly creates more opportunities for local autonomy and responsiveness to more specialized constituencies. It empowers lower tiers of government to concentrate on tailoring the specific mechanisms of service delivery and public expenditure packages to fit local needs and circumstances. One does not decentralize the civil service as an end in itself - one does so in order to provide services better, manage resources more efficiently, or support other general outcome goals. However, there is more room for failure if specific steps are not taken to build local technical and managerial capacity. Lower tiers of government will be effective only when they have access to the necessary human and financial resources to undertake the services they have been conferred. Thus, there is a dire need for assessing, improving, and accommodating varying degrees of local capacity so that such local governments will be in a position to plan, finance and manage their responsibilities. Otherwise, 'lack of capacity' excuses may hamper sound utilization of public resources and nurture corruption.

4) The percentage of respondents from private business organizations who reported that government contracts were usually awarded in a clear and transparent manner has dropped down by a staggering 25% in the current survey. Moreover, the percentage of civil servants who disclosed that enterprises always/sometimes paid gratifications in order to win contracts with their organizations has considerably increased in the current survey. These findings might probably point to increased lack of transparency, favouritism, bribery and corruption in the awarding of government contracts.

One of the most important effects that transparency can have on a procurement system is that it ensures that procurement decisions are based on legitimate criteria. In other words, transparency reduces the possibility of corruption. Transparency also improves the amount and level of competition that occurs. A transparent system encourages participation by suppliers who otherwise would not be aware of the possible contract solicitation for bids. In the absence of transparency, the market is only open to those suppliers that have connections or agreements with public officials or the government.

Thus, there should be clear and objective requirements in awarding government contracts. These requirements may include (but not limited to): creating a system with clear procedures and award criteria; notifying the transparency requirements to all parties; recording procurement proceedings; disclosing information to interested parties including the publication of the award, the name and address of the bidders, and the amount of the bid; ensuring that there is no discrimination against bidders of any kind; and mandating a formal system for challenging bids.

5) The percentages of respondents across all categories who disclosed that they had reported acts of corruption they had witnessed have all declined in the current survey. The implication is that, despite being witness to corrupt acts, there was an increased reluctance to report them to the relevant authorities in the current survey. The most frequently cited reason for refraining from reporting corrupt acts was fear of potential harassment & reprisals. Lack of knowledge as to where to report acts of corruption (lack of awareness of available reporting mechanisms) also emerged as the third crucial factor for this reluctance by household respondents in the current survey.

While not all those who report acts of corruption will suffer for doing so, respondents felt that all too often individuals do face serious reprisals and victimization. This can have a severe impact on their lives and livelihoods and extend to family, friends and colleagues. When this occurs, it has a chilling effect on others who might otherwise have considered reporting but decide it is not worth the risk. Concerned parties must therefore consider carefully what measures can be implemented in law and practice that will allow members of the public and those working within public services to speak up safely. Ensuring that reporting persons and those close to them are protected from harassment and other threats to their well-being is also important.

Moreover, policy makers need to assess what already exists and identify any weaknesses or gaps in the national systems. The law should enable authorities to use preventive protective measures, such as the granting of confidentiality to prevent reprisals from occurring in the first place. In addition, it should provide enforceable remedies to those who are victimized or suffer from reprisal, for instance if the preventive measures have failed. A comprehensive review of existing reporting mechanisms will also help determine the ways in which they can be improved. Finally, the importance of corruption reporting by the media as well as the impact of new technology on the ways and means people can employ to communicate information about corruption need to be taken into account.

6) Representatives of private business enterprises in both surveys shared the same concern with respect to corruption in the public sector as a critical obstacle to doing business (the current survey puts corruption in the public sector as the leading obstacle).

The issue of corruption as a hindrance to the development of the business sector is well documented. Despite various initiatives that have been put in place to combat political and administrative corruption, corruption still stands as an obstacle for doing business. For instance, gratifications are required to enter the market, to ensure compliance with regulations, to cope with the excessive bureaucracy, or to get political protection. Instead of doing the core business and focusing on innovation and development, firms have often been forced to allocate significant human, financial and time resources to handle corrupt pressures in a corrupt business environment. Thus, policy measures to curbing corruption as an obstacle for doing business should be focused on raising the public anti-corruption awareness;

developing and implementing a system of personal and institutional responsibility for public officials/civil servants directly dealing with private business enterprises; and promoting transparency & openness (in public procurement procedures, license issuing process, etc.) in public services. Moreover, measures to reduce the margin of discretion of public officials in the process of issuing permits and licenses, public procurement procedures, etc. might prove effective. In addition to individual or private anti-corruption initiatives, the government has to prove its commitment in combating corruption. Business enterprises and public employees should also be encouraged to report on incidences of corruption.

7) Among the objectionable factors in determining how individual staffs get hired or promoted in public institutions, relationship with supervisors and provision of gratifications were considered as important criterion by a good percentage of civil servants in both surveys. In particular, the importance attached to provision of gratifications to receive preferential treatment was relatively higher in the current survey.

Weak human resources (HR) processes often result in oversized and under-qualified civil services, with distorted incentive structures and poor work ethics that ultimately undermine the goal of building a strong, efficient and accountable public sector. Corruption can affect all aspects of HR management processes, with favouritism, nepotism and abuse of authority in areas of recruitment, training, promotion, compensation and transfer as major risk areas. These often surface as a result of unchecked discretionary power, lack of integrity, accountability, checks & balances and transparency in the overall administration of HR services. Thus, merit-based recruitment and promotion policies; tenure of employment to protect the independence of public servants from undue political influence; transparent pay packages & internal controls; and integrity management systems, including the implementation of codes of ethics, ethics training, and whistle-blowing mechanisms, should be promoted in order to prevent corrupt practices in HR management.

1.9. Strategic Interventions as a Way of Recommendations

Though some of the strategies or actions to take are indicated or implied in the findings and the Conclusions sections, a few strategies to implement are forwarded below.

1. Establishment and/or strengthening of effective complaint handling mechanisms in all government and NGOs is a key tool to identify and prevent corruption and other malpractice. Providing citizens with channels to report any incidence or suspicion of corruption or other malpractice, such mechanisms allow for the identification of problems which might otherwise not surface, and for subsequent corrective action to be taken.
2. The percentage of favourable responses with respect to fairness of the judicial system for respondents who had some experiences in the use of the system has substantially declined between the two surveys across all categories of respondents. Such decline in public trust/confidence is worrisome since unfair judicial system is a serious impediment to the success

of any anti-corruption efforts. Moreover, the majority of household respondents felt that application of the law did favour the rich and powerful in both surveys. The Ethiopian Government and the relevant offices are expected to address this problem

3. Among lower levels of government, the percentage of households who rated the quality of services provided by Zonal and Woreda Councils/Administrative offices favourably has considerably declined in the current survey. Decentralization clearly creates more opportunities for local autonomy and responsiveness to more specialized constituencies. It empowers lower tiers of government to concentrate on tailoring the specific mechanisms of service delivery and public expenditure packages to fit local needs and circumstances. One does not decentralize the civil service as an end in itself - one does so in order to provide services better, manage resources more efficiently, or support other general outcome goals. However, there is more room for failure if specific steps are not taken to build local technical and managerial capacity. Lower tiers of government will be effective only when they have access to the necessary human and financial resources to undertake the services they have been conferred. Thus, there is a dire need for assessing, improving, and accommodating varying degrees of local capacity so that such local governments will be in a position to plan, finance and manage their responsibilities. Otherwise, 'lack of capacity' excuses may hamper sound utilization of public resources and nurture corruption.
4. The percentage of respondents from private business organizations who reported that government contracts were usually awarded in a clear and transparent manner has dropped down by a staggering 25% in the current survey. Moreover, the percentage of civil servants who disclosed that enterprises always/sometimes paid gratifications in order to win contracts with their organizations has considerable increased in the current survey. These findings might probably point to increased lack of transparency, favouritism, bribery and corruption in the awarding of government contracts. One of the most important effects that transparency can have on a procurement system is that it ensures that procurement decisions are based on legitimate criteria. In other words, transparency reduces the possibility of corruption. Transparency also improves the amount and level of competition that occurs. A transparent system encourages participation by suppliers who otherwise would not be aware of the possible contract solicitation for bids. In the absence of transparency, the market is only open to those suppliers that have connections or agreements with public officials or the government. Thus, there should be clear and objective requirements in awarding government contracts. These requirements may include (but not limited to): creating a system with clear procedures and award criteria; notifying the transparency requirements to all parties; recording procurement proceedings; disclosing information to interested parties including the publication of the award, the name and address of the bidders, and the

amount of the bid; ensuring that there is no discrimination against bidders of any kind; and mandating a formal system for challenging bids.

5. The percentages of respondents across all categories who disclosed that they had reported acts of corruption they had witnessed have all declined in the current survey. The implication is that, despite being witness to corrupt acts, there was an increased reluctance to report them to the relevant authorities in the current survey. The most frequently cited reason for refraining from reporting corrupt acts was fear of potential harassment & reprisals. Lack of knowledge as to where to report acts of corruption (lack of awareness of available reporting mechanisms) also emerged as the third crucial factor for this reluctance by household respondents in the current survey. While not all those who report acts of corruption will suffer for doing so, respondents felt that all too often individuals do face serious reprisals and victimization. This can have a severe impact on their lives and livelihoods and extend to family, friends and colleagues. When this occurs, it has a chilling effect on others who might otherwise have considered reporting but decide it is not worth the risk. Concerned parties must therefore consider carefully what measures can be implemented in law and practice that will allow members of the public and those working within public services to speak up safely. Ensuring that reporting persons and those close to them are protected from harassment and other threats to their well-being is also important. Moreover, policy makers need to assess what already exists and identify any weaknesses or gaps in the national systems. The law should enable authorities to use preventive protective measures, such as the granting of confidentiality to prevent reprisals from occurring in the first place. In addition, it should provide enforceable remedies to those who are victimized or suffer from reprisal, for instance if the preventive measures have failed. A comprehensive review of existing reporting mechanisms will also help determine the ways in which they can be improved. Finally, the importance of corruption reporting by the media as well as the impact of new technology on the ways and means people can employ to communicate information about corruption need to be taken into account.
6. Representatives of private business enterprises in both surveys shared the same concern with respect to corruption in the public sector as a critical obstacle to doing business (the current survey puts corruption in the public sector as the leading obstacle). The issue of corruption as a hindrance to the development of the business sector is well documented. Despite various initiatives that have been put in place to combat political and administrative corruption, corruption still stands as an obstacle for doing business. For instance, gratifications are required to enter the market, to ensure compliance with regulations, to cope with the excessive bureaucracy, or to get political protection. Instead of doing the core business and focusing on innovation and development, firms have often been forced to allocate significant human, financial and time resources to handle corrupt pressures in a corrupt business environment. Thus, policy measures to curbing corruption as an obstacle for doing business should be focused on raising the public anti-corruption

- awareness; developing and implementing a system of personal and institutional responsibility for public officials/civil servants directly dealing with private business enterprises; and promoting transparency & openness (in public procurement procedures, license issuing process, etc.) in public services. Moreover, measures to reduce the margin of discretion of public officials in the process of issuing permits and licenses, public procurement procedures, etc. might prove effective. In addition to individual or private anti-corruption initiatives, the government has to prove its commitment in combating corruption. Business enterprises and public employees should also be encouraged to report on incidences of corruption.
7. Among the objectionable factors in determining how individual staffs get hired or promoted in public institutions, relationship with supervisors and provision of gratifications were considered as important criterion by a good percentage of civil servants in both surveys. In particular, the importance attached to provision of gratifications to receive preferential treatment was relatively higher in the current survey. Weak human resources (HR) processes often result in oversized and under-qualified civil services, with distorted incentive structures and poor work ethics that ultimately undermine the goal of building a strong, efficient and accountable public sector. Corruption can affect all aspects of HR management processes, with favouritism, nepotism and abuse of authority in areas of recruitment, training, promotion, compensation and transfer as major risk areas. These often surface as a result of unchecked discretionary power, lack of integrity, accountability, checks & balances and transparency in the overall administration of HR services. Thus, merit-based recruitment and promotion policies; tenure of employment to protect the independence of public servants from undue political influence; transparent pay packages & internal controls; and integrity management systems, including the implementation of codes of ethics, ethics training, and whistle-blowing mechanisms, should be promoted in order to prevent corrupt practices in HR management.
 8. Serious efforts have to be made by the Ministry of Education and also FEACC towards adequate and better civic education (also raising awareness on ugly faces of corruption) with regards to the development of ethical and highly conscientious citizens who respect rights, perform their duties diligently and far away from corruption. We also think that the Media and civic organizations can play important and productive roles in this regard.
 9. There need to exist clear and legally binding collaboration between the major stakeholders such as FEACC, Police, Courts and the Attorney general at various levels and specific issues.
 10. All parties, particularly the Government and the FEACC work on prevention mechanisms, monitoring, clear systems of operation, rule of law, accountability and transparency.



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