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TITLE: THE IMPACT OF URBAN PRODUCTIVE SAFETY NET PROGRAM ON LIVELIHOOD AT HOUSEHOLD LEVEL AND CHANGING THE WORKING CULTURE: THE CASE OF GULALLE SUB-CITY

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DECLARATION

This Thesis title is ‘The Impact of Urban Productive Safety Net Program on Livelihood at Household Level and Changing the Working Culture: The Case of Gulalle Sub-City’ is submitted to Addis Ababa University for the award of Master of Art in Regional and Local Development Studies (RLDS). This research Thesis is my own work, it has not been submitted for credit at this university or any other, and all sources utilized in the creation of this thesis have been properly cited.

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The undersigned certify that they have read and hereby recommend to the Addis Ababa University to accept the thesis submitted by Alemu Worku, and entitled “The impact of Urban productive safety net program on livelihood at household level and changing the working culture: the case of Gulalle sub-city” In partial fulfillment of the requirements for the award of a Master’s of Art Degree in Regional and Local Development Study.

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Acronyms and Abbreviation

ADB	Asian Development Bank
ATT	Average Treatment Effect on the Treated
CDS	College of Development Studies
CDS	common data set
CES	Committee on Economic Security
DFD	Data-Flow Diagram
EPHI	Ethiopian Public Health Institute.
ERS	Endogenous Regime Switching
ESSP	Ethiopian Social Security Program
EU.D.R	European Union Development Report
FAO	Food and Agriculture Organization's
GDP	Gross domestic product
HDI	Development Index
HICE	Household Income, Consumption and Expenditure
IMF'	International monetary Founds
IRP	International Recovery Platform
MESR	Multinomial Endogenous Switching Regression
MoUDH	Ministry of Urban Development and Housing
OECD	Organization for Economic Co-operation and Development’s
OLS	Ordinary least squares

PSM	Propensity Score Matching Method
PSNP	Productive safety Nets program
RLDS	Center for Regional and Local Development Studies.
SLA	Sustainable Livelihoods Approach
SLF	Sustainable Livelihood Framework
SPSS	Statistical Package for the Social Sciences
SSN	Social Security number
UFSS	Urban Food Security Strategy
UJCFSP	Urban Job Creation and Food security
UN DESA	United Nations Department of Economic and Social Affairs
UNDP	United Nation Development Program
UN-ESCAP	United Nation Economic and Social Commission for Asia and the Pacific
UPSNPIM	Urbana Productive Safety Net Program Implementation Manual

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ABSTRACT

This study evaluates the effects of the urban productive safety net program on household livelihoods and work cultures in the selected Woredas of Gulalle Sub-City. The study utilized both quantitative and qualitative research approaches. Data was collected through questionnaires and interviews. Simple random sampling techniques were used to select sample respondents, resulting in a total of 378 household samples drawn randomly from participants and non-participants of the UPSNP in the study area. Both descriptive statistics and inferential research method were used to analyze the collected data.

The findings indicate that out of the total respondents, 53.97% (102) of the UPSNP participants had three meals per day, while 34.90% (66) had two meals per day. The average income of the beneficiary households was 1,142 Birr higher than that of the non-beneficiary group. For the non-beneficiary groups, 90% consumed two or fewer meals daily, and only 10% consumed three meals daily. Additionally, about 83% of the treated households are savers, whereas only 10% of the non-beneficiary group are. These findings suggest that the beneficiary groups have higher current income levels, are more likely to save, and have more frequent meals than the control group. The study recommends expanding the UPSNP program in Ethiopian urban centers to reduce poverty and improve income by focusing on sustainable opportunities.

Key Words*: UPSNP, program, Household, Livelihood and Working Culture*

CHAPTER- ONE

1. INTRODUCTION

This chapter deals with the background ground of the study, statements of the problem, questions, objectives, scope and significance of the research.

1.1. Background of the study

The terms “social safety nets” and “social assistance” are used interchangeably they are noncontributory measures designed to provide regular and predictable support to poor and vulnerable people and also as components of larger social protection systems Oleksiy et al. (2018). As explained by different literatures, Germany is where the concept of a social safety net was first begins and implemented (Tirukelem , 2021). William the First, the German Emperor, wrote a letter to the German Parliament in 1881 that stated: "Those who are disabled from work by age and invalidity have a well-grounded claim to care from the state." Based on this, Germany adopted the first old-age social insurance policy in the world in 1889, created by Germany's Chancellor (Bortz & Aguila, 2006). The social security act, which President Franklin D. Roosevelt signed into law in 1935, created social security as a federal safety net for the elderly, unemployed, and underprivileged people in America (Grantham & Freidel, 1953). There has been a "significant revolution" in ways to combat poverty during the past 20 years, beginning in the middle of the 1990s with the rise and development of social assistance programs that include providing the poor with direct cash or in-kind transfers (Hanlon et al. 2010). In the early 2000s, social safety net programs were introduced in Africa; these programs are now a part of development policies in the majority of the countries (Beengle et al. 2018).

More than two-thirds of people in less developed countries (LDCs) reside in rural regions, where poverty is twice as prevalent as in towns and cities and rural areas will continue to have higher rates of poverty, both in terms of incidence and depth (World Bank (2007). At the same time, national economies and the global economy depend on the livelihoods of rural poor people CDS (common data set, 2004). As a result, following the beginning of the millennium, several nations implemented the social safety net as a means of addressing poverty and food insecurity (Alemayehu, 2020).

Food insecurity problem one of the biggest problems facing emerging nations, particularly in Africa south of the Sahara, is brought on by recurrent droughts, poor input and production of

subsistence agriculture, and widespread poverty (Samuel, 2006). In order to address this risk, productive safety net programs (PSNPs) have been established (Abdulhakim et al. 2022).
The goal of PSNPs is to assist individuals and households that are continuously facing food insecurity, are unable to work, or are experiencing temporary losses in purchasing power by providing them with money. These programs include cash and in-kind transfer plans, labor-intensive public works, and subsidies (Tilahun, 2019). In Ethiopian this program, began in 2005, is categorized as a "cash for work" initiative. It allows low-income members of the community to earn small payments (in cash or occasionally in kind) for helping out with community projects. It was the largest program in Africa at the time; it was serving more than 8 million Ethiopians, or around 10% of the population (Sebates-Wheeler et al.2010).

Even while a productive safety net program helped rural residents make some progress, the situation for urban residents' livelihoods is getting worse. Urbanization is a trend that started early in developing nations. At the same time the share of the poor living in urban areas is rising, and more rapidly than for the population as a whole (Ravallion, 2007). At the same time, national and local research revealed that close to one-third of a country's urban population or a city's populations were insufficient to meet their demands (World Bank, 2017).

Consequently, more than 160 nations formally endorsed the New Urban Agenda, a 20-year plan for sustainable urbanization, at the UN Conference on housing and sustainable urban development (Chen et al., 2016)). Urban poverty is a problem that is becoming increasingly widely recognized as cities become more populated. The Ministry of Urban Development and Housing (MoUDH) created an Urban food security and job creation strategy, which was approved by government, in response to the action taken by the Ethiopian government to establish the urban productive safety Net program (UPSNP) on May 8, 2015 (Amsalu , 2021). After that, the Federal Urban job creation and food security agency was established to carry out the plan (Gashew , 2021).

According to the plan, the first phase of the UPSNP-supported urban productive safety-net implementation in Ethiopia began in 2016/17 and will last until 2020/21 in 11 cities, including Addis Ababa, Adama, Desse, Mekele, Hawasa, DirreDawa, Harari, Gambella, Asosa, Jigjiga, and Asayta. This phase will be focused on establishing the foundational safety net, including productive and predictable transfers through public work, livelihood intervention, and capacity building (Hailu and Amare, 2022). Therefore, it is ideal to assess the impact of Urban Productive Safety Net project on urban livelihood at household level in Gulalle Sub City. This would contribute to the understanding of the problem and some important policy proposals to improve the projects generate interventions in other similar areas.

1.2. Statement of the Problem

Ethiopia is one of the least urbanized nations in Sub-Saharan Africa, but the number of urban residents has rapidly increased (Kassech, 2020). In 2022, Ethiopia's urban population was 22.7%, a significant increase from 9.1% over the past 50 years. This annual increase peaked in 2008 at 2.44% before falling to 2.20% in 2022 (Abdulhakim et al., 2022). The population of urban areas is expected to triple by 2034, reaching 30% by 2028 (Gashew, 2021). Therefore, assessing the impact of urban poverty reduction strategies (UPSPs) that are already in place is essential. As a result, research over the past decade has focused on the intersection of urban livelihoods and UPSNP.

The proportion of urban people living below the national poverty line declined from 26% in 2011 to 15% in 2016. An estimated 2.4 million people lived in urban areas below the poverty line, with the majority in Addis Ababa and the cities in the Oromia region (World Bank, 2020). The poverty gap index for urban Ethiopia is estimated to be 6.9 percent. The Ethiopian government created the Urban Food Security Strategy (UFSS) in 2015 (World Bank 2015). In 2016, the Urban Productive Safety Net Program, the first community project proposed for urban regions, was included in the Ethiopian government's five-year program, focusing on 11 major cities. According to the strategy, the Addis Ababa City Administration implemented the initiative for community livelihood support from 2015 to 2020 in all sub-cities (M. Filipksi et al., 2017). The project's main focus was on underprivileged women and young people. Understanding the impact of such interventions on household livelihoods is crucial.

In a recent study conducted by Hailu and Amare in 2022, the researchers examined the impact of a safety net on beneficiary households' access to food. The study's findings revealed that a productive safety net program can significantly influence a household's daily calorie intake. On a different note, Kassech (2020) conducted a separate study to investigate the influence of the Urban Productive Safety Net Program (UPSNP) on household livelihood. The study indicated that while the UPSNP had enhanced household access to a variety of food items on a daily basis, beneficiaries had not experienced an improvement in their financial stability. These studies demonstrate that the impact of safety net programs on households' livelihoods produces inconsistent and incomplete results. Further exploration is needed to comprehensively understand the impact of these programs on households.

To this end, this study aims to evaluate the impact of the Urban Productive Safety Net Program on users' livelihoods and assess how it affects working conditions in Addis Ababa, with a specific focus on the Gulalle Sub City of Woreda 2 and 3. This research seeks to delve deeper into the effects of the program in these specific urban areas and intends to provide a comprehensive understanding of how the program influences the livelihoods and working conditions of the beneficiaries.

1.3. Objectives of the Study

1.3.1. General Objective

The main objective of the study is to assess the impacts of urban productive safety net program on household's livelihood and modified their work cultures in the selected Woredas of Gulalle sub-city

1.3.2. Specific objective

The study set out to accomplish the specific goals listed below.

1. To analyze the contribution of UPSNP in improving the beneficiary household income status.
2. To assess the contribution of UPSNP to households in food access and its social implications.
3. To investigate how the Urban Productive Safety Net program impacts the working culture of households.

1.4. Research Question

1. To what extent the UPSNP affected the livelihood (income/expenditure and food secured/in secured) of the urban poor communities in the study area?

2. What are the social implications for the intended beneficiaries of the urban productive safety net program?

3. To what extent the Urban Productive Safety Net program impacts the working culture of households?

1.5. Significance of the Study

This study is anticipated that this study will add to the body of already-known information and compensate for the lack of academic literature on the impact of UPSNP. For sub-cities looking to ways to assess the impact of UPSNP, looking for research-based interventions will be high on the list of priorities. It will create dreadful chances specifically discussed at the landmark conversation on how to improve UPSNP.

Additionally, the results of this study may offer crucial guidance for practitioners and decision-makers in terms of formulating policies and adopting the necessary steps to develop strategies for enhancing UPSNP. Finally, the study will be used by the researcher as an empirical source in the future.

Therefore, it is crucial that this study closes this gap so that, for example, Gulalle Sub City is well informed about the relationship between the UPSNP and livelihood, including the changed of the working culture of the beneficiaries.

1.4.1. Scope of the Study

The study is centered on analyzing the impact of the Urban Productive Safety Net Program (UPSNP) on specific topical and geographic regions. It will delve into the ways in which UPSNP has influenced the quality of life and work cultures of its beneficiaries. The primary objective of the study is to comprehensively assess the effects of the urban productive safety net program. This rigorous evaluation will be conducted in the selected Woredas of Gulalle Sub-City, Addis Ababa, taking into account various socio-economic factors and demographic dynamics.

1.6. Limitation of the study

The primary goal of this study is to accurately assess how UPSNP results have improved working conditions and livelihood. The focus of the investigation will be on the framework for sustainable urban livelihoods. The scope of this thesis does not extend to concerns outside of this framework.

1.7. Organization of the Study

The rest of the chapters are organized as follows: Chapter two reviews related literature. The theoretical and empirical literatures are reviewed in this chapter. In the section titled "Theoretical Review," the study examined topics including poverty, urban poverty, urban livelihood, food security, social protection, working culture, urban productive safety net program, Ethiopia UPSNP, Model of Implementation UPSNP in Ethiopia, components of UPSNP, contribution of UPSNP, and theorizing the connection between urban poverty, sustainable urban livelihood, and social protection program. Additionally, the study created a theoretical framework. It also will review empirical literatures. Finally, the study created a conceptual framework.

In the third chapter, the topic of research methodology is covered, covering the study approach and design, sample size and sampling methods, research subjects (respondents), data collection tools, and data analysis methodologies. The study's fourth chapter will be devoted to the data's presentation and discussion. The summary of findings, conclusion, and recommendation will be presented in chapter five.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

2. Introduction

This chapter begins with a review of the theoretical and empirical literature. Under theoretical review, the study will be examine topics including poverty, urban poverty, urban livelihood, food security, social protection, working culture, urban productive safety net program, Model of Implementation of UPSNP in Ethiopia, and its components, the contribution of UPSNP, and theorizing the connection between urban poverty, sustainable urban livelihood, and social protection program. And a theoretical framework will be built during the investigation. The study will also include a review of the relevant literature on empirical investigations. Lastly the study will be developing conceptual framework.

2.1. Theoretical review

2.1.1. Conceptualization of key terms

2.1.1.1.Poverty

According to economists, poverty is defined as the inadequacies of merit goods, which are those that society agrees, are necessary. Actually, there are a number of issues with poverty lines that are determined by income (Hila, 2019). If we wish to determine which individuals are more likely to lack the means to live up to a socially acceptable level of living, income is a relevant indicator. The ability to gain access, which may be influenced by other factors including education, information, legal rights, illness, domestic violence threats, or insecurity, is not accurately measured (IRP, 2005). In addition to conceptualizations of poverty, such as the basic needs approach, the capability approach, the human development approach, and the multidimensional poverty approach, has been added to the economic definition over the past few decades (Handley et al., 2009).

According to a recognized expert in poverty and development, poverty is categorized into four types: income poverty, material lack or want poverty, capacity deprivation, and multidimensional deprivation or poverty (Chambers, 2007).

Moreover, needs are equally difficult to define in a standardized way. The items which people regard as essential are influenced by culture and personal preference, and vary from individual to individual (Wratten, 1995). Actually, poverty in absolute term the needs are considered to be fixed at a level which provides for subsistence, basic household equipment, and expenditure on essential services such as water, sanitation, health, education and transport. However, poverty, in relative term minimum needs are revised as standards of living in society alter (IRP, 2005). It links the situations of poverty to the context in which they occur. In this regard according to Townsend (1993) people are relatively deprived if they cannot obtain the conditions of life i.e.; diets, amenities, standards and services which allow them to play the roles, participate in the relationships and follow the customary behavior which is expected of them by virtue of their membership of society (Dorward, et.al, 2003).

Urban poverty

Urban poverty refers to the set of economic and social difficulties that are found in industrialized cities and that are the result of a combination of processes such as the establishment of comfortable living standards, the increase of individualism, processes of social fragmentation, and the idealization of the labor market (Tilahun, 2019). Urban poverty is considered a typology of poverty that has the primary characteristic of occurring in industrialized societies. This makes it share common elements with and at the same time differentiates it from other realities of poverty, such as those found in the rural context (IRP, 2005).

Efforts to measure urban poverty have basically followed two methods: one is the identification method; the other method is based on the analysis of social services users. The identification method is based on the concept of absolute poverty and understands poor people to be those individuals or households that are living below the poverty line, a limit marked by international organizations engaged in measuring the minimum income level of populations (Hila, 2019).

On the other hand, in Europe, the predominant approach to the study of poverty has been research in a specific country or establishing a comparison, and focusing on data gathered through the social services (Satterthwaite, 1997).

The scale of urban poverty is measured by the number of households whose income falls below a government defined 'poverty line' and many such poverty lines are set at income levels that appear unrealistically low in relation to living costs (Wratten, 1995). A single poverty line applied to a whole country assumes that there is no variation, which is ridiculous. Certainly, many (or most) urban households need a higher cash income to finance costs to public transport, schools, housing, water, and sanitation and garbage collection and so on. These costs would not be compromised by the income a government defined to 'poverty line' (Satterthwaite, 1997). It is impossible to define a single income level which constitutes what all urban households need to avoid poverty because the income level needed varies considerably between urban centers. For instance, the costs of public transport, schools, health-care, housing, basic services, etc. are likely to be higher in the larger and more prosperous cities than in smaller and/or less prosperous urban centers (IRP, 2005).

2.1.1.2. Urban livelihood

They are wide ranges of definitions about livelihood given by various scholars. Livelihood is a means of living. A 'livelihood' may be defined as a level of wealth and of stocks and flows of food and cash which provide for physical and social well-being and security against becoming poorer (Gashew, 2021).

Livelihood is defined as adequate stocks and flows of food and cash to meet basic needs. According to Chambers & Conway (1991) a livelihood comprises the capabilities, assets (including both material and social resources) and activities required for a means of living (IRP, 2005). A livelihood is sustainable when it can cope with and recover from stress and shocks and maintain or enhance its capabilities and assets both now and in the future, while not undermining the natural resource base. Particularly, the livelihoods of the urban poor are defined in large part by the opportunities and constraints under which they are operating.

According to Farrington et al. (2002), non-agricultural labor marketplaces that produce or sell commodities or services are where livelihoods are found. In order to understand the nature of sustainable urban livelihoods, it is necessary to understand the urban context i.e.; social context, economic context, governance, and environmental, livelihood context, livelihood interdependence, livelihood recovery, livelihood vulnerability, livelihood strategy and health and urban/rural linkages (Meikle .et.al, 2001).

2.1.1.3. Food security

The Food and Agriculture Organization of the United Nations (FAO) defines food security as food security exists when all people, at all times, have physical, social and economic access to sufficient, safe and nutritious food that meets their dietary needs and food preferences for an active and healthy life (Pinstrup &Andersen, 2009). Those, who do not fulfill this condition, are considered as food insecure. There are four more easily measurable sub-components of food security such as food availability, food access, food utilization and stability.

Food Availability is the physical or material existence of enough and appropriate food. The level of food production, stock levels and net trade determines food availability. According to Titus et al. (2007) adequate amount of appropriate, necessary types of food from domestic production, commercial imports, commercial aid programs or food stocks are consistently available to individuals or within their reach.

Food Access is also the resources of the households have to obtain foods, either through own production or through purchase. According to Tschirley et.al (1994) household income is largely related to food access. Level of household income, expenditure, markets and costs determine the level of food access food utilization is related to utilization of food through adequate diet, clean water, sanitation and health care, to reach a state of nutritional well-being for which all physiological needs are met. According to Carletto et al. (2013) broadly, utilization means the process of actual food storage, preparation and consumption as well as and getting nutritional benefits derived from consumption.

Food stability is the ability to access and utilize appropriate levels of nutritious food over time. It denotes the time-frame of food security. Insufficient access to food on a periodic basis reflects food insecurity. According to James et al. (2015) different factors such as political instability, adverse weather conditions, and unemployment and food price determine the food stability. Food insecurity is generally defined as the opposite of food security. Food insecurity can be chronic or transitory depending on the duration of occurrence. Because if it is persist long term food deficit leads to chronic food insecurity, whereas, the short term food insecurity is called transitory. The transitory food security has two categories named as cyclical and temporary food insecurity.

Cyclical/seasonal food insecurity happens on predictable basis, whereas, temporary food insecurity occurs as a result of unpredictable circumstances (Sassi, 2012). According to Tschirley & Weber (1994) food access is available by beneficiary households to adequate and appropriate food at all times for an active and healthy life through means of incomes to purchase or own production. So, Chmielewska et al. (2011) defined food insecurity as the inability of households to purchase adequate and appropriate food at all times.

Urban areas are characterized by more diversified and heterogeneous socioeconomic environments including as shaped by migration patterns. And poverty, in urban area, is more dynamic and transitory, informal social safety nets and social networks are weaker, with limited extended families and more single parents and also urban economies are more complex. Due to this phenomena the poor face higher opportunity and transaction costs, violence and crime are more widespread, while infrastructure and sanitary services face significant challenges, including raising public health risk (Berhanu, 2019).

Thus, due to the unique features of urban area, urban poverty has different manifestation as compared to the rural (Between 1990 and 2008, the share of urban poverty increased from 17.9 % to 24.4 %) (Banerji and Gentilini, 2013). Some of the manifestation of urban poor are urban growth combined with limited employment opportunities in cities is leading to a more rapid increase in poverty in urban areas than in rural areas. According to Tegegne (2015) massive 43% of Africa‘s urban populations live below the poverty line. African urban poverty is clearly manifested in the large number of poor people living in slums and slum-like conditions in cities across the continent lacking access to secure shelter, basic services and to the political system. The proportion of the population below the poverty line stand at 30.4% in rural areas, it is estimated to be 25.7% in urban areas according to the 2010/11 household income, consumption and expenditure (HICE) survey.

Ethiopia‘s poverty status shows it becomes reduced in rate of poverty both in rural and urban areas of the country. Poverty rate at national poverty line of Ethiopia fell gradually from 45.5 % in 1995 to 23.5 % in 2015. According to Kahsu et al. (2017) urban poverty declined from 25.7% in 2010/11 to 22 % in 2012/13 this means there is 14% reduction in the poverty rate across all cities. As stated in MoUDH (2015) using the household income, Consumption and Expenditure Survey (HICES) and Welfare Monitoring Survey (2010/11), those groups that are considered as urban poor in Ethiopia the urban destitute includes the homeless, beggars and street children (Abate , 2018).

According to Abate (2018) this group is the most visible face of urban poverty having 2.7% of the poorest percent of urban household. (Source: HICES and Welfare Monitoring Survey, 2010/11) and the disabled and elderly with limited family support .This group comprises the disabled and elderly that are unable to work, and do not have working member in their households. It consists of 6.6% of the urban poor. Additionally, Families who need more work those are covers the large group of Ethiopian urban poor with little work or is in low-quality employment. Their status ranges within unemployment or temporary employment (marginal self-employment, and low wage employment). This group of people constitutes about 41.7% of the urban population of the country. And families in marginal self-employment and members of the households are engaged in self-employment activities that do not make much money.

The activities include petty trade. 23.8% of the urban poor are grouped under this group (Abate, 2018). The manifestation of urban poor families in low-wage employment which is according to and welfare monitoring survey (HICES) (2010/11), this infers families that are engaged in low-wage employment in which individuals of households have wage jobs and are fully employed but they do not earn enough to cover the needs of their household. Employment is in services, manufacturing, and construction, etc.... nearly 24.6% of the urban poor of Ethiopia are categorized under this group (Abate, 2018).

The urban poor are food insecure mainly because of their low income status. They cannot meet their household basic need with the income they get from different activities. The low income status results due to unemployment or underemployment of the urban poor. Those who are employed have wage jobs while others engage in marginal self-employment activities such as petty trade with less earning to attain their basic needs of their households (Floro and Swain, 2013). The rate of unemployment is higher in urban areas and among women both in urban and rural areas. According to the 2011 urban employment and unemployment survey, the overall unemployment rate in urban areas is 18.0% of which expressed in terms of sex 11.4% are male and 25.3% are female and in age a high youth unemployment rate, 27.9% and 18.3% for age group 20-24 and 25-29 respectively (Abate , 2018).

As per Urban Productive Safety Net Program Project Appraisal Document or MoUDH PAD (2015), the overall unemployment rate in urban areas is 17.1%, but this is higher in Addis Ababa (23.6 %). It is also stated that almost a third (31 %) of those working in Addis Ababa report being underemployed (Berhanu, 2019). These individuals can be thought of as choosing self-employment not because it is more profitable but because the cost of being unemployed while searching for waged employment is too high relative to the expected benefit. Food security in urban and rural areas has different manifestation features for instance, the rural household attain the level of food availability is determined by harvesting and supply factors which means competitive retail network, existence of safety nets like public distribution system coupled with the supply position of the state that usually decides the food security status determine the level of food availability in the urban. Concerning the food access in urban areas, finance is a critical factor that ensures food security. Urban areas are mostly dependent on the food market to purchase their food.

Thus, their income status determines their level of food access. According to (Lane et al, 2012) food insecurity especially in terms of access to healthy diets has featured as one of the multiple developmental concerns related to the negative experience of urbanization in Sub-Saharan Africa. The urban poor, often pay more for food purchases than do wealthier urban counterparts, as they are obliged to buy small quantities of food daily because they do not have the resources or living conditions which permit them to purchase and store large quantities of food at home.

As a result Maxwell et al, (2000) said that urban residents are mostly buyers of food so they are usually exposed to inadequate and unhygienic food leading to unhealthy food consumption. As cited by Tegegne (2015) in Ethiopia the proportion of food in poor people is estimated to be 33.6% in 2010/11 while it stands at 34.7% in rural areas and 27.9% in urban areas. The food poverty gap index is estimated to be 10.5 % while it is 11.1 % for rural areas and 7.3 % for urban areas. Similarly, the national food poverty severity index stands at 0.046 with rural food poverty severity index (0.05) being slightly higher than that of urban areas (0.029).

2.1.2. Social protection

Social protection is defined as the set of policies and programs designed to reduce poverty and vulnerability by promoting efficient labor markets, diminishing people's exposure to risks, and enhancing their capacity to protect themselves against hazards and interruption/loss of income (ADB, 2003). Social protection is the public actions taken in response to levels of vulnerability, risk and deprivation which are deemed socially unacceptable within a given polity or society (Norton, et. al, 2001).

Social protection refers to policies aimed to prevent and reduce poverty, vulnerability and social exclusion throughout the lifecycle (Ghorpade & Ammar, 2021). Social protection systems often provide benefits to individuals or households to guarantee income security and access to health care.

Social protection consists of five major elements: (i) labor markets, (ii) social insurance, (iii) social assistance, (iv) Micro and area-based schemes to protect communities and (v) child protection (Tilahun, 2019).

Labor market policies and programs designed to facilitate employment and promote the efficient operation of labor markets. Social insurance programs to cushion the risks associated with unemployment, health, disability, work injury, and old age. Social assistance and welfare service programs are designed for the most vulnerable groups with no other means of adequate support. Micro and area-based schemes are designed to address vulnerability at the community level. In addition, child protection is designed to ensure the healthy and productive development of the future Asian workforce (ADB, 2003).

2.1.3. Urban productive safety net program

According to WFP (2017) safety net program is intended to provide people who are vulnerable to poverty, living in poverty, or experiencing food insecurity and other forms of deprivation with predictable and dependable assistance in the form of food, cash, or vouchers (Amsalu, 2021). Specifically UPSNP is the provision of cash transfers, financial and technical support to access livelihood opportunities, building the capacity of institutions to deliver this support, and developing core systems for delivery of safety nets and complementary livelihood services (Cochrane & Tamiru, 2016).

2.1.4. Working culture

Culture is one of the few things that is still difficult to describe because it has multiple meanings. However, culture refers to a vast range of taught patterns of human behavior for anthropologists, sociologists, and other behavioral scientists (Marilyn, 2022). British anthropologist Edward defined culture as the complex whole which includes knowledge, belief, arts, morals, law, custom and any other capabilities and habits acquired by man as a member of society (Tatjana et.al , 2013).

Culture also refers to the entire set of unique spiritual, material, intellectual, and emotional characteristics that define a society or social group. It includes not only the arts and letters but also lifestyles, human rights at their most basic levels, as well as value systems, customs, and religious views (Marilyn, 2022). Working culture I considered at the three inter-related levels: individual, work tasks, and organizational. In addition, work-role fit, task importance, the moral climate of the workplace, and organizational self-transcendent orientation are factor affecting working culture. Moreover, literature suggested that feelings of belonging and having meaningful work to do are two of the key effects of an inclusive working culture.

Working culture refers to the shared values, attitudes, and practices that shape an organization's work environment and influence employee behavior. A positive working culture can lead to increased productivity, job satisfaction, and employee retention, while a negative culture can lead to decreased morale, turnover, and decreased performance (Katz, 1974). Studies have shown that a positive working culture is characterized by open communication, trust, and collaboration among employees (Lencioni, 2016). When employees feel valued and respected, they are more likely to be engaged and motivated (Gallup, 2013). In contrast, a negative culture can be characterized by fear, mistrust, and competition among employees (Katz, 1974).

One of the key factors that influences working culture is leadership. Leaders play a crucial role in shaping the culture of an organization by setting the tone and expectations for employee behavior (Kotter & Heskett, 1992). Leaders who prioritize open communication, transparency, and employee development tend to create a positive culture (Lencioni, 2016). Another important factor is organizational design. The structure and processes of an organization can either support or hinder a positive working culture. For example, organizations with flat hierarchies and flexible work arrangements tend to have a more positive culture (Huy & Mintzberg, 2013). On the other hand, organizations with rigid hierarchies and limited autonomy can create a negative culture.

The role of technology is also significant in shaping working culture. The use of digital tools and platforms can enhance collaboration and communication among employees (Kane et al., 2015). However, over-reliance on technology can also lead to isolation and decreased face-to-face interaction. Finally, the impact of working culture on individual well-being cannot be overstated. A positive working culture can lead to improved mental health and well-being (Harter et al., 2002). On the other hand, a negative culture can contribute to stress, anxiety, and burnout.

In sum, working culture plays a critical role in shaping employee behavior and organization performance. A positive culture is characterized by open communication, trust, and collaboration among employees. Leaders play a crucial role in shaping the culture of an organization by setting the tone and expectations for employee behavior. Organizational design and technology use also play significant roles in shaping working culture. Ultimately, creating a positive working culture requires intentional effort and commitment from leaders at all levels.

2.1.5. The Impact of Working Culture on Employee Engagement

A positive working culture is a strong predictor of employee engagement, which is defined as the emotional, cognitive, and behavioral state of being fully involved and committed to one's work (Kahn, 1990). Research has shown that employees who are engaged are more productive, have better job satisfaction, and are less likely to leave their organizations (Harter et al., 2002). On the other hand, a negative working culture can lead to disengagement, which can result in decreased performance and increased turnover (Gallup, 2013).

2.1.6. The Role of Diversity and Inclusion in Working Culture

Diversity and inclusion are critical components of a positive working culture. Research has shown that diverse teams outperform homogeneous teams in terms of creativity, innovation, and problem-solving (Cox & Blake, 1991). However, diversity can also lead to conflicts and misunderstandings if not managed properly. Inclusive leaders who promote open communication and empathy can help to mitigate these issues and create a positive working culture (Ladson-Billings, 1995).

2.1.7. The Impact of Technology on Working Culture

The rise of remote work and digital communication has changed the way we work, and has had a significant impact on working culture. Research has shown that remote workers experience higher levels of job satisfaction and productivity than traditional office-based workers (Gajendran & Harrison, 2007). However, the lack of face-to-face interaction can also lead to feelings of isolation and disconnection (Baker & Amabile, 2008).

2.1.8. The Relationship between Working Culture and Organizational Performance

Research has shown that there is a strong relationship between working culture and organizational performance. Organizations with a positive working culture tend to outperform those with a negative culture in terms of financial performance, customer satisfaction, and employee retention (Kotter & Heskett, 1992). On the other hand, organizations with a negative working culture tend to experience lower performance, higher turnover rates, and decreased employee engagement.

Working culture is a critical component of any organization, as it can have a significant impact on employee engagement, diversity and inclusion, technology use, and organizational performance. A positive working culture is characterized by open communication, trust, collaboration, and respect among employees. Leaders play a crucial role in shaping the culture of an organization by setting the tone and expectations for employee behavior. By prioritizing diversity and inclusion, leveraging technology effectively, and promoting a positive working culture, organizations can improve employee engagement, productivity, and overall performance.

2.1.9. Ethiopia UPSNP

Ethiopia's poverty rate has significantly decreased, although it is still high at 23% nationwide, with big disparities between rural and urban areas as well as between different parts of the country (Amsalu, 2021). The rate of urbanization increased at a 4.63 percent rate due to the high rate of rural to urban migration and the growth in the number of urban centers, yet poverty levels are still greater in urban areas (Gashew, 2021).

To achieve middle-income status, eradicate poverty, and increase shared wealth, Ethiopia needs an economically beneficial urban development. The creation of the kinds of cities that promote equitable growth over the long term depends on getting urban growth right now. Urban population increase offers a chance, if proactive measures are taken, to move economic activity from rural agriculture to the more expansive and varied urban industrial and service sectors. Rapid urban population expansion could present a demographic challenge if it is not actively managed as cities strive to offer residents (Kassech, 2020).

The Federal Democratic Republic of Ethiopia's government developed a national social protection policy and began implementing policies and strategies in 2014 to address the economic and social issues that had accumulated over time. The goal was to reduce poverty through equitable benefit distribution and public participation in order to ensure pro-poor, quick, and sustainable development. Five focus areas are included in the policy document: Promote social insurance, expand fair access to fundamental social services, improve employment and livelihood, and offer legal defense and assistance to individuals who are at risk of abuse and violence (Bisakaev et al., 2021).

The Urban food security strategy (UFSS) was created by the Ethiopian government in 2015. After that, there was a 10-year program for urban job creation and food security (UJCFSP). The UJCFSP supports about 4.7 million urban poor people who live in 972 cities and towns with the aim of reducing urban food insecurity and addressing rising levels of vulnerability (Gashew, 2021). This is anticipated to be accomplished over a significant amount of time using a phased, progressive roll-out strategy beginning with major cities with populations greater than 100,000. The government program, which is being implemented in five years and is aimed at 11 important cities, is the first of its sort in urban regions (UPSNIM, 2016). The Urban Productive Safety Net Program (UPSNP) helped beneficiary households, improve their standard of living. Also protecting the environment by enabling them to eat more frequently and buy food and cash transfers increase household-level food security (Burchi & Strupat, 2016).

In order to promote inclusive growth and development in urban areas, the UPSNP is a comprehensive social protection program. Over a period of ten years, the approach seeks to decrease poverty and vulnerability among urban poor people who live below the poverty line (World Bank, 2017). The UPSNP has three components, namely safety net support (public works and direct support schemes), livelihood services, and institutional and project management, intending to reduce poverty of the urban societies and vulnerable to poverty or who are facing food insecurity (Hanna & Karlan, 2016).

2.1.9.1. Model of Implementation UPSNP in Ethiopia

The implementation model of UPSNP incorporates three phases. In the first phase beneficiaries receive transfers, together with training in life skills and direction on the appropriate work path (self-employment and wage employment), provided they fulfill their co-responsibilities (Kassech, 2020). At the second stage beneficiaries continue to receive conditional transfers, along with financial assistance, training, and services for finding jobs to improve employability. In the end beneficiaries will have the choice to continue receiving a limited amount of conditional payments in the third phase to supplement their income from employment. Support will be given for a maximum of three years, though some beneficiaries may decide to finish their education sooner (Gebresilassie, 2013).

2.1.9.2. Components of UPSNP

The UPSNP is provide income supports and employability by three-phase integrated model or pathway, the first phase beneficiaries receive conditional transfers followed by life skills training and guidance on the employment pathways (self-employment and wage employment) during then after in the second phase they will continue to receive conditional transfers, training and job-matching services to increase employability and in the third phase they will have the option to continue to receive a small amount of conditional transfers to supplement income derived from employment secured as a result of program support.

Therefore, after three years the public work beneficiaries will graduate from the program; however, they may choose to graduate earlier (Abate, 2018). The three components of UPSNP are Safety Net Support, Livelihood Services, and Institutional Strengthening, Project Management and Coordination.

2.1.9.3. Safety Net Support

This component provides conditional Bastagli (2009) and according to abate (2018) unconditional safety net transfers. The unconditional or direct transfers are two types named as permanent and temporary unconditional transfers. Permanent unconditional transfer is for those who are unable to take part in work because of different reasons. Those eligible for permanent unconditional transfers who would like to receive these transfers register and provide verification of age (above 65 years only) or of their disability or chronic illness that prevents them from being able to perform a co-responsibility for the transfer.

It targets the chronically ill, the elderly and people with disabilities, and urban destitute. Temporary unconditional transfer is for those who are unable to work due to pregnancy, lactation (having a child less than one-year-old) and injury or illness. As per the PIM (2016) the households will provide verification of pregnancy or other temporary factors that prevent them from participation in public work. Conditional transfer is given to those who are able bodied to perform work. These clients get cash transfer by participating in public works. This group constitutes an estimated 84% of total program beneficiaries. Thus, the majority of the program's beneficiaries are those receiving cash after engaging in public work activities (Diaz et.al, 2016).

2.1.9.4.Livelihood support

As per MoUDH (2016), those beneficiaries, who have interest to enhance their work, will get livelihood support that enables them to graduate from the program and promote moving out of poverty. According to Devereux et al (2007) this is important to individuals in households receiving conditional transfers who desire more and higher-paid work and a few numbers of beneficiaries who have a business skill directly involve in livelihood activities.

2.1.9.5. Institutional strengthening and program management

According to Devereux & Guenther (2007) this component will support the development and strengthening of project systems for targeting, monitoring and evaluation and management information system, payments and citizens' engagement including social accountability and grievances redress mechanism. It will also finance capacity building (human resource, training, administrative, physical capacity) and strengthening program management.

2.1.9.6. Contributions of UPSNP

UPSNP has the intention of improving the livelihoods of the beneficiaries which is stated in its manual. UPSNP supports the development of assets of the beneficiaries in financial assets by providing cash payments for days worked and grants as required, to human assets by promoting functional literacy classes among adults and helping parents send their children to school instead of work, to social assets by building clients' confidence to engage in community affairs and strengthen their social the network, to natural/physical assets by undertaking watershed managements for the development of natural resources (Hailu, 2018).

When describing the specific role of the program, it tries to improve the food security and income condition of households as well as the living environment of communities to address livelihood insecurity of the urban poo (Moser C, 1998a). Food Security is the program uses a combination of safety nets and livelihood services to attain sustainable food security and poverty reduction among the urban poor living below poverty level. According to the UPSNP manual (MoUDH, 2016), regular and predictable cash transfer are provided which consequently smoothen and improve the quality of consumption and reduce food gaps of the urban households (Tawodzera, 2011).

Besides, the life skill trainings that are provided to the clients will improve their employability and financial assets which will enhance their food security status in the future (Tadele , 2019). Income-Poverty Status is also the cash transfer obtained directly or indirectly from the program is one income source for the beneficiaries. In addition, the program's second parts targets on providing livelihood support to those who are engaged in public works. In other words, it increases employment and livelihood opportunities for) employment into better jobs (Ahmad & Stern, 2000).

The financial supports that will be granted after graduation allow them to engage in better work opportunities so that they will generate private income (Van de Walle, 2002). Environment Enhancement means beneficiaries with conditional transfer participate in public works engaging in physical environment activities. The public work activities stated in MoUDH (2016) are urban beautification and greenery activities, urban agriculture, environmental cleaning and construction/rehabilitation of social infrastructure such as latrines, schools, health centers, roads activities (Tadele, 2019).

2.2. Urban poverty, urban livelihood, and social protection program theory

In this study the following the most influential approaches such as individual responsibility approach, structural approach, right based approach, empowerment approach and sustainable livelihood approach are reviewed to better understand the nexus of urban poverty, urban livelihood, and social protection program.

From the very beginning, some theories consider that poor people are responsible for their own poverty (individual responsibility approach); others for which poverty is produced and reproduced by structural social forces (structural approach) and finally, others explain poverty through the role of culture and the labeled process developed by social system (culture of dependency approach), and by the interrelationship with social exclusion (social exclusion approach).

Individual responsibility approach blames poor people for their own situation of disadvantage. Structural approach explains that poverty is a consequence of structural processes. According to this perspective, the structural forces that act within a society (factors such as gender, class, ethnicity, employment status, education level, etc.) determine the distribution of resources. The first concept of responsibility refers to the capacity to be responsible, which presupposes self-awareness, reason, aptitude to act freely and capability of discernment as to the reach or consequences of his/her action (Heilinger, J.-C. (2021). An individual's livelihood involves the capacity to acquire aforementioned necessities in order to satisfy the basic needs of themselves and their household. The activities are usually carried out repeatedly and in a manner that is sustainable and providing of dignity. Hence forth, an action accomplished to day may bear consequences that will affect the entire planet and even the distant future (Kunjuraman, 2022).

William Julius Wilson (1987, 1996) contributes new nuances to this structural explanation of poverty, one of the most important being the concept of economic restructuring. For him, urban poverty is primarily the result of the structural transformation of the economy of cities (Ghorpade & Ammar, 2021). The crisis of industry, the suburbanization of employment, the growth of a precarious services sector, the rising level of unemployment, as well as restructuring in the family model, give rise to processes of impoverishment among families and their members.

So, reducing poverty in urban areas is likely to be a growing task for governments and development agencies in the coming decades (Farrington, et. al, 2002). Particularly, the current growth in interest in development agencies in the issue of social protection derives, to a large extent, from the global reaction to various forms of economic or financial crisis over the 1990s (Norton et. al, 2001). These have been seen to be associated with contemporary processes of globalization, and specifically with the growing integration of trade systems and capital markets, which are generally seen to present two contrasting faces.

The concept of inclusive growth has gained recognition in development circles because it has broadened the discourse beyond a focus on the extreme poor, and increasingly shifted policy focus from poverty reduction to determining how growth can be made more equitable and more inclusive (Joshi et. al, 2019).

Further, UN DESA (2018) added that to achieve inclusiveness social protection program should be designed. Social protection refers to policies aimed to prevent and reduce poverty, vulnerability and social exclusion throughout the lifecycle. Social protection systems often provide benefits to individuals or households to guarantee income security and access to health care (Ghorpade & Ammar, 2021).

In addition various approaches had been introduced and applied to alleviate poverty and enhance development. According to Hulme & McKay (2013) social protection, being one means of addressing extreme poverty especially by state, is discussed in relation to some approaches below. Among these approaches are right based approach, the empowerment approach, and sustainable livelihood approach.

In the late 1990s, the United Nations Development Program (UNDP) began to create awareness about rights-based approach viewpoint to development. Poverty and discrimination are inherently linked, each being a cause and consequence of the other which makes poverty a major human rights issue. People living in poverty experience discrimination because they are poor (Getachew, 2016).

As per the office of the United Nations High Commissioner for Human Right stated, social protection can play a fundamental role in addressing the needs of people living in extreme poverty, tackling in equality and realizing human rights (Amsalu, 2021).

As far as empowerment approach is concerned; empowerment and pro-poor growth by mutually reinforcing economic, social and political aspects of empowerment allowing people to move out of poverty through participating in different activities, benefitting from growth processes on terms which recognize the value of their contributions, respect their dignity and make it possible for them to negotiate a fairer distribution of the benefits of growth and the poor should be involved in the decision making of matters affecting them directly (Abate , 2018).

The approach can imply that social protection should facilitate the empowerment of people in poverty, where the state support empowerment processes through all of its social protection provision like planning, management and delivery (Ferreira et al, 2005).

Concerning of the sustainable livelihood approach; since 1990s the Sustainable Livelihood Framework (SLF) has become dominant approach to undertake interventions by international agencies. It is considered as a more comprehensive and integrated approach to address poverty. Unlike more traditional approaches that have sought to solve poverty by identifying and addressing needs of poor people, the SL approach seeks to improve their lives by building on what they have their assets (Amekawa , 2011). According to Kuhlman et al. (2010) this approach have heavy stress on the assets and the strategies the poor employ to make a living and focusing on their needs or deficiencies.

The sustainable livelihoods approach (SLA) seeks to gain an accurate and realistic understanding about people̓s strengths (assets or capital endowments) and how they straggling to convert these into positive livelihood outcomes (Moser C. O., 1998b). Many researchers affirm that the SLF provides a useful conceptual base for understanding urban poverty and the situation of people living in poverty in urban settlements and is an effective tool for analyzing the impact of regulations on their livelihoods (Meikle, 2002).

The value of the SL approach is that it encourages a broad systematic view of the factors that cause urban poverty whether these are adverse trends or shocks, basic lack of assets, or poorly functioning policies and institutions and to investigate the relationship between them. As stated in Moser (2005), Department for International Development (DFID) has used SLF as an operational model/tool to develop the Sustainable Livelihood programed containing a number of core principles such as people-centered, responsive and participatory, sustainability, working at multiple levels, conducted in partnerships, and dynamic responding flexibly to changes in people̓s situation.

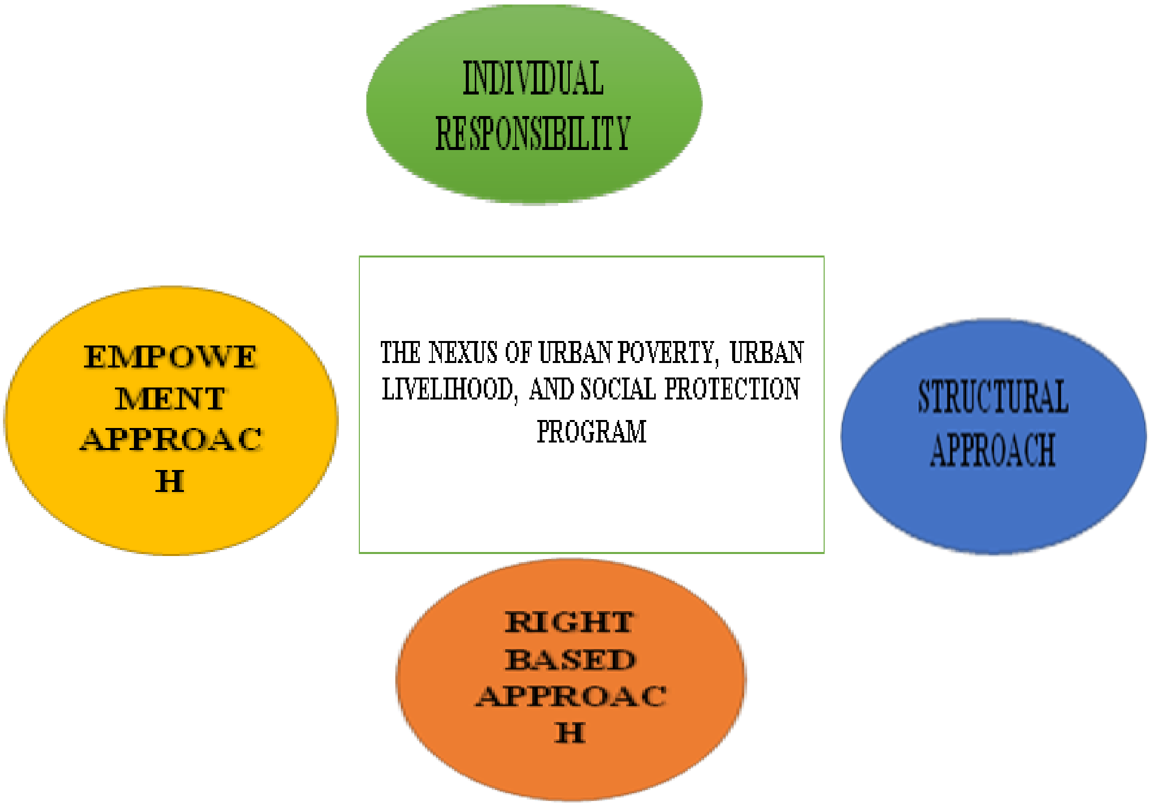
The framework includes the vulnerability context (the trends, shocks, and local cultural practices which affect livelihoods) in which people operate and people have access to different assets or poverty reducing factors which gain their meaning and value through the prevailing social, institutional and organizational environment (Majale, 2002). Structures (organizations from government through to the private sector) and processes (police, laws, rules of the game and incentives) determine who gains access to which types of assets (Moser, 2005).

The viability and effectiveness of livelihood strategies, the ways in which people combine and use assets in pursuit of beneficial livelihood outcomes that meet their own livelihood goals, are affected by the availability and accessibility of assets (Rakodi , 1999)., services and opportunities which can be positively increased or hardly undermined by ecological factors, social structures and institutional processes. As per Department for International Development DFID in 2000, the SL framework describes what development dedicated to poverty reduction should focus on to create sustainable livelihoods for the poor. Thus, based on Sustainable Livelihood Framework (SLF), social protections should have successful strategies which serve to improve and consolidate poor people‘s access to and control over assets, thereby improving their livelihoods, and helping to make them less vulnerable to shocks and stresses (Rakodi , 1999).

2.3. Theoretical frame work

According to Eisenhart (1991, p. 205), a theoretical framework is "a structure that directs research by relying on a formal theory constructed by using an established, coherent explanation of certain phenomena and relationships." The researcher must take into account the study's objectives and set the goal-related issue in the proper theoretical context. The research questions and goals of the study must take into account observable components of the theoretical framework and have to agree with the arguments put ahead by the theorists of the selected theory (Maxwell, 2004; LoBiondo-Wood, 2010).

Therefore, it is the researcher's responsibility to learn about and gain a deeper grasp of the ideas, including supporters, historical context, exponents, theoretical frameworks, and assumptions. As a result, the researcher is investigating the effects of personal accountability, the correct strategy, structural strategy, sustainable livelihood, and empowering strategy on urban poverty and urban livelihood in general social protection programs. In such a case, numerous hypotheses in the academic community support the problem that has to be investigated.



Source: Own synthesis from literature review on Ghorpade & Ammar (2021), Meikle , et al.(2001), (Moser, 2005), (Rakodi , 1999), and Norton, et al.(2001).

Figure 2.1 Theoretical frame work

2.4. Review of empirical studies

Kassech assessed the contribution of urban productive safety net project on the households' livelihood improvement in Addis Ababa. Descriptive research design and mixed approach were employed to gather data. Household survey and key informant interviews were deployed to collect data. Descriptive statistics and chi square test model are used for analyzing the data. UPSNP has contributed to the improvement of the income and food condition of the project participant households. 75.2% of the beneficiary's did not improve their income stability (Kassech, 2020).

Gashew (2021) also assessed the impacts of productive safety net program on the livelihood of urban poor households in Adis Ababa city administration. The study used both qualitative and quantitative research methods with a cross sectional design. Key informant interviews, FGDs, observation and household survey questionnaire were used as instruments of knowledge collection. Moreover, secondary materials were also used from different sources (Gashew , 2021).

The study found that the urban productive safety net program had brought some positive changes on the availability of household possessions. Concerning with the living conditions, the survey shows that most of the respondents were living in in poor living conditions. The survey also confirmed that most of the household were illiterate that might contribute for their low level of status which in turn brought negative impact for their livelihood practices. Although it has its own limitation, one of the success of the program was an increasing consumption of daily meals (Gashew, 2021).

Ethiopia's Safety Net Program is Africa's second-largest social security system, after South Africa. It covers almost 10% of the entire population. For the first phase (2005–2009), the PSNP has a budget of US$1.5 billion, and for the second phase (2010–2014), it has a budget of US$2.1 billion (World Bank 2017). Since its commencement, the number of beneficiaries has grown steadily, from 4 million in 2004–2005 to over 8 million in 2015–2016 (Hailu & Ali, 2018).PSNP's planned fight against food insecurity in Ethiopia consists of two parts: payments for labor on public works projects and Social Cash Transfer (SCT) programs, which give money to households who are poor and vulnerable. The PSNP initiative began in 2005 with 192 chronically hungry Woredas (Ethiopian districts). Until the 2015, 318 Woredas were included in the coverage, 40% of the overall chronically hungry households receive food, and 60% receive cash (Berhane, Hoddinott, Kumar, & Margolies, 2015).

The programs eventual aim, the graduation of the Productive Safety Net Program, is to decrease the number of households in need of outside food assistance and aid. According to some studies, PSNP's effects on households at the household level were examined, PSNP had aided households in increasing asset creation and protection, improving food security, increasing asset utilization, and increasing access to services for education and health. A household must exit the PSNP after its assets have grown and are connected to other income-generating initiatives (Hailu & Ali, 2018).

The contexts are operationalized by three inter-related levels: individual, work tasks, and organizational. Work-role fit, task importance, the moral climate of the workplace, and organizational self-transcendent orientation are all factors that affect productivity, according to hierarchical multiple regression analysis (Tatjana et al, 2013).

Feelings of belonging and having meaningful work to do are two of the key effects of an inclusive working culture. Sustaining an inclusive culture, means that employers need to re-think critical organizational forces such as leadership that are needed to reinforce a culture of inclusion work (Marilyn Byrd, 2022).

2.5. Conceptual framework

A conceptual framework is constructed from a variety of ideas rooted in accepted theories, sources, and experiences, with the study's environment having the most significant influence (Parker et al., 2022).

Sustainable urban livelihoods approach to poverty eradication recognizes that poverty is a state of insecurity rather than just a lack of resources. A "sustainable livelihood" (SL) is, in general, a way of life that is resilient to shocks and stressors and does not negatively impact the environment (Meikle et.al, 2001). Understanding the urban context, including the social, economic, governance, environmental, livelihood context, livelihood interdependence, livelihood recovery, livelihood vulnerability, livelihood strategy, and health is essential to understanding the nature of sustainable urban livelihoods urban/rural linkages (Meikle et.al, 2001).

According to Dercon and Krishnan (1996) and Ellis (1998), a household's ability to manage and absorb economic shocks depends on its alternatives for competencies, assets (including both material and social resources), and activities, or on its household livelihood strategy.

Analyzing, various forms of capital: The Situation of Household/Community Capital Assets is noted in the UNDP livelihood guidance.

Human Capital: It stands for the skills, knowledge, and physical well-being that, when combined, enable communities to use various techniques and achieve their own livelihood goals.

Social Capital: In the current study, this specifically refers to local social capital, which is made up of networks, associations, local authorities, local officials, and a larger population receiving program assistance. It refers to the social resources that populations will rely on when seeking their objectives relating to livelihoods.

Natural Capital: It is a word used to describe the stocks of naturally occurring resources (soil, water, air, genetic resources, etc.) that can be used as inputs to provide additional advantages, such food chains, protection against soil or coastal erosion, and other natural resources that can support lifestyles.

Physical Capital: This is a reference to the fundamental production inputs and infrastructure required to support livelihoods.

Financial Capital: This refers to the financial resources used by populations to accomplish their livelihood goals..

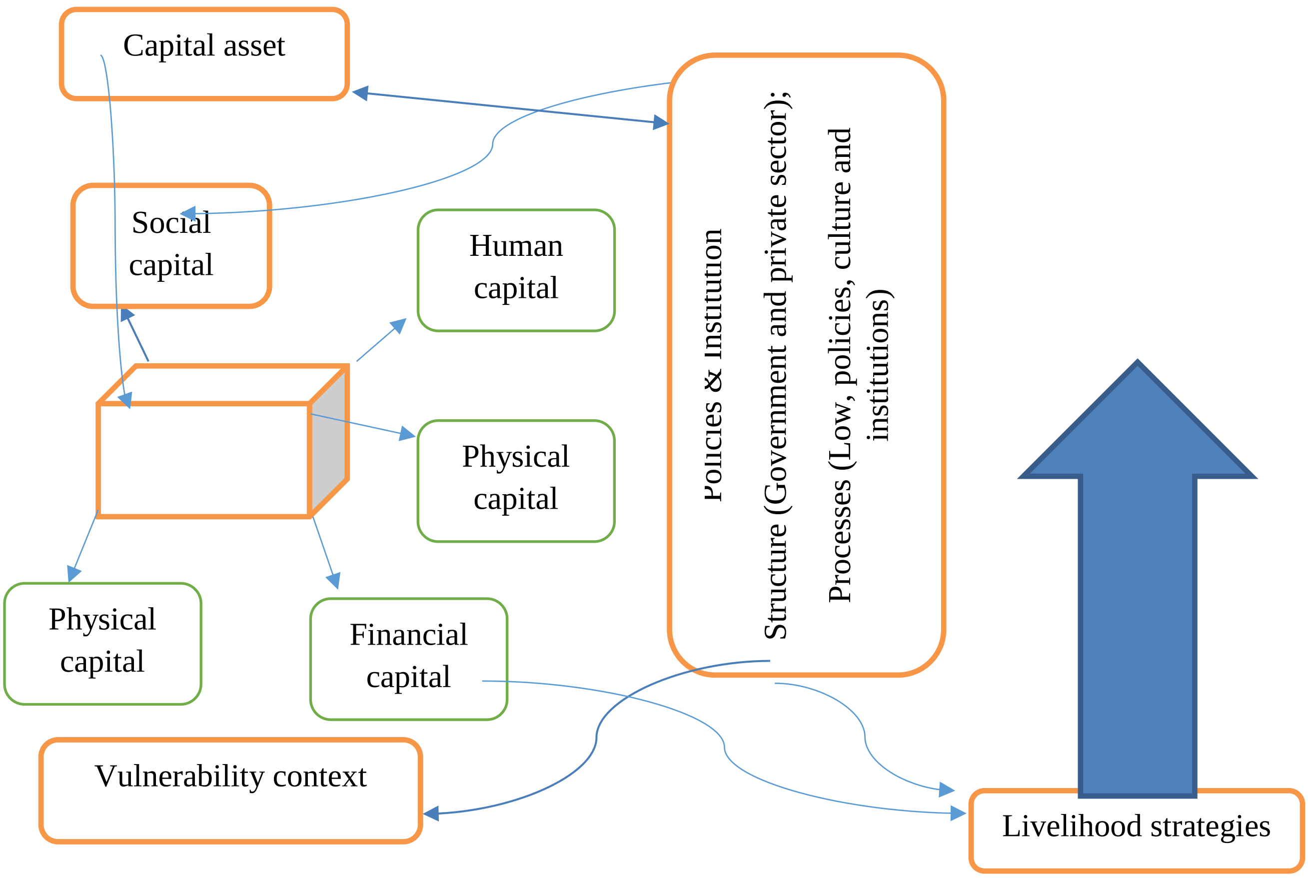
Livelihood Outcomes: Livelihood outcomes under the Sustainable Livelihood Approach paradigm include greater income, enhanced well-being, decreased vulnerability, and increased food security (Chambers & Conway, 1992).

As far as livelihood context is concerned, institutions, processes and policies, such as markets, social norms, and land ownership policies affect household's ability to access and use assets for a favorable outcome. Concerning of livelihood interdepended; a given household livelihood may rely on other livelihoods to access and exchange assets. Regarding to livelihood recovery; livelihood strategies must be able to adapt or change altogether as the surrounding conditions change (Farrington et.al. 2002).

On the other hand, livelihood strategy refers to how people acquire and utilize these resources in the aforementioned social, economic, political, and environmental contexts. The range and diversity of livelihood strategies are enormous. An individual may take on several activities to meet his/her needs. One or many individuals may engage in activities that contribute to a collective livelihood strategy (IRP, 2005).

Ability to diversify sources of income and assets has a significant impact on household livelihood security (Stage et al. 2002). This demonstrates that a household's chances of having a more stable livelihood are higher than those of a household with less livelihood assets, whose chances are lower the larger their capacity and asset (Serrat, 2008).

Regarding vulnerability, it is important to note that a livelihood's strength is not only by its success in producing goods and services but also by how well it can withstand shocks, seasonal changes, and trends. Natural catastrophes, conflicts, and economic downturns are examples of shocks. Seasonal variations may be seen in the amount of resources available, the opportunity for earning money, and the demand for particular goods and services (IRP, 2005).



Source: Own synthesis from empirical literature review on Serrat (2008)

Figure 2.2: Sustainable urban livelihood

Policies Institutions & Processes

People and households develop and alter their sources of income within the context of the institutional, social, and policy frameworks. The effect Policies Institutions & Processes (PIPs) may enable or hinder, provide or limit possibilities and results for their livelihood. It includes a wide range that is governance, law, public service delivery, participation, power and authority, and social connections. The vulnerability context directly affects PIPs as well as having an impact on it (L. Lowe & Schilderman, (2001).

CHAPTER THREE

RESEARCH METHODOLOGY

This chapter of the study discusses the methodological underpinnings through which the objective of the inquest is achieved. It incorporates the setting of the research and the methods employed.

3.1. Study area

The study is focused on the location relation to the topic of the study. Finding the study location aids the researcher in concentrating on the necessary data for the validation of the study. The study conducted in Addis Ababa, the capital city of Ethiopia, located at 9°1′48″N 38°44′24″E coordinates According to Ethiopian metro area Population 1950-2023, Addis Ababa city's population is currently estimated at 5,461,000, with a growth rate of 4.46%. It has a total area of 527 km2. The World Bank reported in 2015 that Addis Ababa had experienced rapid economic expansion and urbanization. The city contributed 29% of the growth domestic product (GDP from all urban areas (Abate, 2018). Addis Ababa is also the political center of the nation as well as the head quarter for the African union and United Nations economic commission for Africa.

Addis Ababa has 11 sub cities (Arada, Addis Ketema, Yeka, Kirkos, Lideta, Kolfe, Akaki Kaliti, Nifas Silk Lafto, Gulele, Lemi kura, and Bole). All the sub cities also have low-level of administration structures kwon as Woredas and Kebele which are the lowest units of administrations.

The city also has more populations that account the 25% of the nation’s total urban population (Alemayehu, 2020). In Addis Ababa, there are also significant issues with urban poverty, unemployment, inadequate housing, crowding, congestion, and outdated infrastructure. According to MoUDH (2015), whereas the overall rate of unemployment in urban regions is 17.1%, Addis Abba has a higher rate (23.6%). Slums and other informal settlements are common in the city, which has led to a wide range of complex issues and long-standing difficulties that have an impact on urban residents' ability to support themselves (Tadele, 2019).

The UPSNP's initial round of intervention, which was designed to start with the most vulnerable Woreda in the Sub-Cities, chose 35 Woreda to be its beneficiaries.

Gulalle Sub-city is one of the Sub-Cities of Addis Abeba City. The Gulalle sub-city organized 10 Woredas of administrative units; of these, Woredas 02 and Woredas 03 were selected to be studied. With a combined population of 13472 for Woreda 02, 39176 for Wreda 03, 7,141 for females and 6031 for males, and 19688 and 19488 for females and males, respectively (Woreda 02 and 03 administrations office, 2023).

3.2. Research approach

A research approach is a strategy and process that cover everything from general hypotheses to specific techniques for gathering, analyzing, and interpreting data. A research approach is made up of three fundamental elements: a philosophical point of view, a study plan, and research techniques (Grover, 2015).

Among philosophical world view this research considers positivist worldview; because positivism focuses on the hypothetic deductive process, where functional correlations can be constructed between causal and explanatory elements (independent variables) and outcomes (dependent variables), to prove a priori assumptions that are frequently expressed quantitatively (Park, et al, 2020). Similar to experimental research designs, quasi-experimental research designs examine causal hypotheses. As well as experimental, quasi-experimental, designs, the program or policy is viewed as a "intervention" in which a treatment the components of the program or policy being evaluated is tested for how well it achieves its objectives, is measured by a pre specified set of indicators (White, H., & S. Sabarwal, 2014). Regarding the research methodology, this thesis adopts a collective case study technique in the form of a thorough analysis by concentrating on the impact of UPSNP, in regards to urban livelihood and improving working culture.

3.3. Research method

Research methods are the tools, instruments, practices, processes insert whatever making metaphor you prefer that allow to answer questions of interest and contribute to a critical conversation, or a grouping of recognized ideas about that interest (Kothari, 2004). Among the research methods in this study were employ quantitative and qualitative research method. The reason behind this is to explore numerical and non-numerical data about the topic of the study.

Over the past one decade the research focus has shifted from simply describing the outcome of UPSNP to examining its impact. In this regard the nexus of UPSNP and livelihood took the lion share among the researchable issues. So, this research developed a methodology, through theoretical research as well as making use of descriptive survey, which can be used in explaining the relationship between UPSNP and livelihood including working culture. So, as the research approach this study makes use of qualitative and quantitative research method.

3.4. Population and sampling design

3.4.1. Population

The source population for this study constitutes beneficiaries and non-beneficiaries urban poor households residing in the selected Woredas (02 & 03).

3.4.2. Sampling technique

Quasi-experimental methods are research designs that aim to identify the impact of a particular intervention; program or event (a "treatment") by comparing treated groups, were randomly selected and compare with a non-beneficiary respondent groups. The non-beneficiary groups does not use randomization to select. And also compare beneficiary group with situation prior to an intervention, against which progress can be assessed and comparisons made.

3.4.3. Sample frame

Sample frame, in the terminology of (Kothari, 2004), is the entire list of research population components from which the sample is drawn. In light of this, the researcher created all population lists.

3.4.4. Sample size

The ever-increasing demand for research has created a need for an efficient method of determining the sample size needed to be representative of a given population (Park & Westat, 2001). For this particular study formula were used to determine the sample size of the study finite population can be computed (Kothari, 2004).

n = z2pqN/ (e2 (N-1) +z2pq)

Where N = total number of poor households in Woreda 02 and 03 (25224)

p = expected proportion if there is doubt about the value of p. It is bet to error towards 50% (0.5) as it would lead to a large sample size.

q = 1- p

z = the value of estimated variant at a vie confidence level and to be worked out from table showing area under normal curve (the confidence level of this study is 95%, then z = 1.96)

N = size of sample

e = margin of error

Given the above formula the sample size of the study has been calculated as 378. Out of this 189 poor urban households were beneficiaries of UPSNP; while 189 poor urban households were non beneficiaries of UPSNP.

Table 3.1 Summary of proportional sampling distribution

No	*Sample unit*	Sampling technique	Total population	Sample size	Data gathering instruments
1	Poor urban households residing in Woreda 02 and 03	Random sampling	25224	378	questionnaires
Total			25224	378	

3.5. Data collection methods and instruments

According to Wimmer and Dominick (2011), method is a specific data collection process in accordance with the assumption of the selected methodology. Quantitative qualitative data collection methods were employed in order to obtain detail and reliable data for analysis. And also a structured interview was conducted based on the questionnaire designed. Quantitative data was gathered from respondents by administering close ended questions. Information about income/expenditure, living conditions, and assets improvements obtained interviewed by household survey. To collect information about the nexus of UPSNP and working culture focal persons from enterprise and employment generation offices were interviewed.

3.6. Method of data analysis

Data analysis were used both descriptive techniques and inferential research method. Descriptive method statics to analyze by frequency mean standard deviation, range, percentage, frequency and one-sample T-test were applied. And also inferential statistics specifically for comparison purpose between beneficiaries and non-beneficiaries were used. One of the specific objectives of this study is to investigate the nexus of UPSNP and livelihood (income/expenditure, living conditions, assets improvements including human, financial, inferential statistics specifically for comparison purpose between beneficiaries and non-beneficiaries were used. To identify factories affecting decision to UPSNP provide service by using logit regression model be applied. All the collected data were sorted and checked fitted to an excel sheet and analyzed by using Statistical Package for Social Sciences (SPSS) version 25 computer software.

The empirical approach in this study is twined to reduce three potential sources of biases in this election of a comparison group of non-member or on-UPSNP member households. The first potential source of bias is given by 'selection on observables', which may arise due to sampling bias, meaning that the selection of UPSNP location was not random but determined by spatial fixed effects (i.e., local level characteristics) and urban household's characteristics. The second source of bias in selecting a comparison group is spillover effects. In the presence of externalities, comparing users of UPSNP with non-users in the same Keble can increase the possibility of having spillover effects that under estimate the UPSNP impact.

3.7. Ethical consideration

The researcher will pay the general ethical issues proper consideration because of the nature of the study topic because they will occur at each level of the research process. The Center for Regional and Local Development Studies at Addis Ababa University was provide a formal letter outlining the purpose and justification of the study to the concerned office of the City of Addis Ababa. A letter of support from the social affairs department were provided to a chosen Woreda in the Gulalle Sub City. Before beginning the data collection, all study participants was given a verbal consent form and informed of the study's purpose and significance. Additionally, they was notified of their right to refuse participation in the study and/or end it at any moment. Throughout the whole study time, privacy and confidentiality of information and their responses was ensured. At the conclusion of the data collection, as deemed necessary, information was supplied for any misunderstanding.

CHAPTER FOUR

RESULTS AND DISCUSSIONS

4. Introduction

This section focuses on the analysis and report of the result of the study. The main issues covered are demographics of the respondents and data presentation in terms of tables, charts and cross tabulations and chi-square to be address the objectives of the study.

Descriptive analysis of household's socio- Demographic characteristics

4.1.1. Respondents categorized by sex

Table 4.1 Profiles of respondents by sex

Gender of the respondents			
Respond types	**Sex**	**Frequency**	**Percent (%)**
Beneficiary groups	Male	66	34.9
	Female	123	65.1
	Total	189	100.0
Non beneficiary groups	Male	77	40.7
	Female	112	59.3
	Total	189	100.0

Source: own survey, 2023

The finding in Table 4.1 indicated that majority of non-beneficiary respondents were females (59.3%) while males respondents only 40.7%. From project beneficiary 65.1% were females and 34.9% were males. Based on the above result, one can possibly conclude that, there is a significant difference in the gender distribution between non-beneficiary and beneficiary groups. Besides, female respondents make up a larger proportion of both non-beneficiaries and beneficiaries, but the difference is more pronounced among beneficiaries, where females outnumber males by a larger margin.

4.1.2. Respondents Categorized by Age

Table 4.2 Profiles of respondents categorized by Age

Age of the respondent			
	Age	**Frequency**	**Percent**
Beneficiary respondents	18-30	21	11.1
	31-40	68	36.0
	41-50	46	24.3
	51-60	27	14.3
	61-70	27	14.3
	Total	189	100.0
Non beneficiary respondents	18-30	9	4.8
	31-40	51	27.0
	41-50	58	30.7
	51-60	37	19.6
	61-70	34	18.0
	Total	189	100.0

Source: own survey 2023

The results of the survey shown that, head of household's age ranges considered the minimum of 18 to maximum age of 70. AS the above table shown categorized into five groups of the age range like 18-30, 31-40, 41-50, 51-60 and 61-70. This implies that in the study, area all registered of beneficiary and non-beneficiary respondents are higher percentage age range 31-40, 41-50, & 51-60. The result indicated that, the study focused more on middle-aged respondents, who are more likely to be household heads and have a greater likelihood of being beneficiaries or non-beneficiaries of some program or service. Further analysis would be needed to confirm this hypothesis.

4.1.3. Respondents by Marital Status

Table 4.3 Characteristics of respondents by marital status

Marital status of the respondent				
Groups of Data Treatment groups and Controlled groups			**Frequency**	**Percent**
Beneficiary respondent	Valid	Married	88	46.6
		Not married	30	15.9
		Divorced	32	16.9
		Widowed	30	15.9
		Separated	9	4.8
		Total	189	100.0
Non-beneficiary respondents	Valid	Married	92	48.7
		Not married	34	18.0
		Divorced	29	15.3
		Widowed	30	15.9
		Separated	4	2.1
		Total	189	100.0

Source: own survey 2023

The survey result showed that, in Table 4.3 the majority of beneficiary respondent households were married (46.6%) and divorced (16.9%) not married (15.9%) and widowed were (15.9%). Whereas non-beneficiary household respondent were married (48.7%) not married or single (18%), divorced (15.3%), and were separated (2.1%). According the result have showed that, there is a slightly higher proportion of married households among non-beneficiary households compared to beneficiary households and the proportion of divorced households is relatively similar between beneficiary and non-beneficiary households. Besides, the proportion of not married/no single households is higher among non-beneficiary households compared to beneficiary households and the proportion of widowed households is relatively similar between beneficiary and non-beneficiary households. Lastly, the proportion of separated households is significantly lower among non-beneficiary households compared to beneficiary households.

4.1.4. Respondents by Educational Level

Table 4.4 Characteristics of respondents by Educational status.

Respondent Type	Beneficiary respondent		Non beneficiary respondents		Total
	Frequency	Percent	Frequency	Percent	
Not attend formal education	48	25.4	57	30.2	109
Only can read and write	41	21.7	51	27.0	92
Primary school	51	27.0	45	23.8	102
High school	41	21.7	26	13.8	75
Technical &vocational	5	2.6	6	3.2	11
Colleges &university	3	1.6	4	2.1	7
Total	189	100.0	189	100.0	378

Source own survey 2023

Table 4.4 represent the sample survey 25.4% of the beneficiary respondents and 30.2% of non-beneficiary respondents have no any formal education. The other 21.70% & 27.0% from beneficiary and non-beneficiary respondents respectively can only read and write. The remaining of 27.0% & 24.8% of the respondents was completed primary school. 21.7% and 13.8 was completed secondary school from beneficiary & non-beneficiary respondents respectively. Regarding illiteracy from both group respondents 52.15% % household head have no any formal education. This implies that study populations have low literacy level. According to Degfas (2008) low educational could not allow them to involve in well-paid jobs. They will be forced to engage in activities that only require their labor. He stated that the urban poor are usually engaged in low income earning means of livelihood as a result of low education level they have.

Furthermore, the result indicated that, there is a slightly higher percentage of beneficiaries with no formal education compared to non-beneficiary respondents and the majority of household heads from both groups have no formal education. Besides, beneficiaries are more likely to have completed primary school compared to non-beneficiary respondents and there is a significant difference in the percentage of beneficiaries who completed secondary school compared to non-beneficiary respondents. In sum, there is a high level of illiteracy among both beneficiary and non-beneficiary respondents, with a majority having no formal education or only basic literacy skills. The beneficiary group seems to have a slightly better educational profile, with a higher percentage completing primary school, but still lagging behind in terms of secondary school completion.

Table 4.5 number of kids enrolled in schools.

The number of kids who are enrolled in schools today in HH			
Respondent groups	**Number of kids go to school**	**Frequency**	**Percent**
Beneficiary respondent	0	66	34.9
	1	72	38.1
	2	45	23.8
	3	6	3.2
Non-beneficiary respondents	0	79	41.8
	1	81	42.9
	2	27	14.3
	3	1	.5
		378	100.0

Source own survey 2023

The table above shows the sample survey of households 72%, 45%, and 6% of the beneficiary respondents sending 1, 2, and 3 kids to school respectively. Non beneficiary respondents 81%, 27% and 1% sending 1, 2, and 3 kids to the school respectively. The rest of respondents 66% of beneficiary and 79% of non-beneficiary respondents have no kids in the house. Of the total respondents, 29.1% of non-beneficiary respondents and 32.5% of beneficiary respondents sent their children to school. Base on the above data, one can make comparison between beneficiary and non-beneficiary groups and showed that the proportion of respondents with no children is higher among beneficiary respondents compared to non-beneficiary respondents and the majority of both beneficiary and non-beneficiary respondents do not have children.

Table 4.6 Kids not attend school

Number of children not attend school		Frequency	Percent
Beneficiary groups	1	11	5.8
Non-beneficiary group	1	15	7.9

Source: own survey, 2023

The result sows on the table above is the children's were not go to schools 5.8% of beneficiary respondents and 7.9% of non-beneficiary respondents. The reason those respondents not send kids to the school: 0.5% were due to economic problems, 2.4% for the case of health problems, 1.3% for taking care of their guardians, 1.6% were to work, 0.5% were taking care of others and the rest other reason 1.3%. The proportion of children not attending school is higher among non-beneficiary respondents (7.9%) compared to beneficiary respondents (5.8%). Based on the above data one can say that, economic problems are a relatively minor reason for not sending children to school and health problems are a more significant reason for not sending children to school, with of beneficiary respondents and of non-beneficiary respondents citing this as a reason. Furthermore, the difference in the proportion of children not attending school between beneficiary and non-beneficiary respondents may indicate that the program has had some positive impact on education outcomes.

4.1.5. Respondents by Total Family Member

Table 4.6 Characteristics of respondents by total family member

	Beneficiary		Non beneficiary	
Respondent types	Frequency	Percent	Frequency	Percent
1	2	1.1	4	2.1
2	34	18.0	20	10.6
3	43	22.8	56	29.6
4	45	23.8	62	32.8

5	48	25.4	40	21.2
>5	17	9	7	3.7
Total	189	100.0	189	100.00

Source: own survey, 2023

Based on Table 4.6, the majority of the households receiving assistance (18%, 22.8%, 23.8%, and 25.4%) consist of two to five persons per HH and the rest of 1.1% one HH and 9% of them consisted more than five HH members. The other results show that, among the non-beneficiary respondents, 20%, 56%, 62%, and 40% had two to five HH members, while 4% and 3.7% had one and more than five HH members, respectively. The above result suggests that, there may be some differences in household size between households that receive assistance and those that do not. Households that receive assistance tend to have slightly larger sizes, with a higher proportion of households having more than one member. On the other hand, non-beneficiary households have a higher proportion of single-person households and a lower proportion of households with more than five members. This could be due to various factors, such as demographic differences or socioeconomic factors influencing the likelihood of receiving assistance.

4.1.6. Respondent by family Healthy status

Health status affects labor productivity, and nutritional intake affects health status. The ill health of one or more family members usually reduced financial resources available for the entire household. Often households cut back on food, withdrew children from school and earning members lost jobs (Brigit Obrist, &et.al).

Table 4.7 Characteristics of respondents by health status

Is there any house hold member with a health problems / chronic disease /disability?				
Respondent types	Beneficiary respondent		Non-beneficiary Respondents	
	Frequency	Percent	Frequency	Percent
No	148	78.3	129	68.3
Yes	41	21.7	60	31.7
Total	189	100.0	189	100.0

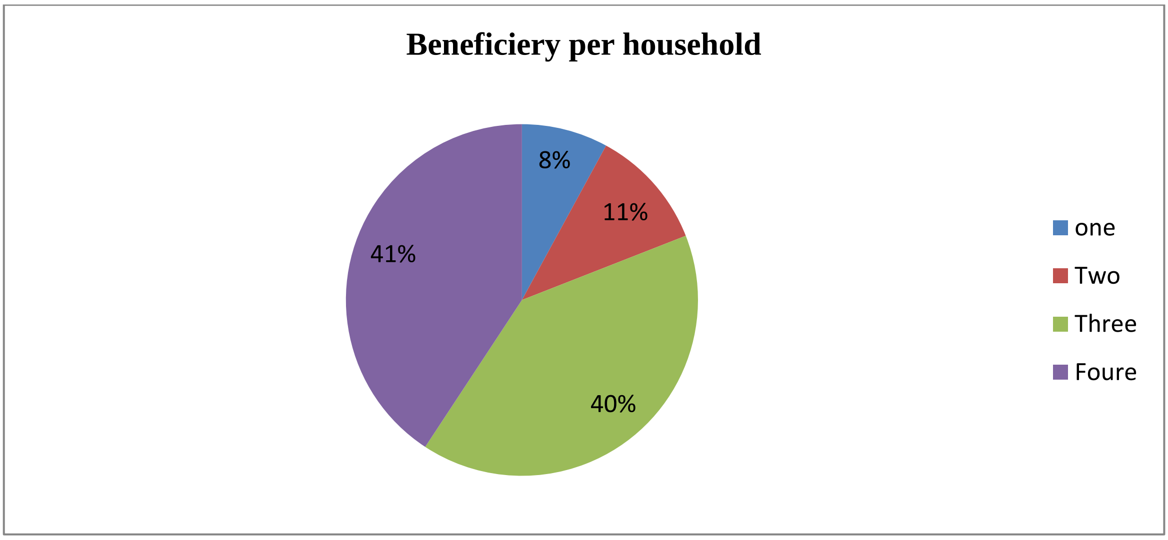
The type of Disease/disability?				
Chronic diseases	20	10.6	22	11.6
Transmitted disease	9	4.8	24	12.7
Disability	15	7.9	18	9.5

Source: own survey, 2023

The result of table 4.7 discussed health status of the respondents 21.7% of the beneficiary respondents and 31.7% of the non-beneficiary respondents had health problem in their households. Of those the beneficiary respondents had 10.6% of them with chronic diseases 4.8%of the transmitted and 7.9% of them with disability while non-beneficiary respondents with chronic diseases 11.6%, with transmitted12.7% and disability 9.5%. The result have showed that, a significant proportion of both beneficiary and non-beneficiary respondents experience health problems, with a slightly higher percentage of non-beneficiary respondents reporting chronic diseases and transmitted health problems. However, the percentage of beneficiary respondents with disability is slightly lower than that of non-beneficiary respondents.

4.2. Practices to wards public work activity

Number of beneficiaries of UPSNP per household and kind of work



Source: own survey, 2023

Figure 4.1 number of beneficiary per HH

The study also assessed household size of the beneficiary households. Based on this, as it is shown on the same above Figure 4.1, the number of urban productive safety net beneficiary per household's accordingly one person 8%, two person 11% three people 40% and four people were 41%. The kind of works they had been work with UPSNP 96.8% of them solid waste collection and green parks, the rest about 3% of them social infrastructure service and urban agricultures. According to the above result, the vast majority of beneficiaries are engaged in solid waste collection and green parks while a small proportion are involved in social infrastructure services and urban agriculture. Furthermore, UPSNP program is primarily focused on providing employment opportunities in environmental-related activities, such as waste management and urban beautification, to a large proportion of beneficiary households.

4.2.1. Status of beneficiary satisfaction with UPSNP

Table 4.8 Beneficiary respondent satisfaction

Respond types	Frequency	Percent
Strongly disagree	36	19.0
Disagree	34	18.0
Neutral (Neither agree nor disagree)	17	9.0
Agree	35	18.5
Strongly agree	67	35.4
Total	189	100.0

Source: own survey, 2023

Based on the responses to the ranking scale question in table above which is provided the survey evaluated the beneficiaries' household's level of satisfaction with the urban productive safety-net program. The results indicate that 19.0% strongly disagree, 18.0% agree, 9.0% are neutral (neither agree nor disagree), 18.5% agree, and 35.4% strongly agree. As a result, it is evident that most recipient households were content with the Urban Productive Safety Net program when they were conforming.

Accordingly, most beneficiary households are satisfied with the Urban Productive Safety Net program, with a significant majority expressing strong agreement while there is still a notable proportion of households that are dissatisfied or neutral, the results indicate that the program has generally positive outcomes for its recipients.

Accordingly, the total size is 189, which is a reasonable size for a survey and the distribution of responses is not perfectly balanced, with "Strongly agree" having the highest frequency

(35.4%) and "Neutral" having the lowest frequency (9.0%). Besides, one-sample T-test to determine if the mean response is significantly different from a neutral midpoint (i.e., 50%).

Table 4.9 Beneficiary respondent T statistics & p value

Statistic	**Value**
Sample Mean	3.63
Standard Deviation	0.95
T-statistic	13.43
p-value	< 0.0001

Source: own survey, 2023

The p-value is extremely small (< 0.0001), which indicates that the null hypothesis (the mean response is equal to the neutral midpoint of 50%) is strongly rejected. This suggests that the overall response pattern is significantly biased towards "Agree" or "Strongly agree". Based on the result of one sample test, the respondents are generally more inclined to agree with the statement than disagree with it and this could indicate that there is a positive sentiment or attitude towards the topic being measured. Furthermore, respondents have a generally positive attitude towards the topic being measured and there is a strong consensus or agreement among the respondents on the issue raised.

4.2.2. Working hours per day and status of team work with UPSNP

Table 4.10: Working hours

Working hours per day public			**Collaborative work**		
	Frequency	**Percent**		**Frequency**	**Percent**
4Hr	25	13.2	Yes	180	95.2
5 Hr	158	83.6	No	9	4.8
6Hr	6	3.2	Total	189	100.0
Total	189	100.0			

Source: Own survey 2023

The result displayed in Table 4.2 which the UPSNP working hours of the allotted working project indicates that 13.2% of the respondents responded with 4 hours, 83.6% with 5Hr, and 3.2% with 6 hours. The timetable for the Urban Productive Safety Net Program is from 11:30

to 4:45 in the morning. This is makes the beneficiary to modify their morning routine in addition to their regularly planned schedule in order to generate more revenue by working extra hours. The data have showed that, the majority of respondents are already adapting to the modified timetable by working 5 hours, which is likely to be their usual working hours. And also, the fact that only 3.2% of respondents work 6 hours may indicate that some beneficiaries may be finding it challenging to adapt to the new timetable or may not have the flexibility to work extra hours. Accordingly, most respondents are adapting to the new timetable, but some may need additional support or resources to adapt and generate more revenue by working extra hours.

Table: 4.10: Did the beneficiary receive extra work after UPSNP business hours?

	Frequency	**Percent**
Strongly disagree	92	48.7
Disagree	58	30.7
Neutral (Neither agree nor disagree)	14	7.4
Agree	21	11.1
Strongly agree	4	2.1
Total	189	100

Source: own survey 2023

Table above displays the outcome. In light of the respondents' responses, they inquired as to whether or not beneficiary of the urban productive safety net receive extra employment outside regular business hours. The 48.7% of respondents strongly disagree, and 30.7% disagree, 7.4% neutral (neither agree nor disagree), 11.1% agree, and 2.1% strongly agree. The causes of low income that make the working people poor in two broad distinguished: underemployment and low returns to labor. Majority of respondents who benefit from the urban productive safety net do not have extra employment opportunities outside regular business hours likely due to the fact that many of these individuals are underemployed, meaning they work less than full-time and are unable to earn a living wage. According to Osmani and Geneva Undp (2002), underemployment is a major cause of poverty among working people.

The data also implies that many respondents may be unemployed for extended periods of time, as a significant proportion of respondents disagree or strongly disagree that they receive extra employment outside regular business hours. This lack of employment opportunities can exacerbate poverty and limit an individual's ability to rise above the poverty line. Lastly implied that, the challenges faced by those who benefit from the urban productive safety net, particularly with regards to limited employment opportunities and underemployment.

Expected frequencies under random distribution

Table: 4.11: Category and expected frequency

Category	Expected Frequency
Strongly disagree	94.5
Disagree	56.7
Neutral (Neither agree nor disagree)	18.9
Agree	18.9
Strongly agree	18.9

Chi-squared test

$\chi^2 = \Sigma$ [(Observed frequency - Expected frequency) ^2 / Expected frequency]

χ^2 = [(92-94.5) ^2 / 94.5] + [(58-56.7) ^2 / 56.7] + ... + [(4-18.9) ^2 / 18.9] = 2.34 + 0.23 + ... + 2.45 = 11.41

Degrees of freedom

df = k-1 = 4

P-value

P-value = 0.023

Accordingly, since the p-value (0.023) is less than our chosen significance level (usually 0.05), that the responses are randomly distributed and there is a statistically significant difference between the proportion of respondents who agree or disagree with the statement, versus those who are neutral.

The results suggest that, the p-value (0.023) is less than our chosen significance level (usually 0.05) and there is a higher proportion of respondents who strongly disagree and disagree compared to those who are neutral, agree, or strongly agree and there may be a significant discrepancy in the way respondents responded to the statement, with a greater number of respondents showing strong disagreement rather than strong agreement or neutrality.

4.3. Livelihoods Assets of Respondent

As per Chambers and Conway (1992:7) definition, a livelihood comprises the capabilities, assets (stores, resources, claims and access) and activities required for a means of living. The livelihood capitals determine the livelihood opportunity and livelihood security of households. The assets allow households to generate income, meet their basic needs, manage risk, and cope with stresses and shocks. The five assets the respondents possess were discussed below.

4.3.1 Physical Assets

Physical assets might be owned, rented, or accessible by individuals. Physical assets include things and infrastructure like homes, tools, appliances, and public infrastructure (USAID, 1992). The physical assets of the respondents were examined in the study, including their dwelling situation, belongings, and access to public amenities such as electricity sources, latrines, drainage systems, solid and liquid waste disposal, health, educational, and road facilities.

Housing Condition of the respondents

Table: 4.12 the legal owner of a house

Who is the legal owner of a house you are living in now?			
Groups of respondents	Respond types	Frequency	Percent
Beneficiary group	Privately owned	39	20.6
	Rented from private	52	27.5
	Sharing from others	22	11.6
	Care taking	16	8.5
	Rented from Keble	51	27.0
	Others	9	4.8
	Total	189	100.0
Non-Beneficiary groups	Privately owned	33	17.5
	Rented from private	50	26.5
	Sharing from others	25	13.2
	Care taking	18	9.5
	Rented from Keble	54	28.6
	Others	9	4.8
	Total	189	100.0

Source: own survey 2023

House Tenure: Five categories of house tenure were identified by the study. They consist of privately owned, rented from privately owned, shared, caretaker, and others. According to the survey results, 20.6% of the beneficiary respondents and 17.5% of the non-beneficiary respondents lived in privately owned property; 27.5% of the beneficiary respondents and 26.5% of the non-beneficiary respondents lived in privately rented property; 11.6% of the beneficiary respondents and 13.2% of the non-beneficiary respondents shared a home with others; and 8.5% of the beneficiary respondents and 9.5 of the non-beneficiary respondents lived in care facilities. The beneficiaries respondent groups rented homes from the Kebele was 27%, while the non-beneficiaries groups was 28.6%. And lastly 4.8% of both groups respond others. According to this statistic, the majority of respondents rented from both private owners and kebele houses. According to the CSA (2011) research, owners inhabited 43.1% of Ethiopia's urban dwelling units, while 50.3% were rented. According to the study's results, fewer respondents than in the 2011 CSA survey were home owners or renters. The study found that, the majority of respondents lived in privately owned or rented properties, while a smaller proportion lived in shared or caretaker arrangements and the remaining 30.6% lived in other types of housing arrangements.

When we look into the comparison between beneficiary and non-beneficiary groups, the beneficiary group had a slightly higher proportion of respondents living in privately owned properties and a lower proportion living in shared or caretaker arrangements. However, both groups had similar proportions living in rented properties from private owners and Kebele. Again, here is the comparison to National Survey Results, the result have showed that, a lower proportion of respondents owning their homes compared to the 2011 CSA survey, which found that 43.1% of urban dwellings in Ethiopia were owner-occupied. Similarly, the study's results show a lower proportion of respondents renting their homes compared to the 2011 CSA survey, which found that 50.3% of urban dwellings were rented.

Number of rooms of the houses regarding compartmentalization of the houses, the EDHS (2016) report showed that 70.3% of the national and 65.2% of the urban households had single room for sleeping. Accordingly, the result have shown that, a significant proportion of households in Ethiopia and Addis Ababa have single rooms for sleeping and the national average is around 70%, while in urban areas it is slightly lower indicated by at around 65%. The study by Abnet et al. (2017) specifically found that over 30% of the Addis Ababa population lives in single-roomed houses.

Again, the result indicated that, there is a high level of compartmentalization in Ethiopian households, with a significant proportion of households sharing a single room for sleeping this may be due to various factors such as limited housing options, poverty, and rapid urbanization. Furthermore, when we look into the urban-rural disparity, the result indicated that, there may be a higher level of compartmentalization in urban areas compared to rural areas of urban households having single rooms for sleeping compared to national. Mostly, this could be due to differences in housing conditions, living standards, and economic factors between urban and rural areas.

In sum, housing conditions in this area are characterized by a high reliance on rental properties and a lack of home ownership. Besides, the proportion of respondents who own their homes is lower than the national average, and many households appear to be living in single-room dwellings.

Table 4.13 Number of room of respondents were lived in.

Number of rooms in your house				
Types of responds	**Beneficiary respondents**		**Non-beneficiary respondents**	
	Frequency	**Percentages**	**Frequency**	**Percentages**
One room	95	60. 3	91	48.1
Two rooms	55	29.1	57	30.2
Three rooms	35	18.5	35	18.5
Four rooms	4	2.1	5	2.6
Total	189	100	188	99.5
Not stated			1	.5

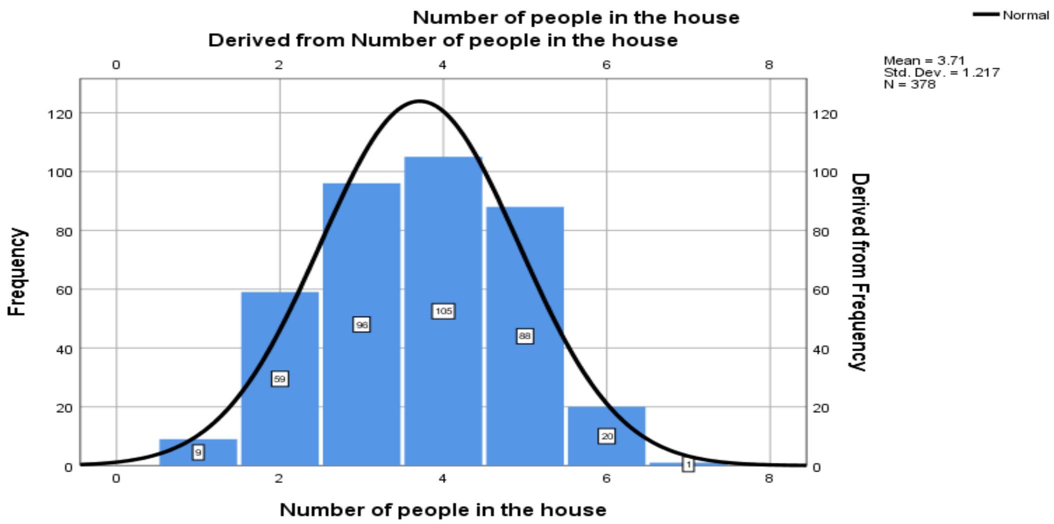
Sources: own survey 2023

This study's findings indicated that 48.1% non-beneficiary respondents and 59.8% of beneficiary respondent groups living in one or single room. There were 29.1% beneficiary respondent groups and 30.2% non-beneficiary respondent groups among the respondent households residing in two-room houses. According to the results, 18.5% of respondent groups were beneficiaries and non-beneficiary respondents were living in three-room houses. It is clear from this finding that the majority of respondents both beneficiaries and non-beneficiaries live in a single room. During the direct observation, several types of houses were observed, including one small room, one room divided into two by specific materials, a long room with a narrow width, and expanded rooms towards open areas (such porches or corridors) as an extra room. It was observed that the majority of the household members took advantage of the limited common areas for sleeping, resting, cooking, and taking showers.

Here is the result of comparison among respondents, accordingly, the proportion of respondents living in one-room houses is higher among non-beneficiaries compared to beneficiaries, indicating that beneficiaries may have slightly better living conditions. Besides, there is no significant difference between the proportion of beneficiaries and non-beneficiaries living in two-room houses and both beneficiary and non-beneficiary groups have a small proportion of respondents living in three-room houses.

Furthermore, the direct observation noted various types of houses, including small rooms, divided rooms, and expanded rooms with extra areas such as porches or corridors and the majority of household members use the limited common areas for multiple purposes, including sleeping, resting, cooking, and taking showers. The last but not the least, a majority of respondents, regardless of beneficiary status, live in cramped and limited housing conditions and also, the need for addressing housing issues and providing better living conditions for the respondents.

Figure: 4.2 Number



house hold member

Source: own survey results, 2023

According to the survey results, which are displayed in the figure above, there are two household members living in one house for 20.6% of beneficiary respondents and 10.6% of non-beneficiary respondents. Three people living in one house made up 21.2% of the beneficiary respondents and 29.6% of the non-beneficiary respondents. Four people shared a single home for 22.8% of beneficiary respondents and 32.8 of non-beneficiary respondents. Five household members residing in a single residence made up 25.4% of the beneficiaries and 21.2 non-beneficiary respondents. Six family members lived in a single home, accounting for 6.9% of beneficiaries and 3.7% of non-beneficiaries among the respondents. Lastly, just one household member comprised 2.6% of beneficiaries, 2.1% of non-beneficiaries, and 0.5 percent of beneficiaries respondents were seven household members living in a single residence. We can understand from the result showed 1-7 family members living in one household.

Based on the above result, one can say that, the number of household members living in a single home for beneficiary and non-beneficiary respondents and the majority of both groups have 3-5 household members, with a higher proportion of non-beneficiary respondents having 3-4 members.

Spacing of the house relation to HH numbers

Table: 4.14 House spacing

What about is the spacing in relation to HH numbers?			
Groups of respondent	Respond types	Frequency	Percent
Beneficiary respondents	Sufficient space	94	49.7
	small size space	77	40.7
	Very small size space	18	9.5
	Total	189	100.0
Non beneficiary respondents	Sufficient space	90	47.6
	small size space	80	42.3
	Very small size space	19	10.1
	Total	189	100.0

Source: own survey results, 2023

Respondents were asked to measure whether or not the house's space was adequate for the number of HH members in the survey inquiry. They gave their response and viewpoint. Of the beneficiary respondents, 49.7% were deemed sufficient, 40.7% were tiny, and 9.5% were very small. 47.6% of the non-beneficiary respondents said their response was sufficient, 42.3% said it was small, and 10.1% said it was extremely tiny. The result of the above data have shown that, the majority of both beneficiary and non-beneficiary respondents felt that the house space was not adequate for the number of household members while beneficiary respondents were more likely to report that their house space was sufficient compared to non-beneficiary respondents.

When we look into the comparison among respondents, beneficiary respondents were slightly more likely to report that their house space was sufficient compared to non-beneficiary respondents and the difference is relatively small. Besides, both groups had similar proportions of respondents reporting that their house space was small and the proportion of respondents reporting that their house space was very small was slightly higher among non-beneficiary respondents compared to beneficiary respondents. Furthermore, when we look into the ventilation of HH houses, the ventilation of the respondents' homes, questioners were asked, and of those who were not beneficiaries had well ventilation and the remaining significant proportion had poor ventilation this indicates that the beneficiary respondents' figures indicate a better ventilated home than those of the non-beneficiary respondents.

House roof types

Table: 4.15 Type of roofing house made

What is the type of roofing your house made of?			
Groups of respondent	**Respond Types**	**Frequency**	**Percent**
Beneficiary respondents	Corrugated iron sheet	186	98.4
	Others	3	1.6
	Total	189	100.0
Non beneficiary respondents	Corrugated iron sheet	165	87.3
	Plastic	17	9.0
	Others	7	3.7
	Total	189	100.0

Source: own survey results, 2023

The result of table above shows the types of roofing houses of the respondents. As the results indicated beneficiary respondents 98.4% corrugated iron sheet and 1.6% had others.

Regarding those non-beneficiary respondents 87.3% corrugated iron sheet, 9.0%plastic and 3.7% others. According to this finding, beneficiaries are more likely than non-beneficiaries to have iron sheets covering their roofs.

Here again the comparison between beneficiaries and non-beneficiaries, the result have shown that, there is a significant difference in the types of roofing materials used by beneficiary and non-beneficiary respondents and beneficiaries are more likely to have corrugated iron sheets on their roofs compared to non-beneficiaries. This difference is statistically significant, with beneficiaries being more likely to use corrugated iron sheets.

In contrast, non-beneficiaries are more likely to use plastic roofing materials compared to beneficiaries. Additionally, non-beneficiaries are also more likely to use other types of roofing materials compared to beneficiaries and lastly, receiving benefits may be associated with a higher likelihood of using corrugated iron sheets as a roofing material, while non-beneficiaries are more likely to use alternative materials such as plastic or other types of roofing materials.

The status of the house roof

Table 4.16 status of roof

How is the status of the roof of your house?			
Groups of respondent is	Respond types	Frequency	Percent
Beneficiary respondents	Good	118	62.4
	Leakages in the house	41	21.7
	Dilapidated decaying	30	15.9
	Total	189	100.0
Non beneficiary respondents	Good	48	25.4
	Leakages in the house	94	49.7
	Dilapidated decaying	47	24.9
	Total	189	100.0

Source: own survey results, 2023

According to the above table, 62.4% of beneficiary respondents groups had good roofs, 21.7% had leaks, and 15.9% had deteriorating, unkempt roofs. The findings for the non-beneficiary respondent groups showed that 25.4% of them were good, 49.7% had leaks in the house, and 24.9% had decaying and dilapidated conditions.

The data shows that the beneficiary respondents have a significantly better condition of their roofs compared to the non-beneficiary respondents. A larger proportion of beneficiary respondents (62.4%) have good roofs, while a smaller proportion (21.7%) have leaks and only 15.9% have deteriorating or unkempt roofs. In contrast, the non-beneficiary respondents have a higher proportion of leaks (49.7%) and deteriorating conditions (24.9%), with a smaller proportion having good roofs (25.4%).

Accordingly when we look into the comparison among respondents, the main difference between the two groups is the proportion of good roofs and beneficiary respondents are more likely to have good roofs compared to non-beneficiary respondents. On the other hand, non-beneficiary respondents are more likely to have and deteriorating conditions compared to beneficiary respondents. Furthermore, the beneficiary program has had a positive impact on the condition of the roofs, particularly in terms of reducing the prevalence of leaks and deteriorating conditions. The last not least, beneficiary program may be targeting specific communities or households that are more in need of support, resulting in a greater improvement in roof condition.

Materials of the house walls made

Table4. 17 materials of wall made

What are the materials from which the walls of your house made of?			
Groups of respondents	**Types of respond**	**Frequency**	**Percent**
Beneficiary respondents	Made from bricks	41	21.7
	made from Blocks	46	24.3
	Made from mud and wood	102	54.0
	Total	189	100.0
Non beneficiary respondents	Made from bricks	26	13.8
	made from Blocks	19	10.1
	Made from mud and wood	137	72.5
	Plastics	6	3.2
	Others	1	.5
	Total	189	100.0

Source: own survey results, 2023

The result showed above the material wall of the respondent house made those beneficiary respondent groups 21.7% made from bricks, 24.3% made from blocks and 54.0 made from mud and wood. Of those non-beneficiary respondent groups 13.8% made from bricks, 10.1% made from blocks and 72.5% made from mud and wood. The result of the finding have showed that, there is a significant difference in the type of material used for building the walls of houses between beneficiary and non-beneficiary respondent groups. In comparison, the benefits provided may be linked to improved access to building materials, particularly bricks and blocks, which are more durable and require less maintenance compared to mud and wood. And also, the beneficiary group has better access to better building materials, which may contribute to improved living conditions and quality of life.

Status of the house walls of the respondents

Table: 4.18 House wall status

How is the status of the walls of your house?			
Groups of respondent	Respond Types	Frequency	Percent
Beneficiary respondents	Good	100	52.9
	Partially crumbling	48	25.4
	Dilapidated/rotten	39	20.6
	Others	2	1.1
	Total	189	100.0
Non beneficiary respondents	Good	63	33.3
	Partially crumbling	75	39.7
	Dilapidated/rotten	49	25.9
	Others	2	1.1
	Total	189	100.0

Source: own survey results, 2023

The table above showed the result the status of the wall of respondent’s house. As indicated of those beneficiary respondents 52.9% good, 25.4% partially crumbling, 20.6% dilapidated/ rotten. The non-beneficiary respondent groups 33.3% good, 39.7% partially crumbling, and 25.9% dilapidated/rotten. Based on the above data, comparison have been made, accordingly, the percentage of beneficiaries with good walls is higher compared to non-beneficiaries which showed that the beneficiaries have a better condition of their house walls. Besides, the beneficiary group has fewer severe cases of wall damage and the beneficiary group still has a significant number of houses with moderate to severe wall damage.

In sum, beneficiaries of the program have a better condition of their house walls compared to non-beneficiaries, with a higher proportion having good walls and a lower proportion having dilapidated/rotten walls. However, the beneficiary group still has a significant number of houses with partially crumbling walls, indicating that more efforts may be needed to improve the overall condition of their houses.

Access to electric power

This study covers some basic services available in the study area including electric access, water supply, health, education. Nearly all urban households (93%) have electricity and have largely reached a universal electricity access rate (EDHS, 2016).

Table 4.19 Access to electric energy

What is the source of energy for making of daily food?			
Groups of respondent	**Respond types**	**Frequency**	**Percent**
Beneficiary respondents	Electric power	79	41.8
	Fuel wood and Charcoal	52	27.5
	Both electric, wood and charcoal	58	30.7
	Total	189	100.0
Non-beneficiary respondents	Electric power	65	28.0
	Fuel wood and Charcoal	51	33.4
	Both electric, wood and charcoal	73	38.6
	Total	189	100.0

Source: own survey results, 2023

The survey conducted for this study revealed to the beneficiaries' sources of energy for producing daily food: 41.8% of homes utilized an electric power supply, while 27.5% used fuel made of wood and charcoal, and 30.7% used a combination of electric, wood, and charcoal. Among the non-beneficiary respondents, 28% utilized electricity, 33.4% used wood and charcoal as fuel, and 38.6% combined wood, charcoal, and electricity to prepare daily meals.

In comparison, beneficiary respondents are more likely to use electric power compared to non-beneficiary respondents and non-beneficiary respondents are more likely to use wood and charcoal as fuel compared to beneficiary respondents. Besides, beneficiary respondents are more likely to use a combination of energy sources compared to non-beneficiary respondents. The result have concluded that, that there is a difference in energy usage patterns between beneficiary and non-beneficiary respondents while both groups use a combination of energy sources, beneficiary respondents are more likely to rely on electric power, while non-beneficiary respondents are more likely to use wood and charcoal as fuel. And this is due to differences in socioeconomic status or access to resources.

Access to Water Supply

Table 4.20 access to water supply

Source of water for the HH			
Groups of respondent	**Respond types**	**Frequency**	**Percent**
Beneficiary respondents	Piped water in the compound	126	66.7
	Publicly used tap water	44	23.3
	Buying from Others	18	9.5
	Others	1	.5
	Total	189	100.0
Non-beneficiary respondents	Piped water in the compound	109	57.7
	Publicly used tap water	62	32.8
	Buying from Others	19	10.0
	Others		
	Total	189	100.0

Source: own survey results, 2023

The sources of water available to the respondents varied; they may obtain it from communal taps, their own residential complex taps, or adjacent water sources. Of the project beneficiaries surveyed, 66.7% had access to piped water within the residential compounds, 23.3% utilized tap water in public, and 9.5% purchased water from outside sources. 57.7% of the non-beneficiary respondents had access to piped water in their living compound, 32.8% utilized tap water that was used by the public, and the other 10% had purchased water from outside sources.

In comparison among respondents, the main difference between the two groups is the proportion of respondents who have access to piped water within their residential compounds while a significant proportion of project beneficiaries have access to piped water but a fewer proportion of non-beneficiary respondents do. On the other hand, non-beneficiary respondents are more likely to use tap water in public areas (compared to project beneficiaries. Additionally, a smaller proportion of non-beneficiary respondents purchase water from outside sources compared to project beneficiaries. Finally suggesting that, the importance of understanding the various sources of water available to different populations and identifying areas where improvements can be made to increase access to clean and reliable water supplies.

Types of hygiene facilities

Table: 4. 21 of hygiene facilities

What type of hygiene facilities is used in the HH?			
Groups of respondent		**Frequency**	**Percent**
Beneficiary respondents	Rubbish Pit	15	7.9
	Cloth washing facility	129	68.3
	Drying rack	7	3.7
	Bath washing facility	17	9.0
	Dish washing facility	11	5.8
	water storage container	10	5.3
	Total	189	100.0
Non-beneficiary respondents	Rubbish Pit	19	10.1
	Cloth washing facility	155	82.0
	Drying rack	9	4.8
	Bath washing facility	2	1.1
	Dish washing facility	1	.5
	water storage container	1	.5
	Total	187	98.9
	Not stated	2	1.1
		189	100.0

Source: own survey results, 2023

When it came to the availability of the following hygienic amenities, respondent HH was questioned: trash cans, water storage containers, dry cleaning racks, sinks for washing dishes and bathing, and facilities for washing clothes.

According to project beneficiary respondent HH's query, 68.3% of them had a place to wash clothes, 9% had a bathtub, 7.9% had a trash pit, 5.8% had a place to wash dishes, 5.3% had water storage containers, and 3.7% had a draining rack. 8.2% of the non-beneficiary respondents had a place to wash clothes, 10.1% had a trash pit, and 4.8% had a drying rack. This result indicated that, project beneficiaries have better access to household amenities, particularly those related to hygiene and cleanliness, such as a place to wash clothes, bathtub, and water storage containers while non-beneficiary respondents, on the other hand, are more likely to rely on alternative methods for these needs.

Besides, the only amenities where there is no significant difference between beneficiary and non-beneficiary respondents are trash pits and draining racks this is mostly because these amenities are not directly related to the project's objectives or target areas. In sum, the project has had a positive impact on the living conditions of its beneficiaries, particularly in terms of improving access to basic household amenities.

The accessibility of several essential HH materials and equipment

Table 4.22 Essential HH materials and equipment

Respond types	**Beneficiary respondents**		**Non-beneficiary respondents**	
	Frequency	**Percentage**	**Frequency**	**Percentage**
Availability of blanket, bed sheet and sponge				
Adequate	103	54.5	49	25.9
Inadequate	79	41.8	132	69.8
None	7	3.7	8	4.2
Availability of Clothing				
Adequate	98	51.9	48	25.4
Inadequate	85	45.0	135	71.4
None	6	3.2	6	3.2
Availability of Kitchen equipment				
Adequate	73	38.6	52	27.5
Inadequate	106	56.1	131	69.3
None	10	5.3	6	3.2

Availability of furniture				
Adequate	95	50.3	18	9
Inadequate	76	40.2	127	67.2
None	18	9.5	44	23.8
Availability of radio				
Adequate	95	50.3	61	32.2
Inadequate	36	19.0	70	36.1
None	58	30.7	58	30.7
Availability of television				
Adequate	124	65.6	86	45.5
Inadequate	33	17.5	61	32.3
None	32	16.9	42	22.2
The availability of refrigerator				
Adequate	30	15.9	11	5.8
Inadequate	93	49.2	17	9.0
None	66	34.9	161	85.2

Source: own survey results, 2023

Table 4.22 shows the availability of several necessary HH materials and equipment. The surveyed had access to equipment and materials for their homes, and it was anticipated that the respondents would provide adequate, insufficient, or none at all.

Based on the availability of blankets, bed linens, sponges, and similar items, asked beneficiary respondents. Based on they responded 54.5% of them it adequate, 41.8% of them it insufficient, and 3.7% of them none at all. Among of non-beneficiary respondents, 25.0% adequate, 69.8% of them were insufficient and 4.2% of them were none-at all. The result of the table have indicated that, the program or assistance provided to beneficiaries has a positive impact on their ability to access basic household items such as blankets, bed linens, and sponges and also the significant difference in response distribution between beneficiary and non-beneficiary respondents indicates that the program is effective in improving the availability of these essential items for those who receive assistance.

The other survey also availability of Clothing for beneficiary respondents 51.9% said it was adequate, 45% said it was insufficient, and 3.2% said it was none. And among the non-beneficiary respondents, there were 3.2% none, 71.4% insufficient, and 25.4% adequate. The data indicated that, the clothing assistance provided to beneficiaries is having a positive impact on their ability to access clothing while non-beneficiaries are more likely to face difficulties in accessing clothing.

About kitchen equipment was interviewed, of the beneficiary respondents 38.6% of the beneficiaries' replies sufficient, 56.1% of them said insufficient, and 5.3% said it was none. Those respondents not project beneficiaries, 27.7% of them adequate, 69.3% insufficient and 3.2% found none at all. Accordingly, there may be a difference in perception between beneficiaries and non-beneficiaries regarding the adequacy of the amount, with beneficiaries being more likely to report it as sufficient and non-beneficiaries being more likely to report it as insufficient.

Regarding the availability of furniture, of those project beneficiary respondents 50.3% said it adequate, 40.2% said it was insufficient, and 9.5% said it was none at all. Those non beneficiary respondents 67.2% of them inadequate 9% of them were adequate and the rest about 23.8% of them none. In comparison, project beneficiary respondents are more likely to find the availability of furniture sufficient compared to non-beneficiary respondents and the project may have improved the availability of furniture for its beneficiaries. The result of the data indicated that, the project has had a positive impact on improving the availability of furniture for its beneficiaries, but there may still be a need for further support or interventions to address the shortage of furniture in the broader community.

Regarding the availability of radio in those beneficiary communities, 50.3% of respondents said it was adequate, 19% said it was inadequate, and 30.7% said it was none. Of those who did not project beneficiary respondent groups, 32.2% found it adequate, 36.1% found it in-adequate, and 30.7% found it none at all. Accordingly, the majority of respondents found radio availability adequate and indicating a relatively positive assessment of radio accessibility. However, there is still a significant proportion who do not have access to radio at all.

Regarding the respondents' availability of television access, 65.5% found it adequate, 17.5% found in-adequate, and 16.9% found it none. And among of those non-beneficial respondent groups, 45.0% were adequate, 32.3% were in-adequate, and 22.2% had none at all.

Comparison among respondents with non-beneficial television access, accordingly, among those with inadequate or no television access (non-beneficial groups), still had adequate television access and this comparison highlights the disparities within the non-beneficial groups. Despite having limited or no television access, some respondents were still able to access television adequately while others (struggled with inadequate access, and a smaller proportion had no access at all. In sum, there may be underlying factors contributing to these disparities, such as socio-economic status, geographical location, or individual circumstances that affect respondents' ability to access television.

Regarding of the availability of Refrigerators, of the beneficiary respondent groups, 15.9% adequate, 49.2% found it to be inadequate, and 34.9% found none at all. Of those not project beneficiary respondents were 5.8% adequate, 9% in-adequate, and 85.2% none. Based on the data, beneficiary respondents are more likely to have inadequate access to refrigerators compared to non-beneficiary respondents. Besides, beneficiary respondents are more likely to have no refrigerator at all compared to non-beneficiary respondents. Furthermore, beneficiary respondents are slightly more likely to have adequate access to refrigerators compared to non-beneficiary respondents. In sum, beneficiary respondents are more likely to struggle with access to refrigerators, with a higher proportion having inadequate or no access at all. **In contrast,** non-beneficiary respondents are more likely to have no refrigerator at all, but a slightly higher proportion also have inadequate access.

4.3.2. Household's social asset conditions

Social activity participation

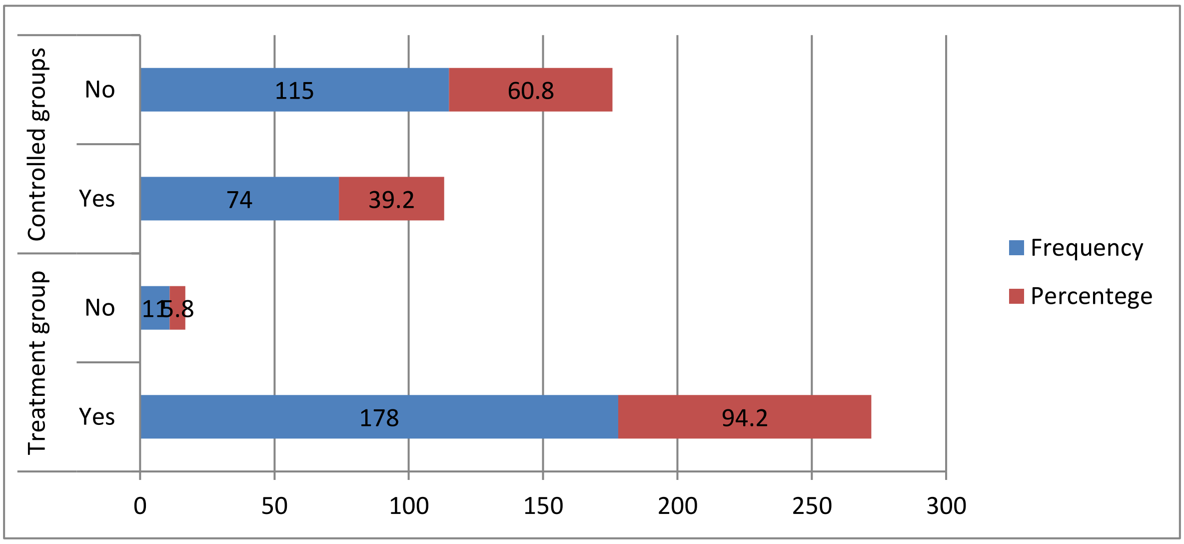


Figure: 4.3. Participate in any social activity

Source: own survey results, 2023

As can be seen in figure 4.3, the respondents were surveyed to gauge their level of social activity participation in the neighborhood. According to the interview results, 94.2% of beneficiary respondents said yes, and 5.8% said no, while 60.8% of non-beneficiary respondents said yes and 39.2% said no. This data demonstrated that there is a significant difference in the level of social activity participation between beneficiary and non-beneficiary respondents. Besides, beneficiary respondents are more likely to participate in social activities and the proportion of non-participation is also significantly higher among non-beneficiary respondents among beneficiaries. In sum, the result suggests that, being a beneficiary may have a positive impact on an individual's likelihood of participating in social activities within the neighborhood.

Kinds of social activity participated

***Table: 4.23 kinds of social participation*.**

In what kinds of social activity do you participate?			
Groups of respondent	**Respond types**	**Frequency**	**Percent**
Beneficiary respondents	Member of Iddir	38	20.1
	Equb	5	2.6
	Support each other's	6	3.2
	Participate in all social activities	140	74.1
	Total	189	100.0
Non-beneficiary respondents	Not applicable	114	60.3
	Member of Iddir	22	11.6
	Equb	14	7.4
	Support each other's	6	3.2
	Participate in all social activities	33	17.5
	Total	189	100.0

Source: own survey results, 2023

According to the survey results in the table above, respondents engaged in a wide range of social activities. According to benefit response categories, 74.1% took part in all social activities, 20.1% were Iddir members, 2.6% were Equb members, and 3.2% supported other groups. Of the respondent categories who are not beneficiaries 3.2% of members support one another, 11.6% of Iddir members, 7.4% of Equb members, 17.5% of all participants engage in social activities, and 60.3% make no social contribution.

These results suggested that, the majority of beneficiaries are highly engaged in social activities, suggesting a strong sense of community among this group and Iddir as well as Equb members have varying levels of engagement, with Iddir having a stronger presence in broader social activities. Furthermore, non-beneficiaries have a range of engagement levels, with some supporting one another or participating in social activities, while others do not contribute at all. In sum, the diversity of social engagement among respondents and suggests that understanding the factors driving participation (or lack thereof) is crucial to fostering a more inclusive and active community.

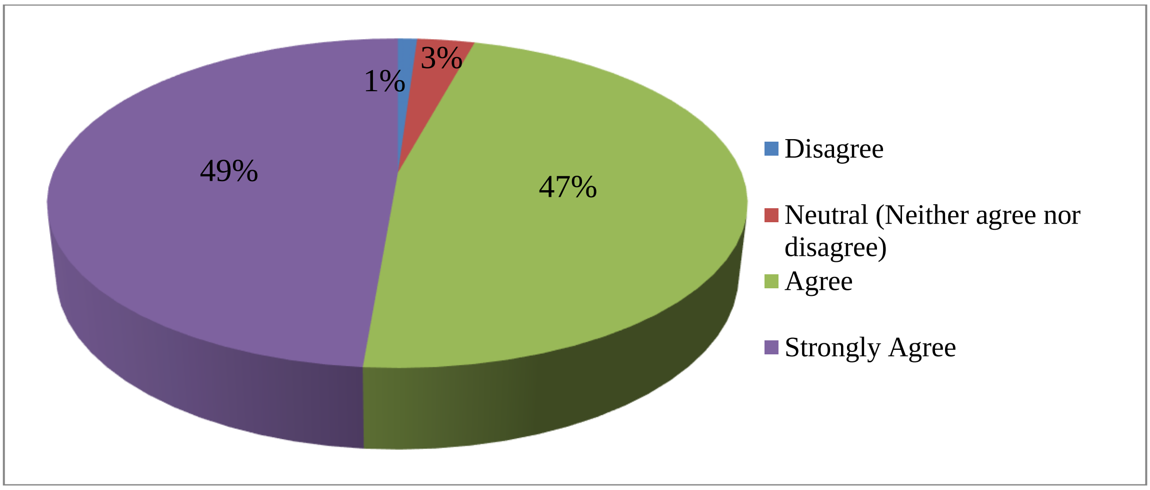
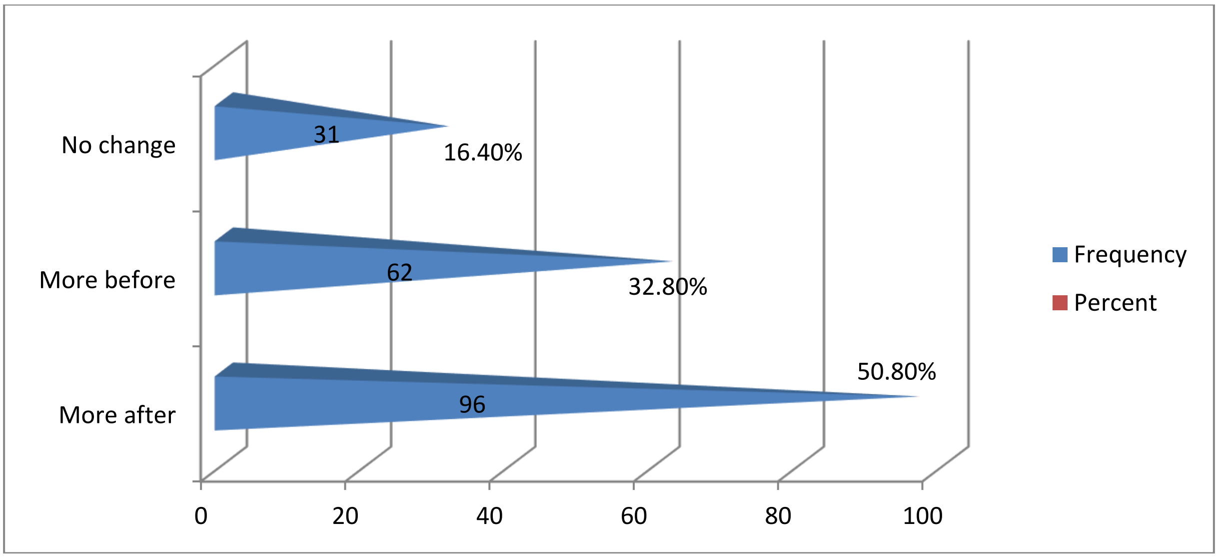


Figure 4.4 Social asset enhancement

The Urban Productive Safety Net Program (UPSN) has improved social assets, as seen by the survey results shown in the above image. This question solely addressed respondent groups who were program beneficiaries. Therefore, according to the results, 49% strongly agree, 47% agree, 1% disagree, and 3% are neutral (neither agree nor disagree). Based on the above result one can suggest that, the Urban Productive Safety Net Program (UPSN) has had a positive impact on social assets, as reported by program beneficiaries and a majority of respondents believe that the program has improved their social assets. Besides, one can infer that, the majority of respondents have a positive perception of the program's impact on social assets and a few have a negative perception of the program's impact. In sum, the UPSN has had a significant and positive impact on the social assets of its beneficiaries.

Compare social responsibility of beneficiary respondent after and before UPSNP



Source own survey 2023

Figure 4.5: social responsibility

The question of respondents' ratings of social responsibility both before and after joining the urban productive safety net program was depicted in the above graphic. 50.8% more after UPSN, 32.8% more before, and 16.4% no difference were shown in the survey results. The results indicated, the UPSN program has been effective in promoting social responsibility among its participants, and its benefits may be particularly pronounced for those who were not already highly socially responsible before joining the program.

Health service

UN-HABITAT's 2017 report states that Ethiopia's national health infrastructure, which includes hospitals and clinics, brought the country's service coverage to 92% in 2012. Universal health service coverage (UHC) was 52.2% in the Addis Ababa city of administration in 2015 (Eregata et. all, 2019).

Table 4.24 Medical service

Have the UPSNP's medical services or extensions for sustainable health been provided to you?			
Groups of respondents	Respond types	Frequency	Percent
Beneficiary respondents	Yes	77	40.7
	No	112	59.3
	Total	189	100.0
Non-beneficiary respondents	Yes	93	49.2
	No	96	50.8
	Total	189	100.0

Source: own survey 2023

The closed-ended inquiries provided to the participants has the UPSNP extended health care or medical extension services been rendered to you? The results of the data above table found that 40.7% of respondents who were beneficiaries said "yes," while 59.3% responded "no," and of those non-beneficiary respondents were 49.2% answered yes and 50.8% of them were answered "no." This result shows that, there is a significant difference between the proportion of beneficiaries and non-beneficiaries who received extended health care or medical extension services respectively. Besides, a larger proportion of beneficiaries did not receive extended health care or medical extension services compared to non-beneficiaries and also being a beneficiary does not necessarily guarantee receipt of extended health care or medical extension services.

The respondents also been asked if the health service provision unsatisfactory; what is the reason for? According to above table data answered of those beneficiary respondents 20.6% I have no health insurance, 30.7% the UPSNP safety protective was poor, 5.8% they have no the reason, free medical support is not the objective of the program and 37.6% were not applicable. Of those n-n beneficiary respondents 49.2% have no health insurance 3.1% they have no the reason and 47.6% not applicable. Individuals' ability to apply their knowledge and skills to livelihood activities is influenced by their health status (USAID, 1992). Accordingly to the data, poor UPSNP safety protection among beneficiary respondents indicates a need for program improvement or reform and the relationship between health status and ability to apply knowledge and skills to livelihood activities is highlighted, emphasizing the importance of addressing healthcare issues to improve overall well-being.

4.3.3. Human Assets

Human asset refers to the livelihood knowledge and capabilities possessed by individuals, in addition to the intangible character traits (ambition, drive, persistence, etc.) and health status that determine how effectively individuals apply their knowledge and capabilities to livelihood activities (USAID, 1992). Human asset is essential in order to use the other kinds of assets that exist. According to the survey of the study, the human assets of the respondents refer to household head‘s education level, and household members ‘health and ability to work.

4.3.3.1. Educational condition of respondent Household

Only 25.4% of beneficiary respondent categories do not attend formal school, and 21.7% of them are limited to reading and writing. 30.2% of respondents from non-beneficiary respondent groups only read and write, while 27% of respondents do not attend formal education. Out of all respondents, 50.6% can only read and write, while those who do not attend formal schooling. Yitagesu (2014) found that a significant percentage (79.6%) of the heads of PSNP beneficiary households in Somalia were illiterate. He came to the conclusion that it is reasonable to assume that the majority of household heads' low educational attainment may be a contributing factor in their situation of food insecurity. If this hadn't been the case, their numerous and varied pursuits would have included jobs with the government and other commercial ventures. The results of this study may also indicate comparable issues, such as their inability to engage in better-paying jobs due to their low literacy levels.

4.3.3.2. Household members health status

In response to a question about the respondents' health status, 78.3% of beneficiaries and 68% of non-beneficiary respondents said they had no health issues in their households. In response to a survey, 31% of beneficiary respondents and 22.4% of non-beneficiary respondents said their homes had health issues. According to the data, 26.7% collectively all of the respondents (both beneficiary and non-beneficiary) have health issues in their households. An individual's health has an impact on their ability to support themselves, which has an impact on their revenue source. Ill health can cause poverty by preventing one from earning a living**.** (Mphande FA, 2016). In this study

4.3.3.3.Household ability to work

Regarding the ability to work for making a livelihood, the households members were categorized as dependent (economically inactive) and independent (economically active) Akter (2013). Family dependency ratios are eventually determined by age structure and health conditions, and these factors are probably important determinants of many aspects of the family ecology.. Households with high dependence ratios have a high demand for labor since a small number of people must work to generate and supply the requirements of a large number. In general, high reliance ratios should be associated with stress in the home, whereas low dependency ratios should be associated with less stress, lower labor needs, and more per capita familial resources (United Nations, 2006).

According to this research, 21.7% of project beneficiary respondents and 31.7% of non-beneficiary respondents reported having family members with chronic or persistent health issues. These persons depend on other household members and were not economically active. The other results of these studies show that the kids or children found a home and went to school but were not economically active; 72% of beneficiary respondents sent 1 student, 45% of students sent 2 students, and 6% of responding households sent 3 kids to school. Among those who were non-beneficiary of, 81% sent one student, 27% sent two, and 1% sent three children.

Therefore, the majority ho the respondents had economic-dependency in the household members as a results reduces the income per adult equivalent of the households. In other words, the income earned by the few members will be shared with the larger dependent members of the households. Thus, the households will remain below subsistence level.

4.3.3.4.Activity for Beneficiary's Capacity Development

Training provided by UPSNP

Table: 4.25 kind of training

What kind of training do you receive?		
	Frequency	**Percent**
.Life skill training	110	58.2
Business planning	57	30.2
Entrepreneur training	3	1.6
Technical training	2	1.1
all 1,2,3	17	9.0
Total	189	100.0

Source: own survey 2023

The above table data shows the types of training project beneficiary respondents received based on it 58.2% received life skill training, 30.2% received business training, 1.6% received entrepreneurial training, 1.1% received technical training, and 9% received all sorts of training. Based on the above data, respondents who received Life Skill training are significantly more likely to have received only this type of training while respondents who received Business training are likely to have received either only Business training or a combination of trainings (Life Skill + Business or Life Skill + Business + Technical). Besides, respondents who received Entrepreneurial or Technical training are likely to be a minority group, with a smaller proportion of respondents receiving these types of training.

Training Relevancy

Table: 4.26 Relevance of training

Is helpful training to do your own business on the sector of your choice?		
	Frequency	Percent
Yes	122	64.6
No	67	35.4
Total	189	100.0

Source: own survey 2023

To determine whether training is relevant that is, if it will help you start your own firm in the industry of your choice the above table has been analyzed. Of the beneficiaries, 64.6% said "yes" and 35.4% said "no" in response to the question

The question asked respondents if they agreed that their training has improved their standard of living. They respond that 7.9% strongly agree, 51.9% agree, 9.5% are neutral (neither agree nor disagree), 25.4% disagree, and 5.3% strongly disagree. Based on the result of the study, respondents who are less optimistic about the relevance of the training to starting their own firm are also more likely to report a negative impact on their standard of living and there may be some correlation between respondents' perceptions of the relevance and effectiveness of the training, with those who believe it will help them start their own firm also being more likely to report a positive impact on their standard of living.

Working condition of beneficiary respondents post UPSNP

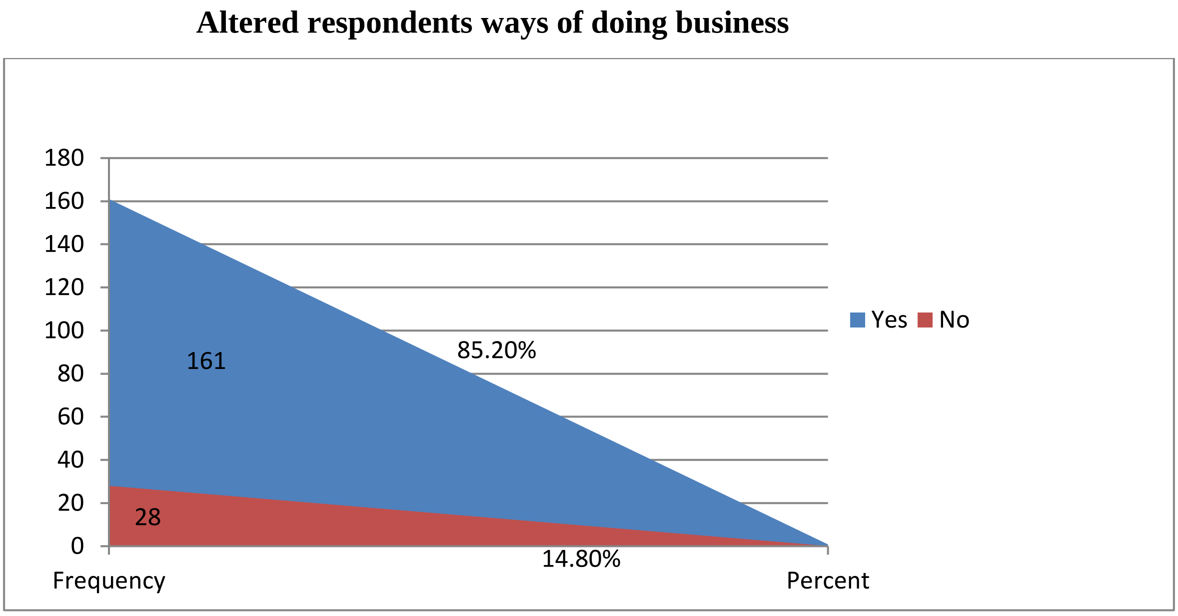
Table: 4.27 working types of respondent

After you graduated from UPSN in which types of work s you going now?		
	Frequency	**Percent**
Self-employment	81	42.9
Wage employment	33	17.5
in association	14	7.4
Others or still job less	59	31.2
Total	187	98.9

Source own survey 2023

It has been attempted to analyse the data in the above table, which includes the field of work i n which project beneficiaries were involved after the project was finished. This shows that 42.9 percent work in the private sector, 17.5% are salaried employees, 7.4 %t was a union member, and 31.2 % are unemployed. This data showed that, a significant proportion of the project beneficiaries have found employment in the private sector, which indicates a positive outcome for the project. However, it's worth noting that a substantial proportion remain unemployed, which may indicate that the project did not have a significant impact on their employment status.

4.4. Perception of working culture of respondents



Source own survey 2023

Figur4.6: The way of UPSNP alters doing respondents business

The mentioned in the figures illustrate how the UPSNP modifies the business practices of its beneficiaries. "Do you think the deployment of the Safety Net programmed altered the way you do business?" they asked. Of the respondents, 85.2% of them answered yes and 14.8% said no, and the causes of low income that make the working people poor in two broad distinguished: underemployment and low returns to labor. Based on the result indicated, **it is** worth noting that the majority of respondents were affected by the UPSNP, the program has had a widespread impact and UPSNP has had a significant impact on the way many businesses operate, with most respondents reporting changes as a result of the program's deployment.

Mode of alter respondents business

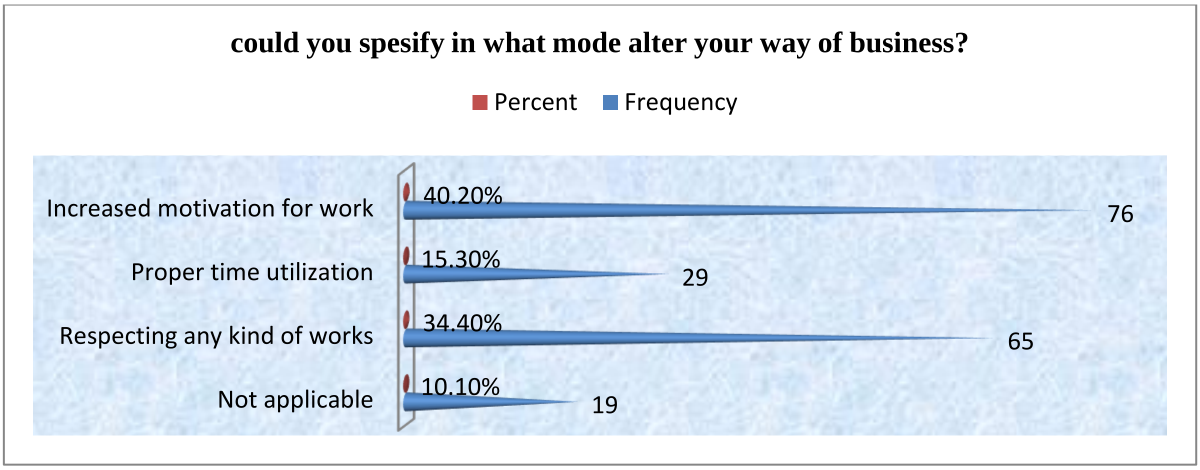


Figure: 4.7 way of alters business

In the above figures presented "how would you change your bossiness style?" was the question posed to the respondents. After responding, 42.2% of them reported that their motivation for work had grown, 34.4% reported that they had learnt to value all work, and 15.3% reported that they had learned how to properly use their time. Therefore these results indicated that, majority of respondents have experienced positive changes in their work attitudes and habits, specifically in terms of motivation, work valuation, and time management. This could suggest that the interventions or initiatives implemented have been effective in promoting a more positive and productive work environment.

Built culture of cooperation

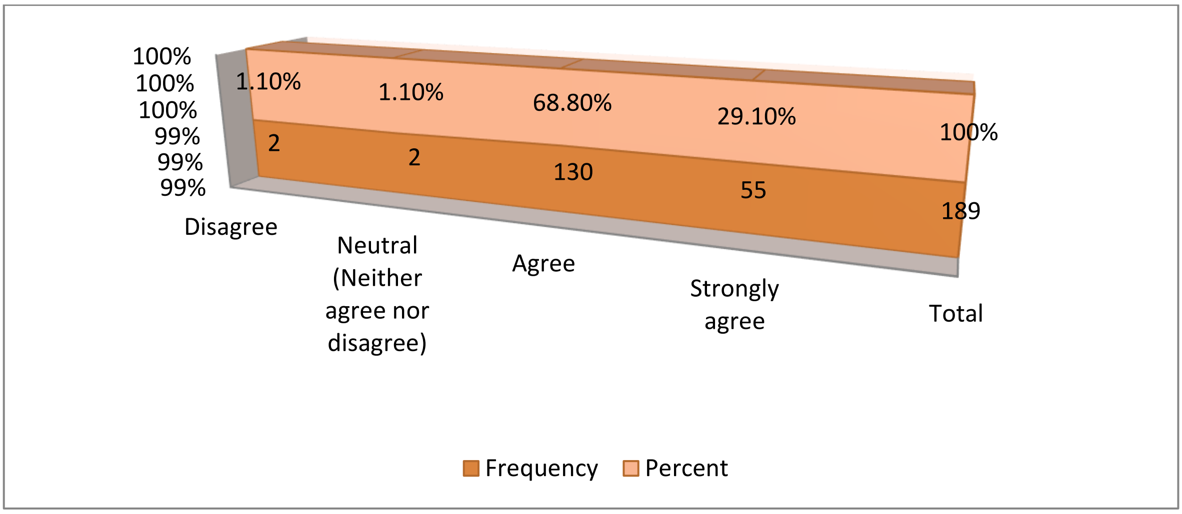


Figure 4.8 build a culture of cooperation

The above figure illustrates how respondents who were asked if they agreed that taking part in the program may aid in the development of a cooperative culture, worked together to build a cooperative culture. They said that 29.1% strongly agreed and 68.8% agreed. This outcome demonstrated the program's own function in bringing society together to work and collaborate on problems. The results suggest that, the program has had a significant impact on promoting a cooperative culture and the high percentage of respondents who agreed or strongly agreed that taking part in the program may aid in developing a cooperative culture indicates that the program has been successful in achieving its intended outcome and this is likely due to the program's design and implementation, which aimed to bring people together to work collaboratively on problems.

Working time utilization

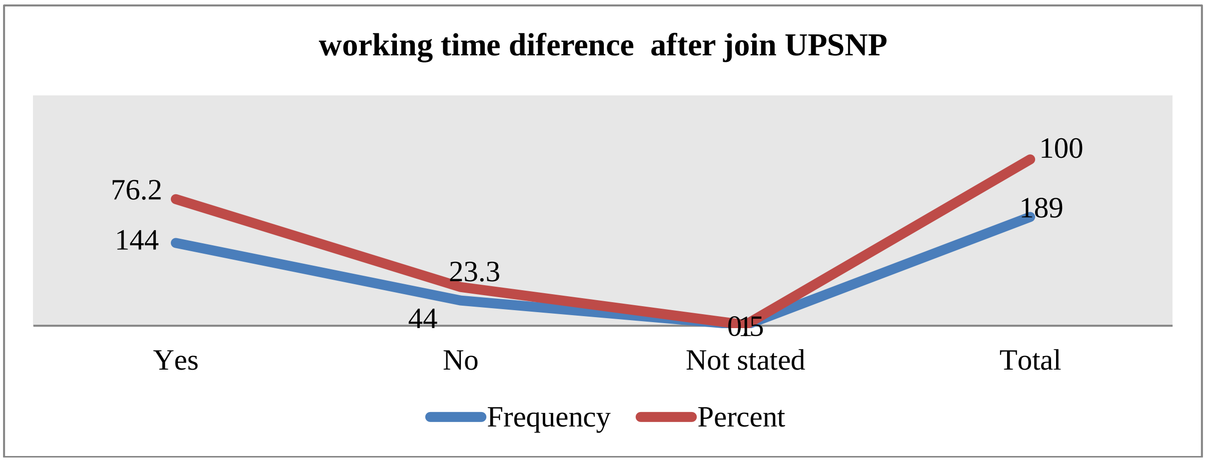


Figure: 4.9 working time difference of respondents after UPSNP

The figure above showed how, once they began working with UPSNP, their working time utilization changed from what they had previously been allowed to utilize. According to the included inquiry, "Does your working time use differ from what you were previously permitted?" According to the response, 76.2% of respondents said "yes," while 23.3% said "no." These findings demonstrated that most respondents thought their use of working time had altered after joining UPSNP.

According to the above data, the majority of respondents were likely from different age groups, industries, and job roles, which may have contributed to the varied experiences with working time utilization before and after joining UPSNP. Besides, it is possible that certain groups, such as those who were already working flexibly or remotely before joining UPSNP, may have reported less change in their working time utilization compared to those who were previously restricted to traditional office hours.

Table: 4. 27 Respondents working Hrs.

If you answer yes for Q4, how many hours per day do you work?		
	Frequency	Percent
6Hr	36	19.0
8Hr	98	51.9
10Hr	52	27.5
12Hr	3	1.6
Total	189	100.0

The respondents were asked how many hours a day they typically work, and if they responded with a different response, they were using adaptation. In response to the query, 19.0% work six hours a day and 51.9% work eight hours. 1.6% and 27.5%, respectively, work 12 hours and 10 hours a day. The majority of respondents adjusted to working 8–10 hours a day, according to the results. The working hours of the Ethiopian government or public are eight hours a day, but there are no restrictions on how long private businesses can operate. According to the results, most respondents have adapted to working 8-10 hours a day, with the majority working exactly 8 hours and this is likely due to the cultural and societal norms in Ethiopia, where the standard working hours are typically 8 hours a day. Besides, it’s also interesting to note that there are no restrictions on how long private businesses can operate, which may contribute to the variation in working hours among respondents. Some private businesses may choose to operate longer hours, while others may maintain the standard 8-hour day.

Gender participation in UPSNP's

***Table 4.28: Gender participation in UPSNP work*s**

Have you seen the gender difference in UPSNP's public work participation?		
Respond types	Frequency	Percent
Equal participation	174	92.1
More participation in male participants	2	1.1
More participation in female participants	13	6.9
Total	189	100.0
Not applicable	189	100.0

The result mentioned in the above table demonstrated how the engagement of men and women in public work creates a distinct work culture. 92.1% of respondents to the inquiry indicated that men and women participated equally. Of those, 1.1% had more male participation, and 6.9% had more female participation. This demonstrates to us the equitable participation of both male and female beneficiaries in the work provided by UPSNP or public works. The data shows that the engagement of men and women in public work projects through UPSNP (Public Works) has a relatively equitable participation rate and a majority of respondents reported that men and women participated equally, while a small percentage reported more male participation. Besides, the majority of respondents believe that both genders participate equally in public work projects through UPSNP and this is a positive indication of equity and inclusivity in the program.

To analyze perception of respondents about the sustenance gained good working cultures “have you continued to practice this approach even after you graduated?" was the first closed-ended question that was given to the respondents. 67.7% of respondents indicated yes, and 32.3% indicated no, according to the data that was analyzed after the response. The second question Please include an explanation if your response was negative. Of those who said "yes" to the sustained not applicable, 67.7%. Of those who answered said "no." 10.1% of them saved money for future work; they incurred expenses for household consumption due to price inflation. 16.9% of them said that, after graduating from UPSNP, they didn't acquire a job.

The skill issues accounted for 5.3% of the total. A according to the data result working culture was experienced by most respondents, after they leave urban productive safety-net project. Some can't move forward because they don't have enough money saved, some can't find work or a suitable work place, and some suffer from skill-related problems. Thus, while the Urban Safety net initiative has a positive impact on users' work cultures, it also highlights the gaps in improving the work cultures of all beneficiaries. The above data suggests that, the UPSNP had a positive impact on the work culture of most respondents and continuing to practice the approach even after graduating. And also, the program was effective in instilling positive work habits and attitudes in its participants. There is still room for improvement and support to ensure that all beneficiaries benefit from the UPSNP's positive impact on their work cultures.

4.5. Contribution of UPSNP to households in food access

2.5.1. Food access Condition

The status of the household's daily meals prior to the safety net program

Table: 4.29 Status of respondent HH in food issue before UPSNP

Is there a Problem of to fulfill daily meals before Safety net program?		
	Frequency	**Percent**
yes	145	76.7
No	44	23.3
Total	189	100.0

Source: own survey, 2023

The table above information shows respondent HH's situation with food issues prior to UPSNP. They were asked, "Is there a problem with fulfilling daily meals before the safety net programmed?" Respondents answered the question, with 76.7% of them answered "yes" and 32.7% of them said "no." As a result, the results indicated that the majority of respondents were challenged to eat enough food each day prior to the implementation of the urban productive safety-net programmed. The data shows that, a significant proportion of respondents reported having a problem fulfilling their daily meals before the implementation of the Urban Productive Safety Net Program (UPSNP) and a majority of respondents faced difficulties in accessing enough food each day prior to the program.

Table: 4.30 Reaction of HH settled or food issue

Can we conclude that the food problem resolved as a result of your enrollment in the program?		
	Frequency	**Percent**
Strongly agree	20	10.6
Agree	134	70.9
Neutral	13	6.9
Disagree	19	10.1
Strongly disagree	3	1.6
Total	189	100.0

In the table above using a liker scale enquiry they were asked to rate the degree to which resolved the food problems or daily basis has improved or not improved after Safety net initiative was put into place. Based on the results discussed 10.6% of them strongly agree 70.9% of them agree 6.9% neutral (neither agree nor disagree), 10.1% of them dis agree and 1.6% of them were strongly dis agree.

Based on the findings, the majority of participants agree that meeting their daily food needs has improved since the project was put into place. A minority of participants indicate that fulfilling their daily dietary requirements continues to be a challenge. Hence, even though the project hasn't fully addressed the issue of beneficiaries' daily food needs, it does show that things have improved for the majority of project beneficiaries.

The sample proportion is $\hat{p}$ = (Number of participants who reported resolution of food problems) / (Total number of participants) = (20 + 134) / 189 ≈ 0.76. Using a one-sample proportion test, the p-value is extremely small (less than 0.01), one can conclude that there is strong evidence to suggest that enrolling in the program led to a significant improvement in food problem resolution. Besides, the data suggests that enrolling in the program led to a significant improvement in food problem resolution, with a statistically significant proportion of participants reporting that their food problems were resolved as a result of participating in the program. And also, the program had a positive impact on addressing food problems, and it may be an effective intervention for improving food security and well-being for individuals who participate in it.

Feeding Frequency

4.31 Household members per day feed on

Currently, how many meals per day the household members feed on?			
		Frequency	**Percent**
Beneficiary respondents	One Time	16	8.5
	Two times	66	34.9
	Three times	102	54.0
	Four and more times	5	2.6
	Total	189	100.0
Non-beneficiary respondents	One Time	36	19.0
	Two times	133	70.4
	Three times	20	10.6
	Total	189	100.0

Source: own survey 2023

The results of the above table are displayed to the beneficiary and non- beneficiary respondents to see how frequently they eat during the day. The result of beneficiary respondents were 8.5% of them were eat once per day, 34.9% of the eat two times per day, 50% of them three times per day and 2.6% of the were more than three times per day. And those non beneficiary respondents were 19% of them were eat once per day, 70.4% of the eat two times per day, 10% of them three times per day and no more than three times meals per day. According to Ethiopian Food-Based Dietary Guidelines (FBDG), it is recommended that cereal be consumed by younger children (2–5 years old) two–three times a day. Teenagers (6 to 18 years old) should eat two to four times a day. People over the age of 19 should consume three to four times a day (Ethiopian FBDG, 2022). The study's conclusions show that the beneficiary respondents although most participants consumed daily amounts that meet the minimal requirement, but more than 40% of individuals consumed less than the daily minimum guideline. And also, those controlled groups, about 90% of respondents' meals were only two times or less than per day, and only 10% of them fed three times per day. This is a significant difference between beneficiary and non-beneficiary respondents. A varied or diverse diet means a plate with at least 4 food groups in every meal and 6 different food groups every day. Having a varied diet will give you the right amount of nutrients for maximum health (Ethiopian FBDG, 2022).

Based on the above data, one can said that, there is a significant difference in eating frequency between beneficiary and non-beneficiary respondents and beneficiary respondents tend to eat more frequently, with eating three times a day, whereas non-beneficiary respondents mostly eat two times a day or less. Besides, Only 10% of non-beneficiary respondents meet the FBDG recommendation of eating three to four times a day. In addition, beneficiary respondents may have better dietary habits compared to non-beneficiary respondents, as they consume more frequently and meet the minimal dietary requirements more often and promoting healthy eating habits and increasing awareness about the benefits of consuming a varied diet that meets the FBDG recommendations.

Table: 4.32 Status of food variety after UPSN

Do you agree after joining UPSNP increase food variety?		
	Frequency	**Percent**
Strongly Agree	17	9.0
Agree	112	59.3
Neutral	15	7.9
Don't Agree	38	20.1
Strongly not agree	7	3.7
Total	189	100.0

Source: own survey 2023

A varied or diverse diet means a plate with at least 4 food groups in every meal and 6 different food groups every day. Having a varied diet will give you the right amount of nutrients for maximum health (Ethiopian FBDG, 2022). The findings shown in the above table pertain to a question that sought to determine if respondents agreed or disagreed with the change in the type of food they consumed after leaving UPSNP. Thus, 9% of participants strongly concur that there should be a wider range of foods. 59.3% of respondents agree, 7.9% are indifferent (neither agreeing nor disagreeing), 20.1% disagree, and 3.7% strongly disagree. This result indicates that, a majority of respondents agree that a varied diet is important, but there is a significant proportion of respondents who disagree or are indifferent. The data suggests that it may be challenging to conclude whether the type of food consumed has changed after leaving UPSNP (Unidentified source) based on these results alone.

Family food coverage

Table: 4.33. Monthly food coverage

Now, you agree cover your family food need Sufficiently in a monthly income?		
	Frequency	**Percent**
Strongly Agree	14	7.4
Agree	95	50.3
Neutral	12	6.3
Not Agree	54	28.6
Strongly not Agree	14	7.4
Total	189	100.0

Source: own survey 2023

To determine whether respondents agree or disagree with the current condition of having enough monthly income to cover food expenses. Consequently, the preceding table presents the analytical results. 7.4% strongly agree, 50.3% of respondents agree, 6.3% are neutral (neither agree nor disagree), 28.6% disagree, and 7.4% strongly not agree. This result indicated, the most respondents feel comfortable with their ability to cover food expenses and there is still a significant portion who may be struggling or concerned about their financial situation.

Food security of the beneficiary households were studied in the aspect of the households' ability to access food items either through production or through purchasing to sustain their household members. Urban areas are mostly dependent on the food market to purchase their food. As explained by Farrington (2002), finance is a critical factor that ensures food security in urban areas. Thus, more than production, urban people's income status determines their level of food access. The study has taken into account the food access and food access stability of households to assess the improvement of household's food security. The cash transfer income to earn from other livelihood sources means to access food through purchasing. Furthermore, the t-test is used to compare the mean of the "agree" group to the mean of the "disagree" group.

The t-statistic is:

$t = -4.95$, $df = 185$, p-value $= 0.000006$

The p-value is extremely low (0.000006) and this means that there is strong evidence to suggest that the proportion of respondents who agree that their monthly income covers their family's food needs sufficiently is not equal to 0.50. In other words, the data indicated that, there is a significant difference in the proportion of respondents who agree with this statement, and it appears that a majority of respondents (50.3%) do not believe that their monthly income covers their family's food needs sufficiently. Therefore, based on this analysis, we can conclude that there is a significant difference in the opinions of respondents regarding whether their monthly income covers their family's food needs sufficiently.

4.6. Financial Assets

Financial assets are financial resources, savings, credit, insurance, remittances, pensions, cash transfers from social welfare programs, and assets held as a store of value (livestock or jewelry) (USAID, 1992). Income from the sale of labor is often one of the most important assets for the urban poor and one which they tend to prioritize (Farrington, 2002). Drawing on a descriptive analysis of the research, the financial asset was analyzed in the following ways.

4.6.1. The beneficiary households' income and expenditure status

Table: 4.34 Monthly income statuses of respondents before UPSNP

	N	Minimum	Maximum	Mean	Std. Deviation
What was estimated monthly income household prior join UPSNP?	189	200.00	2500.00	908.00	491.73909
	Average monthly income of male			1073.60	
	Average monthly income of female			819.14	
What was the estimated monthly expenditure prior UPSN	189	180.00	2500.00	895.9524	477.92286

Source: own survey 2023

Ethiopians define poverty as the inability of a household to make ends meet and purchase other necessities. In 2011, the national absolute poverty level was established at 3781 Birr per adult equivalent per year (World Bank, 2015).

In this research in order to gauge their monthly financial status before they enter the urban productive safety nets, the questions provided are displayed in the table above. They made a maximum of 2500 Birr per month and a minimum of 200.00 Birr, according to the results.

The beneficiaries who responded to the survey had an average monthly income of 908.00 Birr, with a standard deviation of 491.74. The mean monthly income of male respondents was 1073.6 Birr, whereas the mean monthly income of female respondents was 819.14Birr. The respondents' spending before joining UPSNP ranged from 180 to 2500 Birr at the minimum and 895.9524 Birr on average, with a 477.9 standard deviation.
The data's findings indicate that the respondents' income exceeded Ethiopia's defined poverty threshold. According to the World Bank's 2011 report, an adult should make at least $1.90 per day that was the international poverty line. The Ethiopian birr was worth $1 USD and exchanged for 21.8377 birr at the start of the project in 2016. The poverty line is $1.90, or 41.49 Birr per day for an adult at that time, according to international standard World Bank figures. According to the World Bank (2015), the annual poverty threshold in Ethiopia was 3781 birr for adults. Under the poverty level, this translates to 10.502 birr per adult day. Consequently, those who were suitably chosen and whose income was below the global poverty level were the project's beneficiaries.

Based on the result of the monthly income statuses of respondents before UPSNP, The high standard deviation in both income and expenditure indicates a significant range of variability in respondents' financial situations before joining UPSNP and this suggests that some respondents may have had relatively high or low incomes, which could affect their ability to participate in the program (Income inequality). Besides, the difference in average monthly income between males and females suggests a potential gender pay gap before joining UPSNP and

The mean monthly expenditure is relatively high compared to the mean monthly income indicating that respondents may have had a significant financial burden before joining UPSNP. Furthermore, these findings may suggest that some respondents may have been more likely to join UPSNP due to financial necessity, as they may have been struggling to make ends meet. In sum, these statistics provide insights into the financial situation of respondents before joining UPSNP and highlight potential areas of concern, such as income inequality and financial burden, which could impact program participation and effectiveness.

When we look into the implications, the increased income may have enabled respondents to better cover their expenses, improve their standard of living, and potentially invest in education, healthcare, or other essential services. Furthermore, assumed 20% increase in mean monthly income indicates that UPSNP may be an effective program in terms of improving financial outcomes for its participants.

4.6.2. Income status of Respondents during the project life.

Table: 4.35 Income expenditure during UPSNP

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
What was your monthly income after joining in to the UPSP?	189	900.00	5000.00	2076.1746	701.17972
What was your monthly expenditure after joining in to UPNSP?	189	725.00	4800.00	1644.3122	616.10483

Source: own survey 2023

The findings shown in the above table provide descriptive statistics about the monthly income and expenses of the recipients during the initiative. As a result, the monthly income varied from 900 to 5000 birr at the most and mean/average/ income 2076.17 birr at with 701.17 a standard deviation. The average monthly expense of the respondents was 1644.3 Birr. The maximum and minimum expenses were 725 and 4800 Birr, respectively with a standard deviation of 616.1. These findings demonstrate that the beneficiaries' average monthly income has increased when compared to their monthly income prior to taking part in the initiative. This implies that it is feasible to comprehend the shift in their income throughout the course of the project. The data suggests that, the monthly income of the recipients varied widely, with a mean income of 2076.17 Birr and a standard deviation of 701.17, indicating some degree of variability around the mean. The maximum income was 5000 Birr, while the minimum was 900 Birr. In terms of expenses, the range was also significant, with a mean expense of 1644.3 Birr and a standard deviation of 616.1, indicating some variation in expenses as well. The maximum expense was 4800 Birr, while the minimum was 725 Birr.

The mean income is relatively high, indicating that most members have a decent income after joining UPNSP and the standard deviation is relatively high, indicating that there may be a significant spread in incomes among members. Besides, the mean expenditure is also relatively high, indicating that most members have a significant amount of monthly expenses and standard deviation is also relatively high, indicating that there may be a significant spread in expenses among members.

Income status coverage of HH expense

Table: 4.36 Income coverage HH expense

To what extent you was get income can cover your household expense?		
Respond types	Frequency	Percent
It can cover all	6	1.6
It partly covers	150	39.7
It cannot cover	42	11.1
Total	198	52.4

Source: own survey 2023

The study's outcome, which is represented in the above table, is a question posed to project participants regarding the extent to which project income satisfied their household expenses. In light of this, 1.6% of respondents stated it can cover all of the expenses, 59.7% responded it can cover partially, and 11.1% claimed it cannot cover. Even if the monthly income was progressive, it would still not enough to fully meet family expenses. According to the result, majority of respondents are either partially or not at all able to cover their household expenses with the income from the project and there may be a need for additional financial support or adjustments to ensure that families are able to meet their basic needs.

4.6.3. Income status of Respondents Currently when survey conducted

Table: 4.37 currently income status of respondents

Descriptive Statistics					
Groups of respondent is (beneficiary or non-beneficiary) groups	N	Minimum	Maximum	Mean	Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Statistic

Beneficiary respondents	What was your estimated monthly income currently?	189	900.00	5000.00	**2076.1746**	701.17972
	What is your estimated monthly expenditure currently?	189	725.00	4800.00	1644.3122	616.10483
Non-beneficiary respondents	What is your estimated monthly income currently?	189	400.00	2300.00	**934.4550**	462.80541
	What is your estimated monthly expenditure currently?	189	400.00	2300.00	919.3386	449.73481

Source: own survey 2023

The data reviewed above includes the respondents' current monthly income and spending status for both project beneficiaries and non-beneficiaries. The question asked to those who responded was regarding their current monthly income and expenses. The study's results showed in the above table for project beneficiary respondents maximum monthly income was 5000.00 Birr, and minimum income was 900.00 Birr, and their average or mean monthly income was 2076.17 with a standard deviation of 701.18. The data analyzed from the responses of those project beneficiaries indicates that the minimum and maximum monthly expenses are 725 and 4800 Birr, respectively. Their average expenditure data showed 1644.3 Birr, and their standard division is 616.1 Birr.

The data showed non-beneficiary groups maximum monthly income 2300 Birr and minimum income were 400 Birr. The average monthly income was 939.4Birr with the standard deviation of 462.8. There was hardly any difference in the income and expenses of the non-beneficiary respondents, indicating that their earnings were used for food expenses and others.

In comparison, the mean monthly income for beneficiary respondents (2,076.18Birr) is significantly higher than that of non-beneficiary respondents (934.46Birr) and this result indicated that receiving the benefit has a positive impact on income. Similarly, the mean monthly expenditure for beneficiary respondents (1,644.31Birr) is slightly higher than that of non-beneficiary respondents (919.34Birr). However, this difference is not as significant as the difference in income means.

The beneficiary respondents have a significantly higher mean income than the non-beneficiary respondents and the standard deviation of income is higher for beneficiary respondents than for non-beneficiary respondents, indicating greater variation in income among beneficiary respondents. And also, the mean expenditure is slightly higher for beneficiary respondents than for non-beneficiary respondents, but the difference is not as large as the difference in income means. Furthermore, the significant difference in mean income between beneficiary and non-beneficiary respondents suggests that the benefit has a positive impact on the financial well-being of the beneficiaries due to various factors such as increased employment opportunities, better job security, or improved economic stability.

In addition, the slightly higher mean expenditure among beneficiary respondents may indicate that they are using their increased income to consume more or invest in other aspects of their lives due to increased spending on necessities, luxuries, or savings. Furthermore, the difference in income means between beneficiary and non-beneficiary respondents could be used to inform targeting strategies for future benefits or programs. The increased expenditure among beneficiary respondents may have secondary effects on the economy, such as increased demand for goods and services, which could have a positive impact on local businesses and communities. Lastly, these findings can inform policy decisions related to social welfare programs, employment policies, and economic development initiatives.

4.6.4. Respondents saving status

Table: 4.38 Status saving of the respondents

Do any members of the household have any savings?			
Groups of respondents	**Respond types**	**Frequency**	**Percent**
Beneficiary respondents	Yes	156	82.5
	No	33	17.5
	Total	189	100.0
Non-beneficiary respondents	Yes	19	10.1
	No	170	89.9
	Total	189	100.0

Source: own survey 2023

Based on the study of the question "Do you have a savings account?" designed to learn more about the respondents' savings habits, 82.5% of project beneficiaries said "yes," while 17.5% said "no." These respondents who were not beneficiaries asked the same questions. 10.1% of them said "yes," and 89.9% said "no." The overall data result showed that whereas respondents who were not project beneficiaries had very little savings, those who were part of the benefit groups had developed a saving culture. The data suggests that, project beneficiaries have a significantly higher rate of savings compared to non-beneficiaries and the large disparity in savings rates between the two groups indicates that the project has had a positive impact on promoting a saving culture among its beneficiaries. Besides, the data suggests that, the project has had a positive impact on the financial literacy and behavior of its beneficiaries. Furthermore, it may be worth exploring further what specific aspects of the project contributed to this success.

CHAPTER FIVE

SUMMARY CONCLUSIONS AND RECOMMENDATION

Introduction

This chapter provides an overview of the research, implications drawn from the findings, and suggestions for further work.

5.1. Summary

This study examined how household livelihood was affected by the urban productive safety net initiative culture of the household.

In all, 378 respondents were interviewed using a structured questionnaire in order to get the primary data for the study. Of these, 189 respondents were project beneficiaries and 189 were non-beneficiary households. The revealed the following interesting findings.

The analysis of socio-demography data collected from the respondents most of them were productive age group. Non-beneficiary respondents were females (59.3%) while males respondents only 40.7%. From project beneficiary 65.1% were females and 34.9% were males. This implies that there more females than males participated in the urban productive safety project. Regarding the respondents education status illiteracy from both groups of respondents 52.15% % household head have no any formal education. This implies that study populations have a low literacy level. It insured Degfas (2008) that low education could not allow them to be involved in well-paid jobs. Of the total respondents, 29.1% of non-beneficiary respondents and 32.5% of beneficiary respondents sent their children to school.

The study looked at the total number of family members living together. The health condition of the HH, the children's attendance and absence from school, and additional information on both beneficiaries and non-beneficiaries were examined.

Of the members of the urban productive safety net beneficiaries respondents, 96.8% worked in solid trash collection and green parks; the remaining 3% were in social infrastructure services and urban agriculture. Most beneficiary households were content with the Urban Productive Safety work when they were conforming; even though most of beneficiary respondents not get an extra employment outside regular business hours.

The livelihood assets of the respondents possess physical asset, social asset, financial asset and human asset were discussed. Most of the respondents were living in rented house. Only

20.6% of the beneficiary respondents and 17.5% of the non-beneficiary respondents lived in privately owned house.

Based on the results, beneficiary respondent groups of households were more likely than non-beneficiary household respondents to have access to tap water in the living compound. The result showed that project beneficiary respondent groups made greater contributions to social activities than did those who did non- beneficiary respondents. The findings showed that after working with UPSN, the beneficiary respondents' social participation rose.

Concerned human development beneficiary respondents received training 58.2% received life skill training, 30.2% received business training, 1.6% received entrepreneurial training, 1.1% technical training, and 9% received all of training. And swell as the results imply that UPSNP has appositive impact on working culture on the project beneficiary respondents. Concerned food security: even though the project hasn't fully addressed the issue of beneficiaries' daily food needs, it does show that things have improved for the majority of project beneficiaries.

About financial asset findings demonstrate that the beneficiaries' average monthly income has increased when compared to their monthly income prior to taking part in the in the project showed progressive of average income prior and after UPSNP 908.00Birr to 2076.1746Birr. Even if the monthly income was progressive, it would still not enough to fully meet monthly family expenses. Currently the average monthly income of controlled groups was 939.4Birr with the standard deviation of 462.8. There was hardly difference in the income and expenses of the non-beneficiary respondents, indicating that their earnings were used for food expenses. Overall data result showed that whereas respondents who were not project beneficiaries had very little savings, those who were part of the benefit groups had developed a saving culture.

5.2. Conclusion

The following conclusions were made based on the findings of the study and the evidences allow us to conclude that, the impact of urban productive Safety Net program on livelihood at household level and challenge the working culture: the case of Gulelle Sub-city focus were analyzed and concluded as follows.

The finding of the study indicated that, beneficiary and non-beneficiary groups and showed that the proportion of respondents with no children is higher among beneficiary respondents compared to non-beneficiary respondents and also, economic problems are a relatively minor reason for not sending children to school and health problems are a more significant reason for not sending children to school, with of beneficiary respondents and of non-beneficiary respondents citing this as a reason. Besides, many respondents may be unemployed for extended periods of time, as a significant proportion of respondents disagree or strongly disagree that they receive extra employment outside regular business hours. Furthermore, UPSNP program is primarily focused on providing employment opportunities in environmental-related activities, such as waste management and urban beautification, to a large proportion of beneficiary households. In addition, the proportion of respondents who own their homes is lower than the national average, and many households appear to be living in single-room dwellings. A majority of respondents, regardless of beneficiary status, live in cramped and limited housing conditions and also, the proportion of respondents reporting that their house space was very small was slightly higher among non-beneficiary respondents compared to beneficiary respondents.

Beneficiary program may be targeting specific communities or households that are more in need of support, resulting in a greater improvement in roof condition and, beneficiaries of the program have a better condition of their house walls compared to non-beneficiaries, with a higher proportion having good walls and a lower proportion having dilapidated/rotten walls. Furthermore, beneficiary respondents are more likely to rely on electric power, while non-beneficiary respondents are more likely to use wood and charcoal as fuel. Besides, project beneficiaries have better access to household amenities, particularly those related to hygiene and cleanliness, such as a place to wash clothes, bathtub, and water storage containers while non-beneficiary respondents, on the other hand, are more likely to rely on alternative methods for these needs. In addition, being a beneficiary may have a positive impact on an individual's likelihood of participating in social activities within the neighborhood and also, the UPSN program has been effective in promoting social responsibility among its participants.

The finding of the study indicated that, a larger proportion of beneficiaries did not receive extended health care or medical extension services compared to non-beneficiaries. And, the interventions or initiatives implemented have been effective in promoting a more positive and productive work environment. Besides, the UPSNP had a positive impact on the work culture of most respondents and continuing to practice the approach even after graduating. Furthermore, the most respondents feel comfortable with their ability to cover food expenses and there is still a significant portion who may be struggling or concerned about their financial situation. In addition, project beneficiaries have a significantly higher rate of savings compared to non-beneficiaries and the large disparity in savings rates between the two groups indicates that the project has had a positive impact on promoting a saving culture among its beneficiaries. The mean monthly expenditure is relatively high compared to the mean monthly income indicating that respondents may have had a significant financial burden before joining UPSNP.

5.3. Recommendations

Effective implementation of the Urban Productive Safety Net Programmed (PSNP) is crucial for development initiatives aimed at securing household livelihoods. Based on the empirical findings reported in this thesis, the following recommendations are forwarded.

1. The study finding indicates that those beneficiary households were better used the PSNP better position in terms of current income levels compared to the controls. Consequently, in order to reduce national poverty, the study suggests that the UPSNP program be expanded and extended to comparable neighborhood households in the study region as well as other Ethiopian urban centers.
2. It is also highly advised that beneficiaries of the urban safety net program focus more on creating sustainable opportunities to enhance their means of self-sufficiency and have access to ongoing training and workplace environments.
3. Finally, additional research in different areas of the country with large sample size should be done and the program implementers of all levels, program designers and donors should re-evaluate the program interventions those should be implemented.

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