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Addis Ababa University

College of Business and Economics

Department of Public Administration and Development

Management

An Assessment of the Implementation of Housing Policy in

Addis Ababa City Administration

By

Misganu Sinta

A thesis submitted to the Department of Public Administration and
Development Management of Addis Ababa University in partial
fulfillment of the requirements for the Degree of Masters in Public
Management and Policy (MPMP)

June 2020.

Addis Ababa, Ethiopia

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(misganwusinta12@gmail.com)

Adviser: - Dr. Elias Berhanu

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Approval

This is to certify that the thesis prepared by Misganu Sinta Tanga entitled “An assessment of the implementation of housing policy in Addis Ababa City Administration”, which is submitted in partial fulfillment of the requirements for the Degree of Masters in Public Management and Policy (MPMP), complies with the regulations of the University and meets the accepted standards with respect to originality and quality.

Approved by Board of Examiners:

_____ Signature_____ Date_____

Advisor

_____ Signature_____ Date_____

Internal Examiner

_____ Signature_____ Date_____

External Examiner

_____ Signature_____ Date_____

Chair of Department or Graduate Programs Coordinator

Addis Ababa University

College of Business and Economics

Department of Public Administration and Development Management

The Statement of Declaration

I, Misganu Sinta Tanga the undersigned, declare that this thesis is my original work and has not been presented for a degree in any other university and that all sources of materials used for the thesis have been duly acknowledged.

Declared by:

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Name: _____

Name: _____

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Date: _____

Date: _____

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List of Acronyms

Abbreviations	Descriptions
AA	Addis Ababa
AHDMB	Addis Ababa Housing Development and Management Bureau
AHDPO	Addis Ababa Housing Development Project Office
COVID19	Corona Virus Disease 2019
CSA	Central Statics Agency
ELF	Ethiopia Labor’s Party
EPRDF	Ethiopian People’s Revolutionary Democratic Front
FAR	Floor-Area Ratios
FDRE	Federal Democratic Republic of Ethiopia
GDP	Gross Domestic Product
GNI	Gross national income
IHDP	Integrated Housing Development Program
IMF	International Monetary Found
JMP	Joint Monitoring Program
MSEs	Micro and Small Enterprises
NGO	Non-Governmental Organizations
SDPRP	Sustainable Development and Poverty Reduction Program
SNNP	Southern Nations, Nationalities and Peoples State
UK-AID	United Kingdom Aid
UNCHS	United Nations Centre for Human Settlements
UNDP	United Nations Development Program
UN-HABITAT	United Nations Human Settlements Program
UNICEF	United Nations Children’s Fund
USAID	United States of America Aid
WHO	World Health Organization

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Abstract

The aim of the study is to assess the implementation of housing policy so as to identify implementation gaps and barriers. The study used exploratory research design, and mixed approach as a methodology. To address the research questions both qualitative and quantitative data was employed from primary and secondary source, quantitative data were collected through a questionnaire circulated to 84 selected officials of AHDMB, and from 5 key informant interviews conducted from the same organization managers. Secondary data were collected from organization's regulation, plan, report etc. The data collected were analyzed by using IBM SPSS statistics version 20 and Microsoft excel 2013 and presented by using frequency table, figure and statement presentation. With this regard the finding shows that, housing policy isn't implemented as intended goals as well as has unable to resolve the housing problem in the city. The participation of foreign investors and civil-society (NGO) is very low. In addition, the research has found out external and internal barrier factors of housing policy implementation. Thus poor project management, a corruption and nepotism, houses distribution problem, the poor project inspection, organization structure, poor organizational communication, lack of commitment of official, lack of clarity of housing policy goals, lack of training for officials, poor inter-organizational coordination and integration problem are an internal barrier factors. Plus, a participant organizations capacity problem, infrastructure provision problem, rapid urbanization, inessential political interference, high building material cost, lack of skilled man power in the market, housing finance problem, land provision in generally, selection process of consultant and constructors in saving housing, appointment of leaders, and building material provision process problem are external barrier factors of housing policy implementation in Addis Ababa. The extent of the effects of these barrier factors are not the same in every single factor, but totally the level of their effect on implementation is really high. The Solution was suggested below in research recommendations. These solutions required only two rules, first to solve most internal barrier factors; it required managerial competence in Housing Development and Management Bureau. And second, to solve most external barrier factors, it required positive decision and support of both city government and federal government, plus the willingness of development actors.

Key words: housing, policy, implementation, participation, and Barriers.

CHAPTER ONE: INTRODUCTION

1.1. Background of Study

Housing is a second essential human need, next to food and water. Housing considered as the major development task to reduce urban poverty and improve the lives of slum dwellers and to bring sustainable socioeconomic transformation. Investments in a shelter not only improve and expand the available stock of housing units but also improve both the working and living environment. While it may be difficult to prove, there are impressionistic links between improvements in housing and increased productivity, health, and other measures of well-being. The housing sector is employment intensive; it generates employment during its construction period and also during its life for proper maintenance. The United Nations Centre for Human Settlements (UNCHS) uses a broader term "Settlement conditions" because it extends to all those components of the physical environment with which an individual or a community comes into contact and which are used on a regular basis for a whole range of human activities, the individual dwelling, and its related services, the dwelling's immediate surroundings, community facilities, transportation, and communications network and access to school soon. The National Housing Policy as advocated by the Global Shelter Strategy seeks to facilitate the provision of affordable, adequate and inclusive shelter for all by creating an enabling environment for housing by the State public agencies. Food, clothing, and housing are required in that order for fulfilling the aspirations of the people. The demand for housing increases due to growth of population, rapid pace of industrialization and urbanization. (UN habitat, 2007)

About 40% of the African population currently live in cities, but overall urban growth rates indicate that by 2030 this will have risen to over half of the subcontinent's population. Government responses to urbanization in postcolonial Sub-Saharan Africa has changed and evolved over time, but housing interventions have remained central to these responses. However, most countries in the subcontinent continue to face ever-growing housing backlogs. The wide disjuncture (a separation) between housing supply

and demand results in everywhere informality. In 2001 71.9% of the urban population in Sub-Saharan Africa was living in slums, which represents the largest proportion of the urban population residing in slums in the developing world (UK AID, 2015).

The total number of urban centers in Ethiopia is close to 1,000; and the level of urbanization is a little more than 19%. Despite this low level of urbanization, there is rapid urban growth. According to the UN population projection (2012) and as cited in Addis Ababa City Structure Plan, (2017), the urbanization rate of Ethiopia is 3.6%. With this pace, the level of urbanization will only be 36% in 2050. The spatial distribution of urban centers is unbalanced, and there is a large disparity between the levels of urbanization among the various regions. For instance, four regions (Oromiya, Amhara, SNNP, and Tigray) account for about 70% of the national urban population. On the other hand, the national urban system in terms of the sheer number of urban centers is dominated by small urban Centers as there are only fifteen urban Centers with population size of 100,000 or more; Addis Ababa, Mekele, Adama, Gondar, and Dire Dawa are the largest cities with population sizes greater than 250,000. Plus Hawassa, Bahir Dar, Jimma, Dessie, Jijiga, Shashemene, Bishoftu, Harar, Wolaita Soddo, and Arba Minch are medium-sized cities with populations ranging from 100,000 to 250,000; while the remaining are small towns (CSA, 2007; Addis Ababa City Structure Plan, 2017). Among these, Addis Ababa is the Centre of national administration and politics, economy and finance, social services such as education and health, and infrastructure including those for transport and information and communication technologies. Its population size is eleven times more than that of the second-largest city. All the other larger urban centers more or less play a similar role at a lesser magnitude at the regional level. Mekele, Hawassa, Bahir Dar, Jijiga and Harar are the administrative centers of the respective regions, and Dire Dawa is a chartered city. The rest are currently serving as a zone and district administrative centers and provide relatively better services (Addis Ababa City Structure Plan, 2017).

Established in 1886 E.C and with more than four million populations, Addis Ababa is one of the oldest and largest cities in Africa. The population of Addis Ababa will rise to 12 million in 2024 (UN-habitat, 2008). Its geographic location in the Centre of Ethiopia,

combined with a lack of development policies in other urban centers has given the capital the majority of social and economic infrastructure in the country. As a result, it has been a melting pot of hundreds of thousands of people, coming from all corners of the country in search of better employment opportunities and services. This high rate of rural-urban migration accounts for about 40 percent of the growth coupled with the rapid natural population growth, Addis Ababa one of the fastest-growing cities in Africa, posing critical challenges, including a high rate of unemployment, housing shortage and environmental deterioration (UN-habitat, 2008).

Housing history of Addis Ababa started from the Imperial Regime; housing delivery during the Imperial Regime was directly related to landholding policy. The land tenure system of the Feudal regime allowed private land ownership. Feudal lords engaged in the rental housing development and were the sole distributors of land. This practice continued until the 1974 socialist revolution that abolished private ownership of land. Plus the private real estate developers were involved in housing supply during the Imperial period (UN-Habitat, 2017). The Dergue Regime introduced new housing delivery systems and abolished private sector rental or real estate development throughout the country. Dergue Regime introduced two types of housing associations. The first was the Agency for the Administration of Rental Houses responsible for the administration of government-owned rental housing with a monthly rental fee above ETB 100. The second housing delivery system was the Kebele Rental Housing, administered by Kebele Administration and fetching a monthly rent of less than ETB 100 (Yitbarek, 2008; and as cited in UN-Habitat, 2017).

A more comprehensive policy and strategic framework for housing emerged after the introduction of Ethiopia's first comprehensive urban development policy in 2005 (UN-Habitat, 2017). The government of Ethiopia, implementing the Integrated Housing Development Program since 2005 (World Bank, 2015), the Integrated Housing Development Program introduced in Ethiopia is funded through government bonds has led to the construction of more than 396,000 condominium housing units of various sizes. The program cost reached US\$ 153 million by 2011. Building materials and equipment were exempted from taxes, a decision that helped increase the supply of affordable

housing units and reduce their cost substantially, thus making them affordable to an appreciable percentage of low-income groups (United Nations, 2017).

The post-1991 housing sector can therefore be typified by the following four characteristics; first the private housing sector has not been sufficiently engaged and therefore has not met the immense housing demand. Second the practice of low-cost government owned rental housing continues to be the dominant low-income housing strategy. Third the housing stock is of a very low quality, is poorly maintained, and needs either replacement or significant upgrading. Forth Informal unplanned housing has proliferated as a result of high urbanization, limited housing supply, and the limited affordability of formal housing (UN-habitat, 2011).

Therefore, this above data shows that in Addis Ababa housing activates started long time, and still now the housing shortage and low quality of housing are a problem in the city. Another hand the previous governments tried to answer housing need by different angle, and their effort has unable to resolve community housing problem in Addis Ababa. With this regard, this study aims to evaluate the implementation, and to contribute some advice to the current implementation process of housing policy.

1.2. Statement of the Problem

Cities are growing at an unprecedented rate, presenting an incredible opportunity for the development of local economies. However, their residents need good, affordable housing and this remains a challenge around the world (World Economic Forum 2019). Now in the world, a billion new houses are needed by 2025 to accommodate 50 million new urban dwellers per year; costs of housing are estimated at USD 9 trillion to USD 11 trillion by 2025. Funding for large scale affordable housing and for expanding housing finance options for the urban poor has remained limited. While private sector investment in housing has increased, significant challenges deter higher investment in pro-poor, affordable housing (UN Habitat, 2015). According to the UNDP Human Development Report (2016), more than 1 billion people live in housing that is below minimum standards of comfort and sanitation, and new houses have to be built for 3 billion people by 2030. Some 880 million people live in slums, and nearly 40 percent of the world's

future urban expansion may occur in slums. Almost 700 million urban slum dwellers lack adequate sanitation, which, along with lack of safe drinking water raises the risk of communicable diseases such as cholera and diarrhea, particularly among children. Violence, drugs, and crime also increase with rapid urbanization (UNDP, 2016).

Sub Saharan Africa countries are experiencing in rapid urbanization which means a growing slum population. It is estimated 1.2 billion urban residents by 2050, 4.5 million new residents in informal settlements each year, many households cannot afford basic formal housing or access mortgage loans, \$1,699 Gross national income (GNI) per capita, 5% of adults took a mortgage loan from a formal bank in the past year (World Bank, 2015).

Cities and urban clusters in Ethiopia are characterized by lack of basic services, poor housing, infrastructure and unhealthy urban environments that make it difficult to achieve expected economic and social growth. Specifically, Ethiopia faces: overall lack of technical and urban management capacity at the local level; poor urban and regional planning; lack of urban risk reduction and resilience building; and, lack of coordination among stakeholders working in the urban agenda in Ethiopia (UN-habitat, 2019).

Ethiopia's housing sector is characterized by significant deficits, both quantitatively and qualitatively. The demand for new housing far exceeds the pace of supply, with annual projected demand of 381,000, in addition to replacement housing. The country displays one of the highest levels of urban population living in informal settlements in sub-Saharan Africa (World Bank, 2015). In Ethiopia government-led housing supply unable to meet demand, the formal market not affordable for the bottom forty percent. Government-led housing supply mainly in the form of the IHDP is unable to meet demand, is fiscally unsustainable, and is not affordable for the bottom 40% of the population (World Bank, 2017).

Today the city administration of Addis Ababa is challenged in successful mass housing construction and delivery to the registered beneficiaries that hinder its endeavors. Addis Ababa serious housing problems evidenced by the high proportion of urban slum dwellers 79.1% (UN-habitat, 2011). In Addis Ababa more than 30% houses are one-

room units; close to 15% houses have no private or shared toilets, and around 20% house have no access to a kitchen (European Union, 2017). In Addis Ababa, housing supply is also most critical to the middle and low-income groups of the population. A number of factors fostered the poor housing supply conditions in the city. Particularly among the urban poor, limited access to decent and affordable housing has driven fast growing informal and squatter settlements in the city (Sebawit, 2017)

With this regard, the Addis Ababa City Government has invested in hundreds of billions ETB in the last fifteen years since 2004. However, the investment from the city's limited resource invested in the mass housing construction, it is not successful compared with plan Criteria. It is known that the housing projects were not delivered with the scheduled time, estimated budget and the expected requirements. This fact is witnessed by the city so far the implementation of the housing policy in the numbers stated are up-to-date since 2005 more than 332, 000 mass housing is developed and out of these houses completed and delivered is counted around 180,000 only. But the registered city residents, both in 2005 and 2013 are more than 1.2 million. This shows that there are still around 868,000 backlogged houses that construction is not started (UN-Habitat, 2017).

With this regard other researchers tried to evaluate the housing sectors problem in Addis Ababa and suggest same recommendations. According to Abiot (2008), in his thesis "Prospects and Challenges of Low-Cost Housing Projects in Addis Ababa" suggested that, the government should be play its coordination role to make finance available to the housing sector, the city housing sector management must be depoliticized, and the government must initiate public participation in housing policy options to alleviate the city's chronic housing problems. The findings of the same research show that the low-cost housing projects of the city failed to solve the housing problems of the poor since they were not completed according to the time schedule as a result of the shortage of construction materials. Moreover, the lack of clarity of the national housing policy had its own impact on the failure of the projects (Abiot, 2008).

According to Afework (2019), in his thesis "critical success factors for Addis Ababa city government housing construction projects", suggested that, the government should be

investment on institutional setup and capacity building program, revise and enforce housing regulation and policy, draft Project management policy, initiate and implement competency standard for project management, establish and enforce a checks and balances in urban planning and implementation. The community must be involved at greater extent in both to identify intervention activities but also in funding, and cooperate a city with international best practice sister cities in the housing development industry for a skill a knowledge and a technology transfer partnership, to ensure the sustainability and an effectiveness of housing development program projects (Afework, 2019). Another researcher in housing Jemila (2010), in her thesis “assessment of the integrated housing development program in Addis Ababa: housing provision and employment creation”, the study suggest that the program should consider alternative housing delivery mechanisms to meet the housing demand of the city. Especially the housing needs of the low and medium-income people who are more vulnerable to the problem, supporting the micro and small enterprises by solving the challenge they face, the government should consider other policy interventions that encourage labor-intensive technologies in order to reduce the unemployment problem (Jemila, 2010).

Therefore, these above data show that there are housing policy implementation problems in Addis Ababa. In this case, the past, researchers can't suggest on the implementation problem, as well as their research focuses on impact analysis and operational analysis. So those, this study or assessment focus on the implementation process of housing policy in Addis Ababa. This research does not focus on only what was achieved? But this study more focus on how was implemented housing policy in Addis? This type of research evaluates the implementation process. Because most of the time the achievement of policy was affected by the implementation of policy. Thus, there is a research gap in the assessment of housing policy implementation in Addis Ababa Administration.

1.3. Research Questions

- 1) Does the policy implemented as intended?
- 2) How are inputs and activities involved in the implementation of the policy?
- 3) How stakeholders participated in the implementation process?
- 4) What internal and external factors are barriers to implementation?
- 5) To what extent the barrier factors affect the implementation of housing policy?
- 6) How to overcome the barriers so as to achieve the housing policy?

1.4. Objectives of the Study

1.4.1. General Objective

The aim of this study is to explore the policy implementation process involved in Addis Ababa, and find out existing gaps and barrier factors, and their effect on housing policy implementation in the Addis Ababa.

1.4.2. Specific Objectives

- To examine a housing policy implemented in Addis Ababa;
- To discuss key inputs and activities involved in the implementation of housing policy in Addis Ababa;
- To explore stakeholders' participation in the implementation process of housing policy in Addis Ababa;
- To identify barrier factors of housing policy implementation in Addis Ababa;
- To define the extent of a barrier factors effect on the implementation of housing policy in the Addis Ababa.
- To suggest some solution to overcome the barriers so as to achieve the housing policy

1.5. Significance of the Study

The findings of the research will be provided to Addis Ababa City Administration Housing Development and Management Bureau. That assists them; to understand the implementation gaps and the barrier factors of housing policy implementation. To improve the management system, to make comfortable organization ground for development-actors participation and to modify organizational settings by effective manner. The findings will also help the Addis Ababa City Administration as an input; to revise bottleneck strategies and regulations in the housing sector, to evaluate sectorial policy implementation gaps in the city especially housing policy implementation and to improve inter-organizational collaboration. Also the finding the research gives some advice to policy makers. To develop compressive housing policy, which means to clearly state housing interrelation with other sector, like as the financial sector, land management and infrastructure provider sectors and so on. Also, this research fulfills the theoretical gap of housing by changing the viewpoint of housing provision. There is a wide Lack of theoretical knowledge on the topic, especially implementation research in housing policy in Addis Ababa. The research need for new knowledge and the knowledge gap to be filled. And used for future researchers as a reference document in housing.

1.6. Scope of the Study

The Federal Democratic Republic of Ethiopia Ministry of Urban Development Housing and construction regulated urban development policy in 2005. This Federal urban development policy 2005 in chapter four, article 4 (4.3.), Articulate housing development direction. Due to this, since 2005 the Addis Ababa city government was trying to implement housing policy in different stages through the Integrated Housing Development program. This study is limited in theoretical scope to assess the implementation of housing policy in the Addis Ababa city is generally and specifically organizational activities of Addis Ababa city Housing Development and Management Bureau. The study was limited only to examine the implementation activities, especially management of implementation.

The time scope of this research focused on current activities of housing policy implementation in Addis Ababa. Geographic coverage of this study was limited only to the Addis Ababa Housing Development and Management or to Addis Ababa city. The methodology of the study researcher applied exploratory research method; both qualitative and quantitative data analysis approach was used. From finding the Addis Ababa City Administration, and Housing Development and Management Bureau may be gain some advice to improve their implementation process.

In fact, there are different issues that have been assessed regarding the existing policy document, but due to their point of view, their research has focused on the operational and impact analysis of a policy. In contrast, this research evaluates the implementation process of the housing policy in Addis Ababa especially Housing Development and Management Bureau.

1.7. Limitations of the Study

The major limitation of the study was: Lack of access to the right data, well organized and developed data system in the organization. Due to time shortage and the lack of financial resources, unable to conduct the study in a wide coverage, plus by the cause of COVID19, unable to gain more secondary data from organizations directly, but researcher used secondary data from organizations online page.

1.8. Organization of the paper

This research report paper organized in three sections; there are preliminary material, main body, and supplementary material. The preliminary section which including, title page, approval of certificate page, acronyms, table of contents, list of tables and figures, list of, abstract, statement of declaration, and acknowledgement. The body section which includes five chapters, the first chapter includes; introduction part reflecting the background of the study, statement of the problem, objectives of the study, research question, the significance of the research, the scope of the study, and limitation of the study and organization of the paper. The second chapter review related literatures, concerning theoretical and empirical literature, and conceptual framework of the study.

The chapter three also deals with the methodology of the research and ethical consideration. The fourth chapter deals with the presentation and analysis of both qualitative and quantitative data. The last chapter of the research reports which includes the major finding of the research, conclusion and recommendations of the study. The last supplementary material was attached at the end of the research report.

1.9. Terms and Definitions

Definitions of terms slightly may vary based on the emphasis given. Accordingly, in this research the meaning of:

- **“Housing Policy”** means urban housing development direction of The Federal Democratic Republic of Ethiopia, Ministry of Urban Development Housing and Construction declared in an urban development policy in 2005, housing development direction of this policy in chapter four, Article 4 (4.3). Page 38 – 44, of this policy paper.
- **“House provision”** means the providing or supplying activities of a residential house in Addis Ababa city, or the action of governmental sectors, private sectors and NGO/civil-society, to increase the access to housing by both rentals housing and saving housing systems.
- **“Housing Policy implementation”** means the process of changing federal housing development direction into action by coordinating developmental actors, well regulated, and by properly managing and by facilitating the activities of the city housing sector.

CHAPTER TWO: REVIEW OF RELATED LITERATURE

Introduction

This chapter of the research report/ thesis reviewing related literature in housing policy implementation, first section of this chapter deals with the theoretical literature housing, housing, housing policy implementation and housing policy implementation principles, in the second deals with analytical and empirical literature, an over view of housing policy implementation in Republic of South Africa versus to Ethiopia, and Addis Ababa housing financing. The last section deals with conceptual framework of the study.

2.1. Theoretical Literature

2.1.1. Housing

Improved housing conditions can save lives, prevent disease, increase quality of life, reduce poverty, help mitigate climate change and contribute to the achievement of the Sustainable Development Goals, including those addressing health (goal 3) and sustainable cities (goal 11). Housing is becoming increasingly important to health due to demographic and climate changes. Housing is a very important aspect of life. It is a multi-dimensional concept. It has been defined differently by different people depending on the emphasis, and focus on their analysis. The basic definition of housing is as shelter and the provision of human needs (UN-habitat, 2011). According to the United Nations, housing, means which should perform a double function: The interior, one of providing a place where a household of different age, sex, education, occupation, intellectual modes, and values can meet in harmony; and the exterior, one of providing meeting grounds for groups of households and for the health and enjoyment enrichment of their lives and the life of the community.

Housing is an integral element of a nation's economy. Its backward and forward linkages with other parts of the economy closely bond people's needs, demands and social processes, with the supply of land, infrastructure, building materials, technology, labor, and housing finance. These linkages allow housing to act as an important engine for

sustainable development and poverty reduction in both society and the economy. Operating within an overarching governance framework, defined by institutions and regulatory systems that enable society to build homes and neighborhoods, housing has an inescapable physical manifestation through the building of houses, dwellings, shelter, accommodation, site & services and/or residential units (UN-habitat, 2011).

In economic terms, housing is considered as a commodity which has a market value and can be bought and sold. Through housing is reflected a person's economic standing and his affordability to attain a certain level of quality of life. Housing is also considered as security which a person owns for the benefit of one's future.

According to Federal Government of Nigeria (2012), Housing is defined as the process of providing safe, comfortable, attractive, functional, affordable and identifiable shelter in a proper setting within a neighborhood, supported by continuous maintenance of the built environment for the daily living activities of individuals/families within the community while reflecting their socioeconomic, cultural aspirations and preferences. Also, the housing includes the sustainability attributes of energy efficiency and resource conservation for improved quality of life (Federal Government of Nigeria, 2012).

According to Federal Democratic Republic of Ethiopia, Ministry of Urban Development Housing and Construction (2005), that stated in the Urban Development Policy, housing or housing development means the provision of working and residential house for all community classes (poor and rich).

2.1.2. Housing Policy and Implementation

Housing Policy is a series of measures undertaken by governments and local authorities to maintain and/or increase the quantity and quality of housing stock. Includes allocation of fiscal resources and strategies to meet housing needs (UN-habitat, 2010), a housing policy, therefore, provides a guide that delimits action and set goals, but does not necessarily specify any defined strategies for achieving the goal other than broad strategies. It establishes guidelines and limits for discretionary actions by individuals

responsible for implementing the overall plans of action (Olatubara, 2002; and as cited in Iheme, 2017).

The “Implementation” is the process of carrying out and accomplishing a policy. Policy implementation is the set of activities and operations undertaken by various stakeholders toward the achievement of goals and objectives defined in an authorized policy (Bhutan et al, 2010). Policy implementation refers to the mechanisms, resources, and relationships that link policies to program action. Fundamentally, policy implementation is the process of translating policy into actions and presumptions into results through various projects and programs (Okoli and Onah, 2003; Ikelegbe, 2006; and as cited in Iheme, 2017).

The formulation and implementation of a housing policy are predicated upon the preparation of a systemic analysis of housing as a broad and a crucial economic sector with all its actors and components, institutions and governance structures. These include land, finance, building materials and construction technologies, basic services, housing finance, the relevant institutional and legal frameworks, as well as the markets in which land and housing transactions occur, in many neighborhoods and larger communities. Inadequate, unsanitary, and unsafe housing can affect the physical health, and security of citizens. The quality of life for most people is likely to be determined by the quality of their residential area (UN-habitat, 2011).

Therefore, housing policy implementation is the action taken by local or national governmental, by managing the process of housing provision, resource allocation in the housing sector and coordination mechanisms of stockholders in housing development. With the aim to change housing policy into action to answer the community housing need.

2.1.3. Barriers of Housing Policy Implementation

The obstacle factors to housing policy implementations are different from one country to another and one area to another. According to OECD (2019), countries identified a number of obstacles to ensure access to quality affordable housing. The most common obstacles to affordable housing / effective housing policy implementation, which reported

by countries are: legacy of under-investment in the housing stock; high cost of land in the dynamic urban area; Shortage of the affordable and/or social housing stock; high and/or rising housing prices; significant regional differences in the housing stock, housing prices and housing needs; the mismatch between the available housing supply and housing demand, including challenges for low-income households to afford homes. Plus high construction costs, lengthy/costly administrative processes; difficulty in ensuring that the housing supply can meet changes in demographics, in household income distribution, in the job market and consumer preferences. And, access to quality of infrastructure, social cohesion in urban neighborhoods'; lack of financing tools to access housing, particularly for low-income households; challenges in the private rental stock (relating to supply, affordability, quality, security of tenure, and so on (OECD, 2019).

According to Sharma (2010), states that, there are several theories and perspectives exist on the key components of policy implementation and the ways in which to judge successful implementation or that influence policy implementation. These barrier factors are falling in seven dimensions, there are; first, the policy content, the nature of the formulation process, and the degree of dissemination. Second, the various social, political, and economic factors outside of the policy process that can either enhance or hinder effective implementation; Third, leadership for policy implementation; Forth, stakeholder involvement in policy implementation; Fifth, planning for implementation and resource mobilization. Sixth, the coordination mechanisms, operational systems, and capacity of individuals and organizations charged with delivering services outlined in the policy and seventh, feedback on progress and results are factors affecting policy implementation (according to Sharma, 2010). The above listed barrier factors in housing policy implementation in paragraph one are falling in one these seven dimensions.

The barrier factors of housing policy implementation in Ethiopia, which are identified by the Minister of urban Development, Construction and Housing in Urban Housing Policy & Strategy are; Shortage of housing finance, shortage of construction inputs supply and weak construction capacity, limitations in integrated infrastructure provision, low preparation and provision of developed land. Plus absence of a well-organized institution to lead the housing development and the uncoordinated and low level of housing

provision efforts by various bodies, inability to fulfill legal frameworks to facilitate housing development, low income levels of the urban resident and lack of a strong government housing administration (Minister of urban Development and housing, 2016). Besides in Addis Ababa, a poor land management practices, lack of diversified housing delivery systems; the absence of a robust and affordable housing construction industry; and the absence of a diversified housing financing system are all factors that continually shape the housing stock supply in the city (Sebawit, 2017).

2.1.4. Principle of Housing Policy Implementation

There is no globally accepted principle in housing policy implementation. But countries and organizations draft the principle for housing policy implementation based on their circumstances and objectives of the policy. According to FDRE Ministry of Urban Development and Housing, (2016), in Ethiopia the implementation of the Urban Housing Policy and Strategy through the following 13 principles; 1st housing development shall be used as poverty reduction & a job creation mechanism. 2nd housing development shall be undertaken in a way that Utilizes scarce urban land in an appropriate and cost-effective manner. 3rd housing development should be cognizant of capacities and standard and should encourage housing construction. 4th housing development should allow and encourage wider participation of developmental investors. 5th housing development activities and administration shall ensure fairness and transparency. 6th Government should ensure that civil servants, women and disabled are included and benefit equally from government housing development activities undertaken by government and other parties. 7th housing development shall be conducted in a manner which strengthens community ties and common area development. 8th housing development should encourage and ensure environmental protection. 9th the housing development shall eliminate congested and shabby neighborhoods. 10th the housing development should reduce, and in due course stop, illegal settlement and construction. 11th the housing development should encourage efficient settlement. 12th the main source of finance for the housing development shall mainly be based on promoting of saving culture. And 13th the housing development shall ensure the beneficiary and access of the disabled, women and civil servants (Ministry of Urban Development and Housing, 2016).

Plus, the next fifteen principles of social housing policy, justified by the Republic of South Africa, human settlements Department (2009), accordingly social housing policy implementation must: - First, promote urban restructuring through the social, physical, and economic integration of housing development into existing areas. Second, promote the establishment of well-managed, quality rental housing options for the poor. Third, respond to local housing demand, Social housing forms one of the mechanisms of the state housing program aimed at responding to the diverse needs of households. Fourth, deliver housing for a range of income groups (including, inter alia, middle income, emerging middle class, working class and the poor). Fifth, should support the economic development of low-income communities in various ways. Sixth, should foster the creation of quality living environments for low-income persons. Seventh, should promote a safe, harmonious, and socially responsible environment, both internal to the project and in the immediate urban environs. Eighth, should promote the creation of sustainable and viable projects. Ninth, encourage the involvement of the private sector where possible. Tenth, facilitate the involvement of residents in the project and/or key stakeholders in the broader environment through defined meaningful consultation. Eleventh, should ensure secure tenure for the residents of the projects. Twelfth, be facilitated, supported and/or driven by all spheres of government. Thirteenth, ensure transparency, accountability, and efficiency in the administration and management of social housing stock. Fourteenth be promote the use of public funds in such a manner that stimulates and/or facilitates private sector investment and participation in the social housing sector, and the last principle be operate within the provisions of the Constitution, these provisions indicate that fair and equitable competition regarding access to Government resources must be installed at all interfaces between organs of the State and the suppliers of housing goods and services (South Africa, human settlements Department, 2009).

These show that the principle of the housing policy implementation is more based on the situation of the countries. So, there are many guidelines in the housing policy implementation as well as housing provision at the local, national and global level. Their implementation and prioritization will vary by local context and will require national and local adaptation (WHO, 2018). And the WHO, has its own guidelines on healthy housing,

which is drafted in 2018, to ensure healthy housing and human safety within housing system. These guidelines has a very vast principles, which give the direction to housing actors' from housing provision have to destruction, the housing system must ensure healthy housing and human safety (WHO, 2018).

2.2. Empirical Literature

This subsection, review the literature of housing practices in the two countries, which in Ethiopia and South Africa. With this regard, to compare housing policy implementation in the three dimensions. Which are, demand and supply gap, access to finance, private housing developers' capacity building. Because the housing is not a discrete entity; Housing production is a part of the construction sector, housing investment is a part of overall capital formation, residential property is a part of the real estate sector, housing finance is a part of the financial sector, housing subsidies are a part of social welfare expenditures, and residential development is a part of urban development (UN-habitat, 2010). In the last this section gives some lessons by comparing and contrasting two countries' housing policy implementation.

2.2.1. Overview of Housing Policy Implementation in South Africa

The South Africa social housing program has two primary objectives; Firstly, to contribute to the national priority of restructuring South African society in order to address structural, economic, social and spatial dysfunctions thereby contributing to Government's vision of an economically empowered, nonracial, and integrated society living in sustainable human settlements. Secondly, to improve and contribute to the overall functioning of the housing sector and in particular the rental sub-component thereof, especially insofar as social housing is able to contribute to widening the range of housing options available to the poor (Republic of South Africa, 2009).

In Africa, South Africa's post-apartheid Housing Programs have been one of the continent's boldest programs. Likewise, multi-sector government-led housing program and slum upgrading, the government expenditure on housing increased by 150 per cent

between 1998 and 2003 because of the Housing Subsidy Scheme (UN-habitat, 2010). The housing subsidy experience of South Africa is very best practice to Ethiopia.

The South Africa Government, together with the private sector, has delivered 5,677, 614 formal houses since 1994, and over 3.7 million were subsidized houses for low-income households, enabling 12.5 million people to access secure accommodation. Home ownership remains the priority and 353,666 rental units in previous government ownership were transferred into the ownership of tenants. Overall, about 56 percent of all subsidies were allocated to women-headed households (United Nations, 2017). One of the newly built city projects being developed by Tongaat Hulett is Cornubia, which aims to deliver 24,000 housing units by 2030 of these units, 15,000 will be affordable housing. Full subsidies will be provided for low-income families and will be backed by a partnership between the municipality and the province. In addition, there will be affordable rental housing for low income groups, as well as bonded housing for middle-to high-income groups. In addition to housing, 2 million square meters land are set aside for commercial space and 80 hectares for industrial development (UN-habitat, 2016).

In South Africa, civil society organizations, entities are instrumental in the provision of housing through the subsidy system. Civil society organizations play a vital role in developing, expanding, and strengthening the networks of people committed to improving the lives of the slum dwellers. Ibid

In the South Africa the housing policy that has emerged after 1994 is the product of a negotiated settlement. Under the Reconstruction and Development Program a formal mass housing model has been rolled out, driven by once-off individual capital subsidies with the aim of providing redress for the black population that was deprived of adequate housing under apartheid (Wilkinson, 1998; Huchzermeyer, 2001; and as cited in UK-Aid, 2015). So far, over three million houses have been built by the government, but about 14% of South African households live in informal dwellings. However, the dominant mode of delivery has still been the mass rollout of formal single houses on individual stands through the dominant Integrated Residential Development Program (South African Department of Human Settlements, 2015). In 2010 the Presidency adopted the National

Outcomes Approach, which included outcome relating to sustainable human settlements (The South African Presidency, 2010; UK-Aid, 2015). The key target was upgrading of 400,000 households in well located informal settlements with the access to the basic services and secure tenure within 2014 (South African Department of Human Settlements, 2015). In 2014 a revised this outcome was published for the next 5 years, which targets 1,495 million ‘housing opportunities’ in quality living environments by 2019, comprising 750,000 households in informal settlements upgraded, 563,000 individual subsidized housing units, 110 000 loans for higher income households, and 72 000 lower income rental units provided by the public and private sector (UK-Aid, 2015).

South Africa is in the privileged position of having clear policy directions. South Africa is leading by example in developing markets through its housing finance delivery mechanism. Hence, its capital subsidy scheme for the ‘pours’, which has encouraged and compelled financial institutions, to continue to serve the low-income and moderate-income market through appropriate policies and strategies (UN-Habitat, 2008).

2.2.2. Overview of Housing Policy Implementation in Ethiopia

The six specific objectives of the Ethiopia Urban housing policy are; - First put in place the conditions to secure cost-effective and standard houses with full basic infrastructure services at affordable prices for all sections of the society, especially low income residents and those main victims of the housing shortage. Second, to enable the housing development sector to make a greater contribution to job creation, promote a household culture of saving, and reduce poverty and, overall contribute to the national economic growth. Third by managing urban land economically and according to approved development plans, ensure that our urban centers are attractive and healthy living areas. Forth to encourage and support the establishment of MSEs which produce construction inputs using locally suited and made from locally available materials. Fifth to ensure the participation and coordination of key actors in the housing development sector (government bodies, private investors, construction industry actors, and individuals) in order conclusively solve the shortage of residential housing in urban centers, create a favorable environment for increased accessibility to appropriate housing and associated services provision, And in the last to create effective and efficient system for housing

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development, modern housing administration and marketing (Ministry of Urban Development and Housing, 2016).

With this regard Ethiopia first time proposed Integrated Housing Development Program in 2004 and started in 2005. This project proposed to deliver affordable housing to low- and middle-income groups, with the objective of creating 400,000 units of houses. Target beneficiaries of this project are lower- and middle-income groups. The project has been financed through public resources with regional and city administrators, purchasing bonds from the Commercial Bank of Ethiopia. In addition, the Commercial Bank of Ethiopia has agreed to support program beneficiaries with credit lines. Beneficiaries must pay a 20 per cent deposit, while the Commercial Bank of Ethiopia will pay the Government the remaining 80 per cent and enter into a loan agreement with the beneficiary. The program has been implemented in 56 towns across the country, with some 208,000 housing units completed to date. Approximately half of the total production has been concentrated in Addis Ababa, which houses around 25 per cent of Ethiopia's urban population. The Cities Alliance is providing technical assistance, support for the program (UN-habitat, 2016).

The second part of the Ethiopia housing program is "10-90 scheme" "20-80 scheme" "40-60 scheme", the objectives of the project is affordable housing, the project has started since 2013, with aim of to supply 35,000 housing units applicants fund a deposit of 10 per cent of the cost of the house, with the remaining 90 per cent financed through a loan. In addition, there are 122,000 housing units for a "20-80 scheme," and 10,000 housing units for "40-60 scheme," both of which would be financed in a similar manner. Demand for these three schemes has been high to date, with a total of 865,000 people registered so far (UN-habitat, 2016). This difference between the planed and registered shows that, most of the time the Ethiopia Government emotionality to plan without situation analysis in first.

Although the program is remarkable in terms of total volume of housing created, it still only meets 10% of annual demand. The private sector households and firms have little direct access to formal land supply that really limiting the private firm contribution to

housing supply. In addition, the real estate industry is under-developed, with very limited professional standards or practices (World Bank, 2017).

The National Urban Development Policy emphasizes the role of the real estate development sector can play in providing housing for the higher income group under the framework of free market principles. The private real estate housing sector is concentrated in Addis Ababa and its surrounding towns and other major urban center. Also private real estate sector has managed to construct a considerable amount of houses, but significantly below the expected output (European Union, 2017).

In Ethiopia Finance for formal supply of urban housing by, the Regional governments will mobilize finance for the construction of Integrated Housing Development Program condominium housing by selling bonds to the Commercial Bank of Ethiopia, The Commercial Bank of Ethiopia will also provide mortgage finance for households to purchase completed condominium units from city administrations. Households, cooperatives and real estate developers are expected to mobilize 100% of the construction finance on their own. The lack of financial system for formal housing, especially for cooperatives, contributes to the proliferation of informal settlements. Ibid

2.2.3. Housing in Ethiopia versus to South Africa

South Africa housing sector is more experienced than Ethiopia housing system. The South Africa Government, together with the private sector, has delivered 5,677, 614 formal houses since 1994 (UN-habitat, 2016). In Ethiopia, since 2005 the Integrated Housing Development program has been implemented in 56 towns across the country, with some 208,000 housing units completed to date (UN-habitat, 2016). In Ethiopia the implementation direction of housing policy has its own contribution to the ineffectiveness of a housing sector. The Ethiopian Government financial subsidize is only to Governmental housing activities. But, the government should more focus on enabling community to build and improve their own houses, and should more emphasize on enabling private housing sector.

In South Africa housing finance more accessible to poor community than Ethiopia. The South Africa is in the privileged position of having clear policy directions and leading by

example in developing markets through its housing finance delivery mechanism (UN-Habitat, 2008). The South Africa, the State housing subsidy program was designed to provide subsidized housing that would appreciate in value and become tangible assets for the poor. While the building of more than 1.8 million houses through the subsidy mechanism has stimulated the primary housing market, the subsidy has had the unintended consequence of distorting demand in the secondary housing market. This was due to the fact that many households were reluctant to take on debt where a “free” housing may be a possibility and so postponed their entry into the market as a result, thinking that a fully subsidized housing may still come their way (UN-Habitat, 2008). In Ethiopia Housing finance penetration among the middle and low income categories is insufficient to meet their housing needs (Meheret, 2009), The Ethiopia Government should take a lesson from South Africa to more diversified the financial subside in the housing sector. Plus the Ethiopian Government revises financial strategy and policy with consideration of community capacity building to build their houses.

The Ethiopia government platitude practice is planning monopoly. The Ethiopia Government should learn from the National Housing Forum in South Africa. It is the international example of a consultation process in designing housing policy and governance Structures. The National Housing Forum was a multi-party negotiating forum established in August 1992, which convened stakeholder meetings over the course of two years, towards the development of the National Housing White Paper which was then issued by the newly elected government in December 1994. The National Housing Forum involved stakeholders from the private and political sectors (but not the apartheid state), who negotiated positions among themselves around the breadth of topics comprising a national housing policy. Senior technical experts from the banks, building material and construction sectors and the mining industry negotiated with senior representatives of recently unbanned political parties, civics, and unions, meeting every three weeks for an eight-hour, technical, Coordinating Committee meeting, and every week in smaller task teams around specific topics (World Bank,2017). The Ethiopia Government should be adept practice like this to make the consultation process in designing housing strategy and governance Structures.

2.2.4. Access to Housing Finance in Addis Ababa City Administration

According to Yinebeb (2015), in his thesis titled as “major challenges of accessing housing project finance in Addis Ababa”, states that, Among important factors and influencing housing provision, finance is one of the most critical in Ethiopia and in particular in Addis Ababa City Administration. All banks in Ethiopia are highly engaged in the provision of loans for working capital requirements and trade facilitation services. Finance for the housing project is given minimal attention. The Commercial Bank of Ethiopia, in spite of being the largest bank in the country with the huge financial capacity, the significant part of its long-term finance goes to public projects leaving housing projects insufficiently attended. In fact, it has been financing the government initiated housing development program since 2005 through a special arrangement made between the government and the bank. The bank rates its participation in the housing development program of the government through the supply of finance highly as it is the only bank in the country that takes part in the program. With respect to private banks, the situation is not significantly different as far as their capacity to finance the housing projects is concerned. They are struggling with deposit problems and compliance issues of the directives of the National Bank of Ethiopia. Consequently, to better manage the liquidity problem, they deal with financing long-term projects that are believed to generate higher interest income with lesser risks other than housing projects. Looking at the demand for long-term housing projects financed by real estate developers and citizens, the situation is so severe that it needs the attention of financial institutions as well as the government. He recommended that, the government housing finance policy should be reviewed and that facilitates the development of housing for all income groups of citizens. In addition, banks should be empowered in facilitating long term finance for access by key players in the sector (Yinebeb, 2015).

In addition the Addis Ababa City Government in City Structure Plan (2017-2027) ten year's structural plan, states that, the total number of housing units that have to be built during the next ten years, within Addis Ababa is estimated to be 1,172,195. And the city needs an estimated amount of Birr 268 Billion, which is equivalent to an annual average amount of Birr 26.8 billion per year. This is a larger amount in comparison to the annual

GDP of the city, which was Birr 22 billion in 2017, and by far exceeds manifold the biggest allocation ever for the integrated housing development program during the years 2013 and 2014, which had been Birr 5.8 billion and Birr 11.3 billion respectively. But in 2016/17 for instance, the City Government's annual budget was announced to be slightly more than Birr 28 billion (Addis Ababa City Structure Plan, 2017)

And the government has identified a number of finance sources. These are; - Housing saving scheme, strengthening of mortgage bond financing, also known as bank issued mortgage backed securities. Plus the involvement of institutional investors such as pension and other long term saving and insurance institutions to provide long term mortgage to private owners and rental housing market will also be essential as different from the government financed housing scheme, mobilization of private saving through profit making housing schemes, mobilization of finance from private companies and public institutions like universities, the Ethiopian Airlines, defiance forces. In addition, promotion of saving through the intoxication of inflation, and identifying foreign sources of finance such as the World Bank and bilateral donors (Addis Ababa City Structure Plan, 2017), but still now take... take no action. The another weakness of this plan in housing and housing financing is that not give attention to enable the private housing sector.

2.3. Conceptual Framework of the Study

A conceptual framework is an analytical tool with several variations and contexts. It is used to make conceptual distinctions and organize ideas. Strong conceptual frameworks capture something real and do this in a way that is easy to remember and apply. A researcher tried to develop a conceptual framework, see next figure.

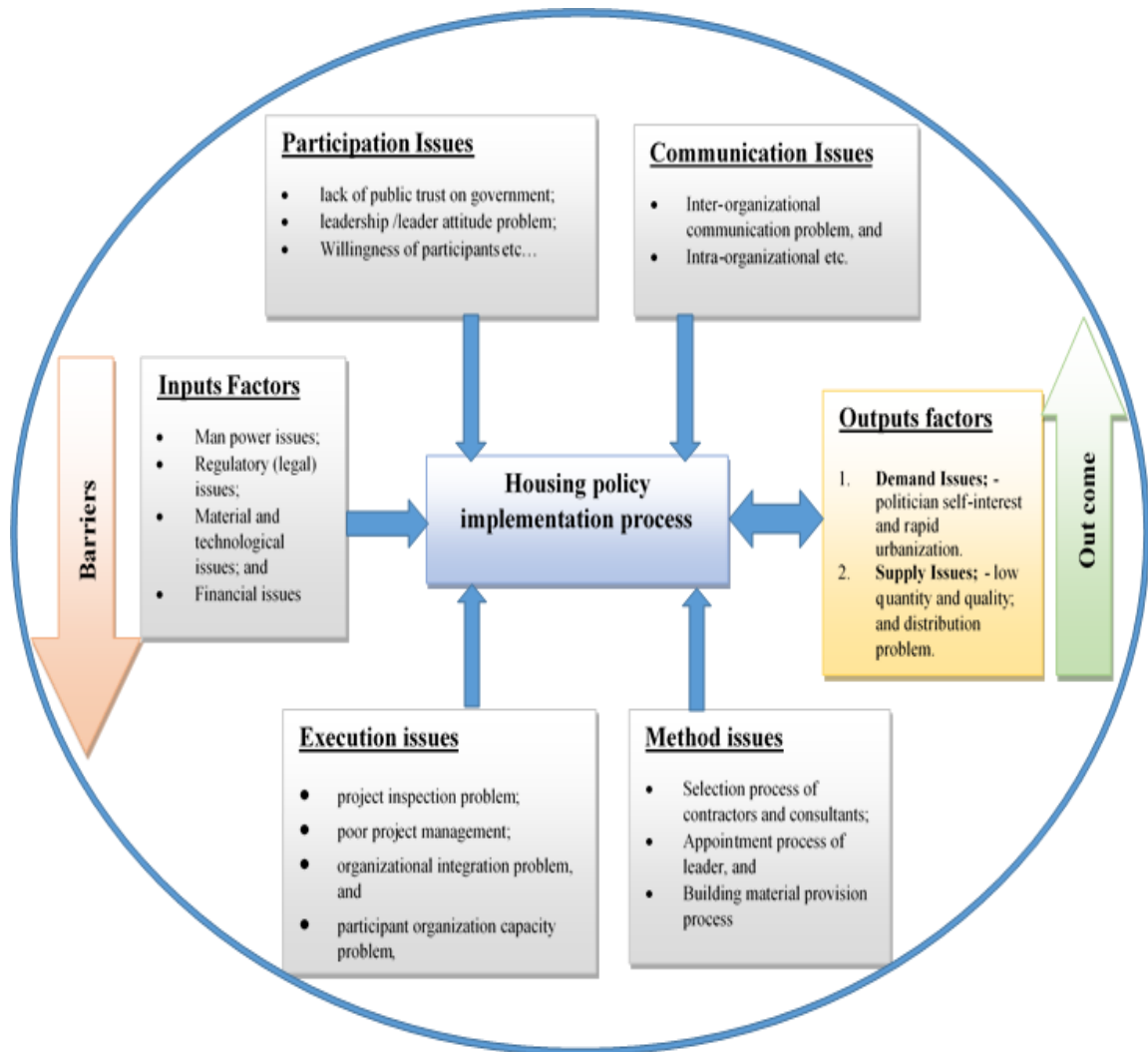


Figure 2: Conceptual Framework of the Study, (Source: developed by a researcher, 2020)

The above figure shows the researcher tried to develop the conceptual framework of the study. Due to this, an assessment direction of this study passes three main policy implementation steps. Therefore, in the first how was policy implemented in during input? What factors affecting policy implementation during input? And so on. In this step this research evaluates the issues like financial, manpower, legal/ regulatory issues and material and technological issue. The second measure of evaluation was the process of the policy implementation, thus, how was a policy implemented in a process? What factors are obstacles during the policy implementation process? And so on. In this step,

issues like Method of implementation, participation issues, communication issues and execution/ competence issues were evaluated. The last step was during output, what factors affecting the policy implementation during output? How were supply and demand factors affecting policy implementation during output of implementation? And so on. In this policy were affected through, if the output distribution unfair that reduce the public trust in government or in the system and that leads the community to passive participation in the system and low contribution to the system. With this regard, these all factors fall in either facilitator or barrier factors, and for more details see the summary of the data presentation presented in chapter four.

CHAPTER THREE: THE METHODOLOGY OF THE STUDY

3.1. Research Design and Method

This study used a **mixed research method** as it required the use of both qualitative and quantitative research approaches. The mixed research approach is a type of research where both quantitative and qualitative research methods are used in one stage of the research across various stages of the study. In this type of research, the advantages of both quantitative and qualitative research are maximized whilst their shortcomings are minimized as much as possible. The study used mixed researcher approach, which is it depends on a theory of, “one is not better than the others” all of this depends on how the researcher wants to do a research of study (Creswell, 2005; Tilahun, 2018)

The research type selected for this research is the one that helps to answer the research questions by way of collecting a wealth of data that could be easily understood and interpreted. According to the research design more suitable for the research under consideration is the **exploratory research design**. The exploratory research type used to explore the implementation process in different contexts or for different variations of the policy. Identifying the core components of implementation can be challenging, but this step is vital when developing the evaluation questions and measures implementation research.

3.2. Sources and Types of Data

The researcher used both primary and secondary sources of data, The secondary sources of data were collected from; Central Statistics Agency reports and projections, Growth and Transformation Plan of the country and city government of Addis Ababa, federal government policy document, and regulation, strategy papers, organizational reports and plan of Addis Ababa Housing Development and Management Bureau. The primary data was collected from the study population by using questionnaires and semi-structured interviews. The study populations are administrative managers and the executive staffs of Addis Ababa Housing Development and Management Bureau, Addis Ababa Saving Housing Development Enterprise 20/80 project and 40/60 project head office officials and Addis Ababa Housing Administration Agency head office officials.

3.3. Sampling Technique and Sample Size

3.3.1. Sampling Methods

Sampling techniques (methods) often depend on the research objectives of the research work. Generally, there are two types of sampling techniques that are widely deployed. These techniques are probability sampling and non-probability sampling. This research employed probability sampling methods generally and the **stratified sampling** method specifically for questioner data. And non-probability sampling methods in general and the **judgmental sampling** method specifically used for semi-structured interview data. Because, the researcher wants to ensure individuals with certain characteristics are included in the sample studied. In such cases, stratified and judgmental sampling is used.

The researcher used stratified sampling technique, in addition to the questionnaires the study was conducted through semi structured interview and document analysis. During the research is mainly focused on Addis Ababa housing Development and Management Bureau. The participants were the manager was selected on the judgment of the researcher.

3.3.2. Sample Size

Table 1: The Population and Sample Size of Study

The table shows: population and sample size of the study			
Description of the population	Population size	Sample size	Remark
Addis Ababa Housing Development and Management Bureau head office officials	87	30	Stratified
Addis Ababa Saving Housing Development Enterprise 20/80 project head office officials	390	33	Stratified
Addis Ababa Saving Housing Development Enterprise 40/80 project head office officials	194	16	Stratified
Addis Ababa Housing Administration Agency head office officials	125	6	Stratified
Total	796	89	

Source; survey data, by researcher, (2020)

This research employed Simplified Formula for Proportions (Yamane, 1967: as cited in Israel, 1992) provides a simplified formula to calculate sample sizes. This formula was used to calculate the sample sizes. A 90% confidence level and $P = 10$ are assumed for Equation 10.

$$n = \frac{N}{1 + N(e)^2}$$

Where n is the sample size, N is the population size, and e is the level of precision. When this formula is applied to the above total population, Therefore depends on the above formula sample size of this research is; -

$$n = \frac{796}{1 + 796 (0.1)^2} = 89$$

Therefore, From above sample size 84 employees are selected to questioner data with stratify sampling technique, and 5 managers are selected for semi-structured interview data with judgmental sampling technique.

3.4. Data Collection Techniques/ Tools

To collect a data from a study population by the researcher used questionnaires and semi-structured interview question as a data collection tool and questionnaire data collected through giving printed question hand by hand in their office and then after they fill all questions with instruction, then collected back. Plus interview data collected through face to face discussion in their office and note will be taken during the discussion.

3.4.1. Questionnaires

This research employed questionnaires as a primary data collection tool. There are two types of questions are used in this study. That means open-ended questions and close-ended questions to get an opinion of the participating employees and for triangulation purpose. These questioners' designed by two parts, the first part of the questions deal with a profile of the respondents and the second part deals with the main research questions.

3.4.2. Interview Question

In addition to questions the researcher was used semi-structured interviews to gather data regarding the study problem from Addis Ababa Housing Development and Management Bureau managers. Due to the assessments of policy implementation interview have great

advantages to get depth information for a research from political leaders or top level managers and shape questioner data. By this consideration in this study used semi-structured interviews. During the interviews, interview questions and guideline designed by Amharic with brief background for conducting the research study was presented to the respondents.

3.5. Methods of Data Analysis

In general, there are two types of data analysis techniques, namely; qualitative and quantitative whereby the choice of these methods greatly depends on the type of information the researcher has at hand. As determined in the data collection tool for this study, data were collected in both questionnaire and interview. Accordingly, the collected data were analyzed quantitatively and qualitatively through micro soft excel and Statistical Package for Social Sciences (SPSS) and explorative analysis supported by graphs to describe the data in a more understandable manner. Particularly, statistical tools like frequency and percentage were employed. To create relationships among the data elements and generate important information, give meaning to the data that used in the interpretation and final recommendation.

3.6. Ethical Considerations

The research ethics provide a guideline or set of the principle that support researchers in conducting research. So it is done justly and without harming anyone in the process. In this research, the confidentiality of the information supplied by research participants and the anonymity of respondents must be respected. To undertake the research the necessary approval and permission were obtained from the Addis Ababa University Department of Public Administration and Development Management. A cover letter was attached to the interview/questionnaire, ensuring participants anonymity, and confidentiality that information obtained from them would not be disclosed to the third party. This research use full citation for other author's idea used in this research. And all action in the research process should consider ethical behavior.

CHAPTER FOUR: DATA PRESENTATION AND DISCUSSION

This chapter is central or main body of a research. In this chapter, data were presented in two sections, the first section presenting the data which is collected from Addis Ababa Housing Development and Management Bureau officials by using questionnaires. The presentation used frequency table, figure and statement exploration. In the second section presenting the data which is collected from Addis Ababa Housing Development and Management Bureau selected managers with interview question, presentation would be made through the statement.

4.1. Quaternaries Data Presentation

This data collected from selected officers and leaders of Addis Ababa Housing Development and Management Bureau as a respondent in a questionnaire. This topic structured in two sub topics. The first section discusses profile of the respondents, and second section discuss about main research data step by step, that are collected through questionnaires’.

4.1.1. Profile of Respondents

The first section of the questionnaire dealt with the general background information of respondents in this order; sex of respondents, age category, level of education, a year of service in the organization, and organizational role or position of respondents. This information is presented below with the descriptive analysis of respondent’s overall background information’s by sequence of questions.

Table 2: Profile of Questionnaires Respondents.

Valid	Category	Frequency	Percent	Valid Percent	Cumulative Percent
Sex of respondents	Male	60	71.4	71.4	71.4
	Female	24	28.6	28.6	100.0
Age category of the responders	Above 45 years old	9	10.7	10.8	10.8
	40-50 years old	7	8.3	8.4	19.3
	35-40 years old	27	32.1	32.5	51.8
	25-35 years old	39	46.4	47.0	98.8
	18-25 years old	1	1.2	1.2	100.0
	Missing	1	1.2		
Educational level of the respondents	Master's degree	29	34.5	34.9	34.9
	Bachelor degree	51	60.7	61.4	96.4
	Diploma	3	3.6	3.6	100.0
	Missing	1	1.2		
Years of service in this organization	Above 15 years	7	8.3	8.4	8.4
	9-15 years	22	26.2	26.5	34.9
	3-8 years	51	60.7	61.4	96.4
	Less than 2 years	3	3.6	3.6	100.0
	Missing	1	1.2		
Organizational role/ position	Manager/leader	14	16.7	16.7	16.7
	Senior officer	45	53.6	53.6	70.2
	Officer	25	29.8	29.8	100.0
Total		84	100.0	100.0	

Source; survey data/ participant's opinion, (2020)

4.1.1.1. Sex of Respondents

The above table, two shows that the profile of the respondents. Then, the sex of the participant, which were participated in the questionnaire survey as a respondent, according to survey data, 60/84 or 71% of participants are male, 24/84 or 29% of participants are female.

4.1.1.2. Age Category of the Respondents

The Above table, two also includes the age category of the participant were participated in the questionnaire survey as a respondent. According to survey data, 9/84 or 11% of participants are above 45 years old, 7/84 or 8% of participants are 40-50 years old, 27/84 or 32% of participants are 35-40 years old, 39/84 or 32% of participants are 25-35 years old, 1/84 or 1% of participant is 18- 25 years old, and one participant or 1% missed this question.

4.1.1.3. Educational Level of the Respondents

The above table, two also show the educational profile of respondents. Among the total of the respondents who participated in this study questionnaire survey, 29/84 or 35 % are professionals with a master's degree in their different occupations, 51/84 or 61 % are professionals with bachelor degrees in their occupation, and 3/84 or 4% of participants are diploma in their occupation, in additionally 1/84 or 1% missed.

Therefore, among all the professionals approached for the questioner's survey, none of them, neither under diploma nor above master's degree.

4.1.1.4. Years of Service in this Organization

This section ascertains if participants have worked for the number of years required in their different professions in this organization to make a positive input on the issues studied. Because of the researcher opinion that professionals with reasonable years of service in the organization can provide reliable and rational answers to the questions asked.

Therefore, based on the results presented in above table two, it shows that about 3/84 or 4% of participants fall within less than two years of work experience, about 51/84 or 61% fall within those with 3-8 years of work experience, About 22/84 or 26 % are respondents with 9-15 years of work experience, and 7/84 or 8% of participants said they have above 15 years of work experience and 1/84 or 1% missed this question.

Therefore, the statistics presented in above table two clearly suggest that a higher percentage of those who participated in this study within questioners survey has worked for a long period of time in the organization, which may also be justifying that they are professionals with a good number of years in work experience to completely erase any form of bias which may arise from the arguments suggesting gathering data from inexperienced professionals.

4.1.1.5. Organizational Role of the Respondents

This section identified the position/ responsibility of the participant in their organization (AHDB). This is to justify if their role is relevant to the phenomenon being researched to further authenticate data reliability.

The above table, two also shows the profile of respondents with organizational position/ responsibility of the participants in questioner survey. According to data the position of participant's in their organization the results indicated that 14/84 or 17% are managers in Addis Ababa Housing Development and Management Bureau, 45/84 or 54% senior officer, and 25/84 or 30% of the respondents are officer in Addis Ababa Housing Development and Management Bureau.

Therefore, above data may also be justifying that respondent's organizational position is capable to give a rational opinion and to evaluate real organizational situation.

4.1.2. The Main Research Questions Presentation

The discussion of this section also contains 28 independent questions and more than 30 dependent questions. These questions also subdivided into four clusters. The first cluster evaluates success of implementation depends on policy objectives. The second cluster also discusses about the strategies and plan in housing and their effectiveness. The third cluster also evaluates participation and the last cluster also evaluates internal and external barrier factors in implementation and their extent of the effect on anticipated policy goals.

4.1.2.1. Effectiveness and Ineffectiveness of Policy Implementation

This main section discusses the success of policy implementation depends on the policy goal. The assessment includes eleven evolution questions. The presented below is the questions asked and the results according to the perception of respondents.

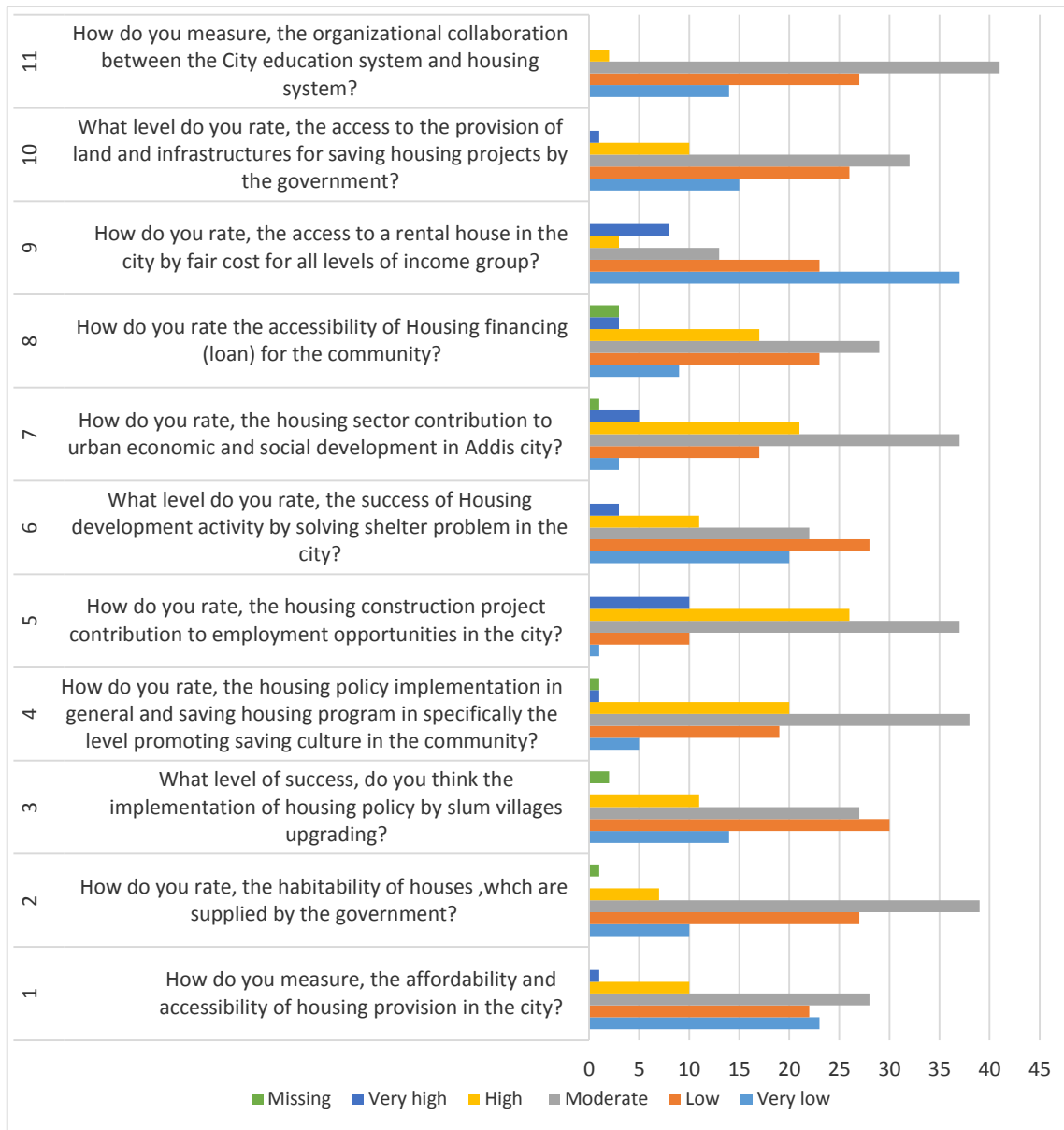


Figure 3: The Success of Policy Implementation Depends on the Policy Goals. (Source; survey data/ participant's opinion, 2020)

4.1.2.1.1. The Affordability and Accessibility of Houses in City

This section examines the affordability (reasonable price), and accessibility of house for all economic levels of residents in the city, which evaluate both governmental and private house provision affordability and accessibility. Presented below is the question asked and the results according to the perception of respondents.

1. How do you measure affordability, and accessibility of housing provision in the city?

The above figure 2 shows, participants highlighted their opinion on affordability, and accessibility of housing provision in the city. On this issue the results according to the perception of respondents, 1/84 or 1.2% say that affordability and accessibility of houses in the city is very high; 10/84 or 12% say affordability and accessibility of houses in the city is high; 28/84 or 33%, say that moderate; 22/84 or 26% say that affordability, and accessibility of houses in the city is low; and remain 23/84 or 27% say that affordability and accessibility of houses in the city is very low.

Therefore, most of the respondents or 54% say that affordability and accessibility of houses in the city are very low and low, so in Addis Ababa houses are not affordable due to cost and not accessible for all residents.

4.1.2.1.2. The Habitability of Houses in Addis Ababa

According to UN Habitat (2017), in housing policy defines the habitability of houses means adequate housing should provide the residents with adequate space and protect them from cold, damp, heat, rain, wind or other threats to health, structural hazards, and disease. According opinion of the respondents, the evaluation of the habitability of the houses supplied by the government in Addis Ababa city is presented below. The question asked and the results according to the perception of respondents.

2. How do you rate the habitability of houses which are supplied by the government?

In the above figure two tried to show, participants highlighted their opinion on the habitability of houses which are supplied by the government in the city. On this issue the results according to the perception of respondents, 7/84 or 8% say that the habitability of

houses which are supplied by the government in the city is high, 39/84 or 46% say the habitability of houses which are supplied by the government in the city is moderate. Plus 27/84 or 32% say that the habitability of houses which are supplied by the government in the city is low, and remain 10/84 or 12% say that the habitability of houses which are supplied by the government in the city is very low. There isn't saying the habitability of houses which are supplied by the government in Addis Ababa is very high.

Consequently, most of the respondents allege that the habitability of houses, which are supplied by the government is moderate, so the houses supplied by condominium projects in Addis Ababa for low and middle-income residents is averagely lowest habitable.

4.1.2.1.3. Slum Villages Upgrading

This section examines the success of housing policy implementation by slum villages upgrading, presented below is the question asked and the results according to the perception of respondents.

3. How do you think the success of the implementation of housing policy by slum villages upgrading?

In the above figure two tried to show, participants highlighted their opinion on the level of success of implementation of housing policy by slum villages upgrading in the city. On these issues the results according to the perception of respondents, 11/84 or 13% say that level of success of implementation of housing policy by slum villages upgrading in the city is high, 27/84 or 32% say that the level of success of implementation of housing policy by slum villages upgrading in the city is moderate. Plus 30/84 or 36% say that level of success of implementation of housing policy by slum villages upgrading in the city is low. And 14/84 or 17% say that level of success of implementation of housing policy by slum villages upgrading in the city is very low. In addition remain 2/84 or 2% missed the question.

Consequently, most of the respondents or 52% allege that level of success of implementation of housing policy by slum villages upgrading in the city is very low and low, so the housing policy implementation in Addis Ababa is ineffective by slum village upgrading.

4.1.2.1.4. Promoting Saving Culture in Community

This section examines the success of policy implementation by promoting a saving culture in the community. Presented below is the question asked and the results according to the perception of respondents.

4. How do you rate, the housing policy implementation in general and saving housing program in specifically the level promoting saving culture in the community?

In the above figure two tried to show, participants highlighted their opinion on the level of success of implementation of housing policy, by promoting saving culture in the community. On this issue the results according to the perception of respondents, 1/84 or 1% say that level of success of implementation of housing policy by promoting saving culture in the community is very high, 20/84 or 24% say that the level of success of implementation of housing policy by promoting saving culture in the community is high. Plus 38/84 or 45% says that level of success of implementation of housing policy by promoting saving culture in the community is moderate 14/84 or 23% say that the level of success of implementation of housing policy by promoting saving culture in the community is low, 5/84 or 6% say that level of success of implementation of housing policy by promoting saving culture in the community is very low. In addition remain 1/84 or 1% missed the question.

Consequently, most of the respondents say that the level of success of implementation of housing policy by promoting saving culture in the community is moderate, so the success of implementation of housing policy by promoting saving culture in the community is averagely low.

4.1.2.1.5. Housing Sector Contribution to Employment Opportunities

This section discusses the respondent's opinion on the contribution of housing construction to employment opportunities in Addis Ababa according to policy goals. Presented below are the question asked and the results according to the perception of respondents.

5. *How do you rate the housing construction project contribution to employment opportunities in the city?*

In the above figure two tried to show, participants highlighted their opinion on the housing construction project contribution to employment opportunities in the city. On this issue the results according to the perception of respondents, 10/84 or 12% say that the housing construction project contribution to employment opportunities in the city is very high, 26/84 or 31% say that the housing construction project contribution to employment opportunities in the city is high, 37/84 or 44% say that the housing construction project contribution to employment opportunities in the city is moderate. Plus 10/84 or 12% say that the housing construction project contribution to employment opportunities in the city is low and remain 1/84 or 1% say that the housing construction project contribution to employment opportunities in the city is very low.

Consequently, most of the respondents allege that the housing construction project contribution to employment opportunities in the city is moderate, so the housing sector contribution to employment opportunities is averagely high.

4.1.2.1.6. Shelter Problem in the City

This section discusses the respondent's opinion on the Success of housing development activity by solving the shelter problem in Addis Ababa according to policy goal. Presented below are the question asked and the results according to the perception of respondents.

6. *What level do you rate, the success of housing development activity by solving the shelter problem in the city?*

In the above figure two tried to show, participants highlighted their opinion on the success of housing development activity in solving the shelter problem in the city. On this issue the results according to the perception of respondents, 3/84 or 4% say that the success of housing development activity in solving the shelter problem in the city is very high, 11/84 or 13%, say that the success of housing development activity in solving the

shelter problem in the city is high, 22/84 or 26% say that the success of housing development activity in solving the shelter problem in the city is moderate. Plus 28/84 or 33% say that the success of housing development activity in solving the shelter problem in the city is low and remain 20/84 or 39% say that the success of housing development activity in solving the shelter problem in the city is very low.

Therefore, most of the respondents or 57% say that the success of housing development activity in solving the shelter problem in the city is low and very low. Hence the success of implementation of housing policy by solving the shelter problem is low.

4.1.2.1.7. Housing Sector Contribution to Urban Development

This section presents the opinion of respondents on housing sector contribution to urban economic and social development in Addis Ababa according to policy goal. Presented below is the question asked and the results according to the perception of respondents.

7. How do you level, the housing sector contribution to urban economic and social development in Addis Ababa City Administration?

In Above Figure two tried to show an analysis of data according to the perception of Addis Ababa housing Development and Management Bureau officers and managers on the housing sector activity contribution to urban economic and social development in Addis Ababa. On this issue the results of their opinion shows that 5/84 or 6% say that the housing sector activity contribution to urban economic and social development in Addis Ababa is very high, 21/84 or 25% say that the housing sector activity contribution to urban economic and social development in Addis Ababa is high, 37/84 or 44% say that the housing sector activity contribution to urban economic and social development in Addis Ababa is moderate. In addition 17/84 or 20% say that the housing sector activity contribution to urban economic and social development in Addis city is low, 3/84 or 4% say that the housing sector activity contribution to urban economic and social development in Addis city is very low. And remain 1/84 or 1% missed the answer of this question.

Consequently, most of the respondents say that the housing sector activity contribution to urban economic and social development in Addis Ababa is moderate. Hence the housing sector activity contribution to urban economic and social development in Addis Ababa is averagely effective.

4.1.2.1.8. Accessibility of Housing Finance

This section presents the opinion of respondents on accessibility of housing financing (loan) to the community. Presented below are the question asked and the result, according to the perception of respondents.

8. *How do you rate, the accessibility of housing financing (loan) to the community?*

In the above figure two tried to show an analysis of data according to the perception of Addis Ababa Housing Development and Management Bureau officers and managers on the accessibility of housing financing (loan) for the community in Addis Ababa. On this issue the results of their opinion show that; - 3/84 or 4% say that the accessibility of housing financing (loan) for the community in Addis Ababa is very high, 17/84 or 20% say that the accessibility of housing financing (loan) for the community in Addis Ababa is high, 29/84 or 34% say that the accessibility of housing financing (loan) for the community in Addis Ababa is moderate. In addition 23/84 or 27% say the accessibility of housing financing (loan) for the community in Addis Ababa is low, 9/84 or 11% say that the accessibility of housing financing (loan) for the community in Addis Ababa is very low. And remained 3/84 or 4% missed the question.

Therefore, most of the respondents say the accessibility of housing financing (loan) for the community in Addis Ababa is low or very low, so the availability of housing financing (loan) for the community in Addis Ababa is low.

4.1.2.1.9. The Access to a Rental Houses

This section presents the opinion of respondents on access to a rental house in Addis Ababa by fair cost for all levels of income group. Presented below are the question asked and the results according to the perception of respondents.

9. *How do you rate, the access to a rental house in the city by fair cost for all levels of income groups?*

In above figure two tried to show, participants highlighted their opinion on the access to a rental house in the city by fair cost for all levels of income groups. On this issue the results according to the perception of respondents, 8/84 or 9% say that the access to a rental house in the city by fair cost for all levels of income group is very high, 3/84 or 4% say the access to a rental house in the city by fair cost for all levels of income group is high, 13/84 or 15% say that the access to a rental house in the city by fair cost for all levels of income group is moderate. In addition, 23/84 or 27% say that the access to a rental house in the city by fair cost for all levels of income group is low. And remain 37/84 or 44% say that the access to a rental house in the city by fair cost for all levels of income group is very low.

Therefore, most of the respondents say that the access to a rental house in the city by fair cost for all levels of income group is very low, so the access to a rental house by fair cost is very challenging full in Addis Ababa.

4.1.2.1.10. The Provision of Land and Infrastructures

This section presents the opinion of respondents on the provision of land and infrastructures for saving housing projects. Presented below are the question asked and the results according to the perception of respondents.

10. *What level do you rate, the provision of land and infrastructures for saving housing projects by the government?*

In the above figure two tried to show, participants highlighted their opinion on the provision of land and infrastructures for saving housing projects. On this issue the results according to the perception of respondents, 1/84 or 1% says that the provision of land and infrastructures for saving housing projects was very high, 10/84 or 12% saying the provision of land and infrastructures for saving housing projects was high. Plus 32/84 or 38% say that the provision of land and infrastructures for saving housing projects was

moderate, 26/84 or 31% says that the provision of land and infrastructures for saving housing projects was low. And remain 15/84 or 18% says that the provision of land and infrastructures for saving housing projects was very low.

Consequently, most of the respondents or 49% allege that the provision of land and infrastructures for saving housing projects in Addis Ababa is low and very low, so the provision of land and infrastructures for saving housing projects in Addis Ababa is an obstacle to housing policy implementation.

4.1.2.1.11. The Organizational Collaboration between the City Education System and Housing Sector

This section presents the opinion of respondents on the organizational collaboration of the City education system and housing. Presented below are the question asked and the results according to the perception of respondents.

11. How do you measure, the organizational collaboration between the City education system and housing system by providing sufficient skilled human power and employing this?

Above figure two tried to show, participants highlighted their opinion on the organizational collaboration between the City education system and housing system by providing sufficient skilled human power and employing. On this issue the results according to the perception of respondents, 2/84 or 2% say that the organizational collaboration between the City education system and housing system by providing sufficient skilled human power and employing is high. Plus 41/84 or 49% say that the organizational collaboration between the City education system and housing system by providing sufficient skilled human power and employing is moderate, 27/84 or 32% says that the organizational collaboration between the City education system and housing system by providing sufficient skilled human power and employing is low. In addition 14/84 or 17% say that the organizational collaboration between the City education system and housing system by providing sufficient skilled human power and employing is very low.

Therefore, most of the respondents say that the organizational collaboration of the City education system and housing system is restrained, so the organizational collaboration between the City education system and housing system in Addis Ababa is averagely ineffective.

4.1.2.2. The Strategy and Regulation Quality in Policy Implementation

This main section discusses about the success of policy implementation depends on the strategic/ planning and regulation factors. According to UN-Habitat (2015), there are five key policy instruments that have an inordinate effect on housing sector performance; First adjudication of property rights in land and housing, second development and regulation of housing finance institutions; third administration of housing subsidies; fourth provision and maintenance of residential infrastructure; and fifth regulation of land and housing development” (UN-habitat, 2015). These shows that the effectiveness of housing policy implementation required the quality of the housing sector plan and strategy. In this regard, the Presented below is the questions asked and the results according to the perception of respondents. Figure three below shows, participants highlighted their opinion on the question number twelve have to seventeen. These questions designed purposely to answer the question in generally how was a policy implemented? And specifically, does city government has changed national housing policy direction into strategic plan? And does effectively implement these strategies? On this issue the results according to the perception of respondents as follows.

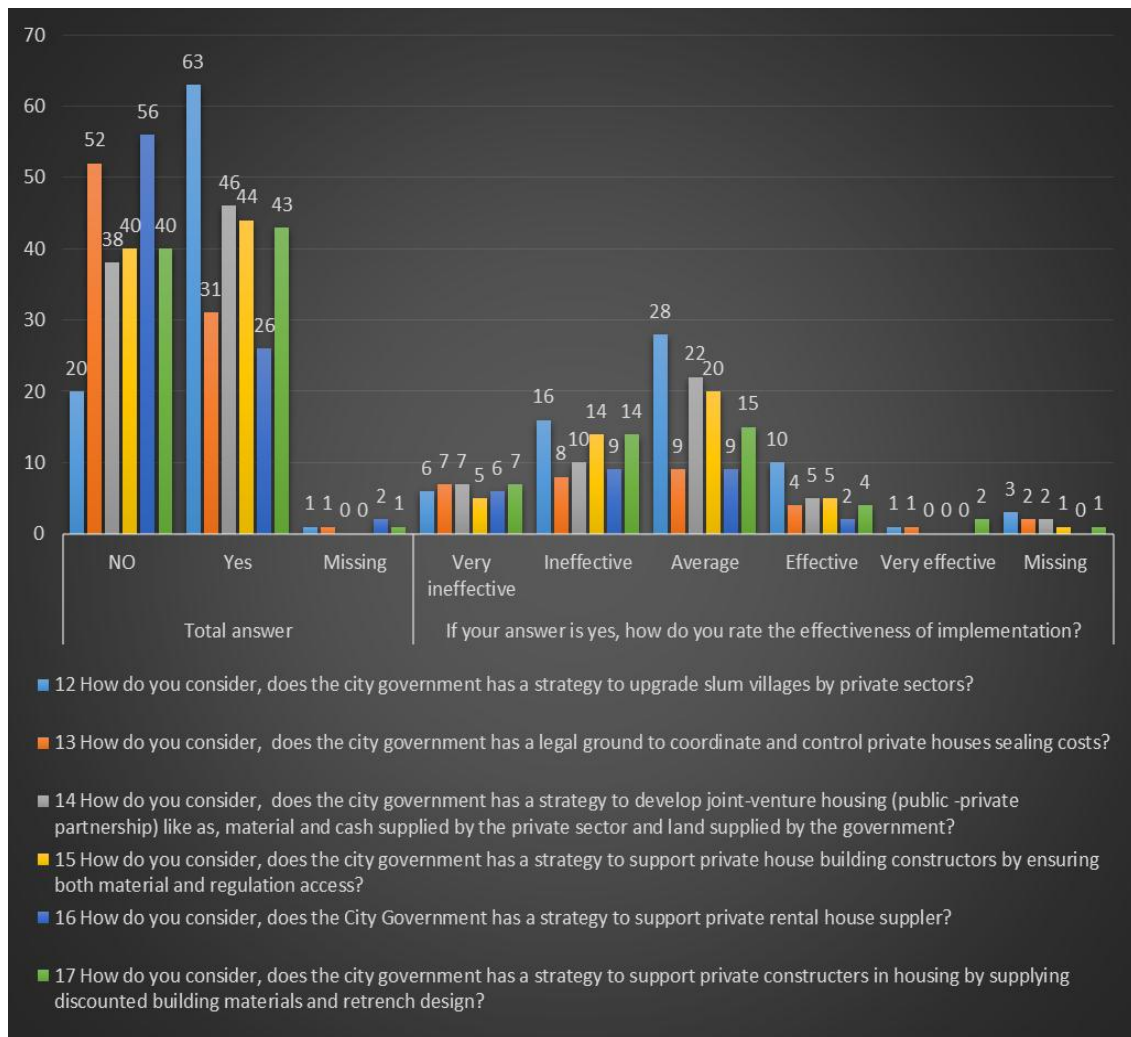


Figure 3: The Housing Policy Implementation Success by Planning and Regulation. (Source; survey data/ participants’ opinion, 2020)

4.1.2.2.1. The Strategy to Upgrade Slum Villages by Private Sectors

This sub-section presents about the opinions of respondents on the Strategy to upgrade slum villages by private sector and the effectiveness of implementation. Presented below are the question asked and the results according to the perception of respondents.

12. How do you consider, does the city government has a strategy to upgrade slum villages by private sectors?

In above figure three tried to show, participants highlighted their opinion on the question number twelfth. On this issue the results according to the perception of respondents, 20/84 or 24% say that the city government hasn't a strategy to upgrade slum villages by private sectors, 63/84 or 75% says that yes the city government has a strategy to upgrade slum villages by private sectors and 1/84 missed this question. The researcher uses another supportive question to this question to evaluate the rate of effectiveness of implementation. The question says, "If your answer is yes for question number 12, how do you rate the effectiveness of implementation?" On this issue the results according to the perception of respondents, 1/61 or 2% say that very effective, 10/61 or 16% says that effective, 28/61 or 46% say that average, 16/61 or 26% say that ineffective, 6/61 or 10% say that very ineffective and 2 respondents' missed this question.

Therefore, the above presentation shows that the government has a strategy to upgrade slum villages by the private sector. But the implementation is averagely ineffective. During an interview question, respondents suggest on the issues. They say this time means after governmental reform in Ethiopia government start to practice this issue without structured strategy. For example Lagahare and Gotera Afari Village project some display of governmental will to upgrade slum villages by the private sector.

4.1.2.2.2. Legal Ground to Controlee Private Houses Sealing

This sub-section presents the opinion of respondents on the legal ground to coordinate and control private houses sealing costs. Presented below are the question asked and the results according to the perception of respondents.

13. How do you consider, does the city government has a legal ground to coordinate control private houses sealing costs?

In above figure three tried to show, participants highlighted their opinion on the question number thirteen. On this issue the results according to the perception of respondents, 52/84 or 62% says that the city government hasn't a legal ground to coordinate and control private houses sealing costs, 31/84 or 37% say that yes the city government has a legal ground to coordinate and control private houses sealing costs and 1/84 missed this

question. The researcher used another supportive question to this question to evaluate the rate of effectiveness of implementation. The question says, *“If your answer is yes for question 13, how do you rate the effectiveness of implementation?”* On this issue the results according to the perception of respondents, 1/29 or 3% say that very effective, 4/29 or 13% say that effective, 9/29 or 31% say that average, 8/29 or 27% say that ineffective, 7/29 or 24% say that very ineffective and 2 respondents missed this question.

Therefore, above presentation shows that the city government hasn't a legal ground to coordinate and control private houses sealing costs. This situation affects housing affordability in the city.

4.1.2.2.3. The Joint-Venture Housing or Public -Private Partnership

This sub-section presents the opinion of respondents on the governmental strategy to develop joint-venture housing system (public -private partnership) like as, material and cash supplied by the private sector and land supplied by the government. Presented below is the question asked and the results according to the perception of respondents.

14. How do you consider, does the city government has a strategy to develop joint-venture housing (public -private partnership) like, material and cash supplied by the private sector and land supplied by the government?

In above figure three tried to show, participants highlighted their opinion on the question number fourteen. On this issue the results according to the perception of respondents, 38/84 or 45% say that the city government hasn't a strategy to develop joint-venture housing (public -private partnership) like, material and cash supplied by the private sector and land supplied by the government, 46/84 or 55%, say that yes the city government has a strategy to develop joint-venture housing (public -private partnership) like, material and cash supplied by the private sector and land supplied by the government. The researcher uses another supportive question to this question to evaluate the rate of effectiveness of implementation. The question says, *“If your answer is yes for the question number 14, how do you rate the effectiveness of implementation?”* On this issue the results according to the perception of respondents, 5/44 or 11% say that effective, 22/44 or 50% say that

average, 10/44 or 23% say that ineffective, 7/44 or 16% says that very ineffective and 2 respondents missed this question.

Therefore, during triangulation from interview question they say that city government hasn't structured strategy to develop Joint-Venture Housing or Public-Private Partnership housing system. But this included by another strategies and in practice, the government has taken some activities on this issue.

4.1.2.2.4. The Material and Regulation Access to Private House Developers

This sub-section presents the opinion of respondents on the governmental strategy to ensure material and regulation access to private house building constructors. Presented below is the question asked and the results according to the perception of respondents.

15. How do you consider, does the city government have a strategy to support private house building constructors by ensuring both material and regulation access?

In above figure three tried to show, participants highlighted their opinion on the question number fifteen. On this issue the results according to the perception of respondents, 40/84 or 47% say that the government hasn't a strategy to support private house building constructors by ensuring both material and regulation access, 44/84 or 52% say that yes the government has a strategy to support private house building constructors by ensuring both material and regulation access. The researcher uses another supportive question to this question to evaluate the rate of effectiveness of implementation. The question says, *"If your answer is yes for question number 15, how do you rate the effectiveness of implementation?"* On this issue the results according to the perception of respondents, 5/44 or 11% say that effective, 20/44 or 46% say that average, 14/44 or 32% say that ineffective, 5/44 or 11% say that very ineffective.

Therefore, this shows that the city administration has a strategy to support private house building constructors by ensuring both material and regulation access, but the effectiveness of this activity is averagely low.

4.1.2.2.5. The Strategy to Support Private Rental Houses Suppliers

This sub-section presents the opinion of respondents on the governmental strategy to support private rental house suppliers. Presented below are the question asked and the results according to the perception of respondents.

16. How do you consider, does the City Government have a strategy to support private rental house suppliers?

In above figure three tried to show, participants highlighted their opinion on the question number sixteen. On this issue the results according to the perception of respondents, 56/84 or 68% say that the City Government hasn't a strategy to support private rental house suppliers, 26/84 or 32% say that yes the City Government has a strategy to support private rental house suppliers, two respondents missed this question. The researcher uses another supportive question to this question to evaluate the rate of effectiveness of implementation. The question says, *"If your answer is yes for question number 16, how do you rate the effectiveness of implementation?"* On this issue the results according to the perception of respondents, 2/26 or 8% say that effective, 9/26 or 35% say that average, 9/26 or 35% say that ineffective, 6/26 or 23% say that very ineffective.

Therefore, according to the respondent's opinion the Addis Ababa City Government hasn't a strategy to support private rental house suppliers by any means. Another way the interview participants assure this.

4.1.2.2.6. The Strategy to Support Private Constructors

This sub-section presents the opinion of respondents on the governmental strategy to support private constructors in housing by supplying discounted building materials and retrench design. Presented below are the question asked and the results according to the perception of respondents.

17. How do you consider, does the city government has a strategy to support private constructors in housing by supplying discounted building materials and retrench design?

In above figure three tried to show, participants highlighted their opinion on the question number seventeen. On this issue the results according to the perception of respondents, 40/84 or 48% say that the city government hasn't a strategy to support private constructors in housing by supplying discounted building materials and retrench design, 43/84 or 52% say that yes the city government has a strategy to support private constructors in housing by supplying discounted building materials and retrench design, one respondent missed this question. The researcher uses another supportive question to this question to evaluate the rate of effectiveness of implementation. The question says, *"If your answer is yes for question number 17, how do you rate the effectiveness of implementation?"* On this issues the results according to the perception of respondents, 2/42 or 5% says that very effective, 4/42 or 17% says that effective, 15/42 or 36% says that average, 14/42 or 33% says that ineffective, 7/42 or 17% say that very ineffective.

Therefore, according to the opinion of the respondents the city government has a strategy to support private constructors in housing by supplying discounted building materials and retrench design, but the implementation of this activity is low.

4.1.2.3. The Stockholders' Participation in Housing Policy Implementation

This main section discusses the stockholders' participation in the housing policy implementation in Addis Ababa Housing Development and Management bureau. The assessment includes two main discussion points, the first discussion point discusses about the community participation in the housing development four stages (by planning, by input provision, by operation/process and by output distribution/allocation, and the second discussion point discusses about three development actors (foreign investors, domestic investors, and NGO/civil- society) participation in the housing policy implementation. Presented below are the questions asked and the results according to the perception of respondents.

4.1.2.3.1. The Community Participation in the Housing Development

This sub-section discusses about the community participation in the housing development activities in four stages (by planning, by input provision, by operation/process and by output distribution/allocation). Due to this presented below in the next figure and in

questions number eighteen, have to twenty-one, is the question asked and the results according to the perception of respondents.

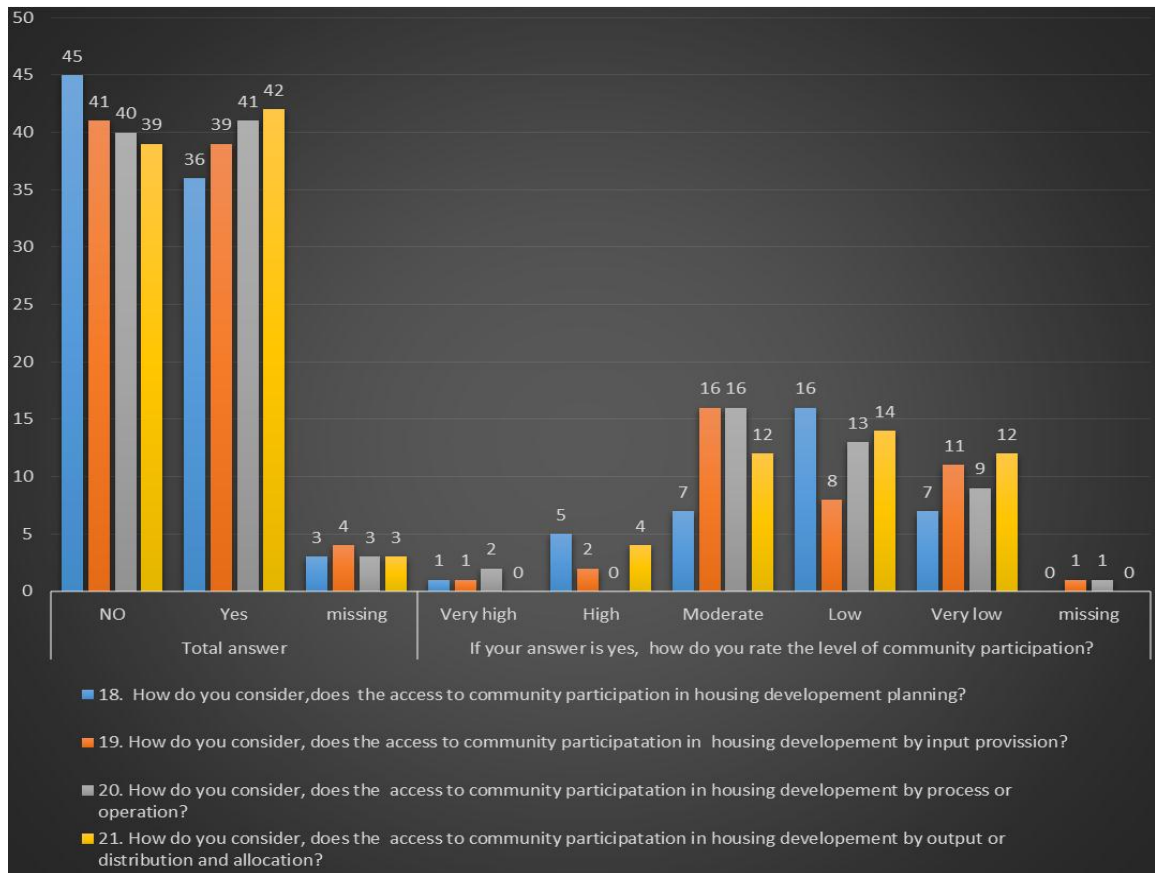


Figure 4: The Community Participation in the AHDMB. (Source; survey data/ participants’ opinion, 2020)

4.1.2.3.1.1. The Community Participation by Planning

This sub-section presenting the opinion of respondents on the organizational accessibility of the Housing Development and Management Bureau to community participation in housing development plan and evaluate the level of community participation in the housing development plan. Presented below is the question asked and the results according to the perception of respondents.

18. How do you consider, does the access to community participation in housing development planning in Addis Ababa?

In the above figure four tried to show, participants highlighted their opinion on the question number eighteen. On this issue the results according to the perception of respondents, 45/84 or 57% say that there is no the access to community participation in the housing development planning process, 36/84 or 43% say that yes the access to community participation in the housing development planning process, three respondents missed this question. In addition, the researcher uses another supportive question to this question to evaluate the level of the community participation in the housing development planning process. The question says, *“If your answer is yes for question number 18, how do you rate the level of community participation in the housing development planning process?”* On this issue the results according to the perception of respondents, 1/36 or 3% say that very high, 5/36 or 14% say that high, 7/36 or 19% say that moderate, 16/36 or 44% say that low, 7/36 or 19% say that very low. Consonantly, the Addis Ababa housing development planning process is not accessible to community participation.

4.1.2.3.1.2. The Community Participation by Input Provision

This sub-section presenting the opinion of respondents on the organizational accessibility of the Housing Development and Management Bureau to community participation in housing development by input provision and evaluate the level of community participation in housing development in input provision. Presented below is the question asked and the results according to the perception of respondents.

19. How do you consider, does the access to community participation in Addis Ababa housing development by input provision?

In the above figure four tried to show, participants highlighted their opinion on the question number nineteen. On this issue the results according to the perception of respondents, 41/84 or 49% say that there is no the access to community participation in housing development by input provision, 39/84 or 46% say that yes the access to community participation in the housing development input provision, four respondents missed this question. In addition, the researcher used another supportive question to this question to evaluate the level of the community participation in housing development in input provision. The question says, *“If your answer is yes for question number 19, how*

do you rate the level of community participation in housing development with input provision?” On this issue the results according to the perception of respondents, 1/38 or 3% says that very high, 2/38 or 5% says that high, 16/38 or 42% says that moderate, 8/38 or 21% says that low, 11/38 or 29% says that very low, and one respondent missed this question.

Consonantly, the Addis Ababa housing development input provision process is not accessible to community participation.

4.1.2.3.1.3. The Community Participation by Process/Operation

This sub-section presenting the opinion of respondents on the accessibility of the Housing Development and Management Bureau to the community participation in housing development process or operation and evaluate the level of community participation in housing development process or operation. Presented below are the question asked and the results according to the perception of respondents.

20. How do you consider, does the access to community participation in housing development by an operation?

In the above figure four tried to show, participants highlighted their opinion on the question number twenty. On this issue the results according to the perception of respondents, 40/84 or 49% say that there is no the access to community participation in housing development by an operation / process, 41/84 or 51% says that yes the access to community participation in housing development operation/process, three respondents missed this question. In addition, the researcher used another supportive question to this question to evaluate the level of the community participation in housing development by an operation / process. The question says, *“If your answer is yes for question number 20, how do you rate the level of community participation in housing development on an operation/process?”* On this issue the results according to the perception of respondents, 1/40 or 5% say that very high, 16/40 or 40% say that moderate, 13/40 or 33% says that low, 9/40 or 23% say that very low, and one respondent missed this question.

Consonantly, the Addis Ababa housing development in during operation is accessible to community participation. But the level of community participation is low.

4.1.2.3.1.4. The Community Participation in Houses Distribution

This sub-section presenting the opinion of respondents on the accessibility of the Housing Development and Management Bureau to the community participation in housing development by output or distribution and evaluate the level of community participation in housing development by output or distribution. Presented below are the question asked and the results according to the perception of respondents.

21. How do you rate, does the access to community participation in housing development by output or distribution and allocation?

In the above figure four tried to show, participants highlighted their opinion on the question number twenty-one. On this issue the results according to the perception of respondents, 39/84 or 46% say that there is no the access to community participation in housing development by output distribution/allocation, 42/84 or 50% say that yes the access to community participation in housing development by output distribution/allocation, three respondents missed this question. In addition, the researcher used another supportive question to this question to evaluate the level of the community participation in housing development by output distribution/allocation. The question says, *“If your answer is yes for question number 21, how do you rate the level of community participation in housing development by output distribution/allocation?”* On this issue the results according to the perception of respondents, 4/42 or 10% say that high, 12/42 or 29% say that moderate, 14/42 or 33% say that low, 12/42 or 29% say that very low.

As a result, in Addis Ababa housing development system is accessible to community participation by output distribution/ allocation. But the level of community participation is low.

4.1.2.3.2. The Development Actors Participation in Addis Ababa Housing Policy Implementation

This sub-section discusses about the development actor’s participation in the Addis Ababa housing development activities. This presented below in the next figure five and in next three questions, is the question asked and the results according to the perception of respondents.

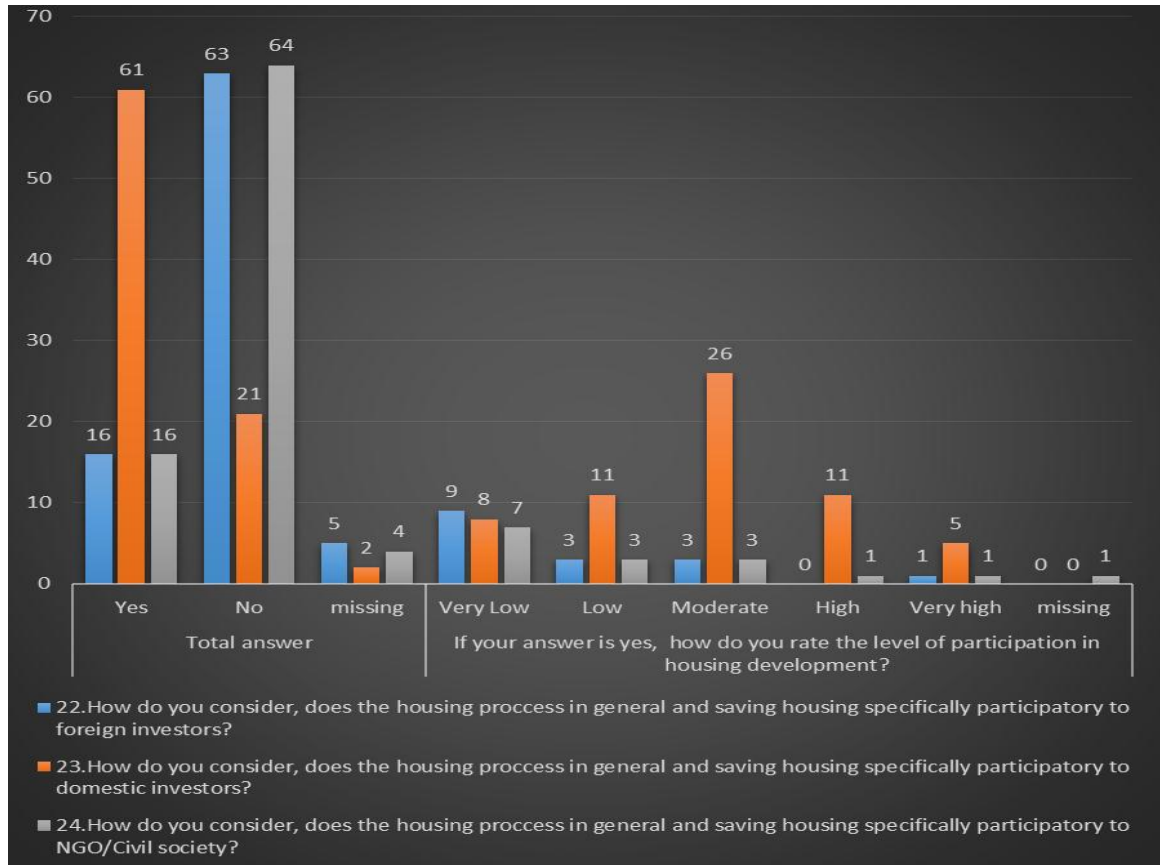


Figure 5: The Development Actors Participation in Housing Policy Implementation AHDMB. (Source; survey data/ participants’ opinion, 2020)

4.1.2.3.2.1. The Foreign Investors Participation

This sub-topic, presenting the opinion of respondents on the foreign investor’s participation in Addis Ababa housing development process and evaluate the level their participation. Presented below are the question asked and the results according to the perception of respondents.

22. How do you consider, does the housing process in general and saving housing specifically participatory to foreign investors?

In the above figure five tried to show, participants highlighted their opinion on the question number twenty-two. On this issue the results according to the perception of respondents, 16/84 or 19% say that yes the housing process in general and saving housing specifically participatory to foreign investors, 63/84 or 75% say that the housing process in general and saving housing specifically not participatory to foreign investors, five respondents missed this question. In addition, the researcher uses another supportive question to this question to evaluate the level of the foreign investor's participation in the housing process in general and saving housing specifically. The question says, "*If your answer is yes for question number 22, how do you level the rate of the foreign investor participation in the housing process general and in solving housing specifically?*" On this issue the results according to the perception of respondents, 9/16 or 56% say that the foreign investor participation in housing is very low, 3/16 or 19% say that the foreign investor participation in housing is low, 3/16 or 19% say that the foreign investor participation in housing was moderate, 1/16 or 6% say that the foreign investor participation in housing is very high.

Therefore, according to respondent's opinion Addis Ababa housing process in general and saving housing specifically not participatory to foreign investors, in addition the interview respondents assure this.

4.1.2.3.2.2. The Domestic Investors Participation

This sub-topic, presents the opinion of respondents, on issues of the domestic investor's participation in Addis Ababa housing development activity, and the level their participation. Presented below are the question asked and the results according to the perception of respondents.

23. How do you consider, does the housing process in general and saving housing specifically participatory to domestic investors?

In the above figure five tried to show, participants highlighted their opinion on the question number twenty-three. On this issue the results according to the perception of respondents, 61/84 or 73% say that yes the housing process in general and saving housing specifically participatory to domestic investors, 21/84 or 25% say that the housing process in general and saving housing specifically not participatory to domestic investors, two respondents missed this question. In addition, the researcher used another supportive question to this question to evaluate the level of the domestic investor's participation in the housing process in general and saving housing specifically. The question says, "*If your answer is yes for question number 23, how do you level the rate of the domestic investor participation in the housing process general and in condominium housing specifically?*" On this issue the results according to the perception of respondents, 8/61 or 13% say that the domestic investor participation in housing is very low, 11/61 or 18% say that the domestic investor participation in housing is low, 26/61 or 43% say that the domestic investor participation in housing is moderate, 11/61 or 18% say that the domestic investor participation in housing is high, 5/61 or 8% say that the domestic investor participation in housing is very high.

Therefore, most respondents say yes in Addis Ababa housing process in general and saving housing specifically participatory to domestic investors, in addition the interview respondents assure this. But the level of their participation is averagely low.

4.1.2.3.2.3. The NGO and Civil-Society Participation

This sub-topic, presenting the opinion of respondents on the NGO and civil society organizations, participation in Addis Ababa housing development process and evaluate the level their participation. Presented below are the question asked and the results according to the perception of respondents.

24. How do you consider, does the housing process in general and saving housing specifically participatory to NGO/Civil society?

In the above figure five tried to show, participants highlighted their opinion on the question number twenty-four. On this issue the results according to the perception of

respondents, 16/84 or 19% say that yes the housing process in general and saving housing specifically participatory to NGO/civil society, 64/84 or 76% say that the housing process in general and saving housing specifically not participatory to NGO/civil society, four respondents missed this question. In addition, the researcher uses another supportive question to this question to evaluate the level of the NGO/civil society participation in the housing process in general and saving housing specifically. The question says, *“If your answer is yes for question number 24, how do you level the rate of the NGO/civil society participation in the housing process in general and especially in condominium housing?”* On these issues the results according to the perception of respondents, 7/15 or 47% say that the NGO/civil society participation in housing was very low, 3/15 or 20% say that the NGO/civil society participation in housing was low, 3/15 or 20% says that the NGO/civil society participation in housing was moderate, 1/15 or 7% says that the NGO/civil society participation in housing was high, 1/15 or 7% says that the NGO/civil society participation in housing was very high and one respondent missed this question.

Therefore, most respondents say that in the Addis Ababa housing process in general and saving housing specifically not participatory to civil society organizations/NGO, in addition the interview respondents assure this. So Addis Ababa housing process in general and saving housing specifically inaccessible to the participation of civil society organizations/NGO.

4.1.2.4. The Barrier Factors and the Extent of Affect in Implementation

This main section discusses the barrier factors to housing policy implementation and the extent of their effect on housing policy implementation in Addis Ababa or on housing development success. The assessment includes two main discussion points, the first discussion point discusses about the internal barriers and the extent of their effect on housing policy implementation in Addis Ababa or on housing development success. And the second discussion point discusses about the external barriers and the extent of their effect on housing policy implementation in Addis Ababa or on housing development success. In two sub-topic resented below is the questions asked and the results according to the perception of respondents

4.1.2.4.1. The Internal Barrier Factors

This sub-topic, presenting the opinion of respondents on the internal factors these are a barrier to housing policy implementation in Addis Ababa. Presented below is the question asked and the results according to the perception of respondents.

25. How do you consider, the following internal factors are a barrier to the overall success of the implementation of housing policy in the city?

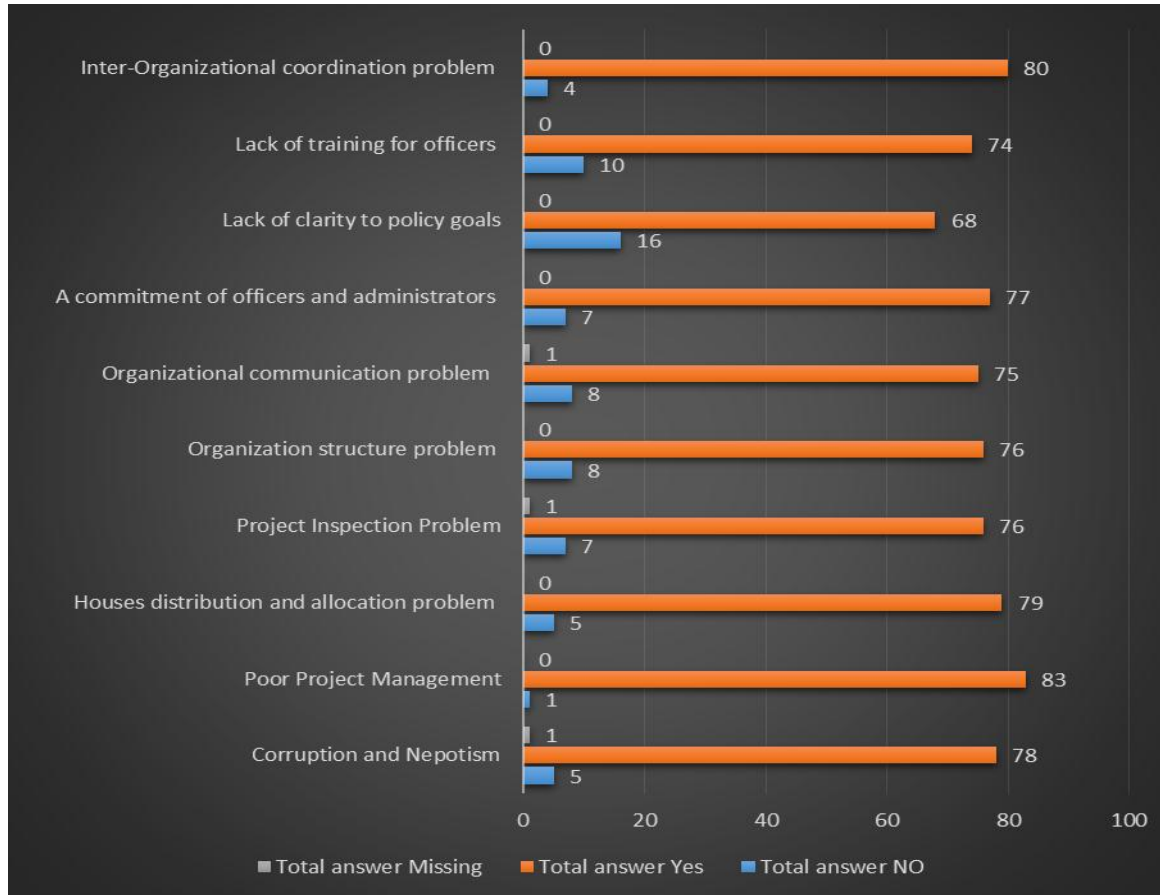


Figure 6: The Internal Barriers to Housing policy Implementation in HDMB. (Source; survey data/ participants' opinion, 2020)

In the above figure six tried to show, participants highlighted their opinion on the different internal factors they affect the success of housing policy implementation directly or indirectly. On this issue the results according to the perception of respondents let as follows; -

- ❖ **Corruption and Nepotism;** on this issue 5/84 or 6% say that the corruption and nepotism are not a barrier to housing policy implementation in Addis Ababa, and 78/84 or 94% says that yes the corruption and nepotism are a barrier to housing policy implementation in Addis Ababa and one respondent missed this question.
- ❖ **Project Management;** on this issue, 1/84 or 1% say that the project management is not barrier to housing policy implementation in Addis Ababa, and 83/84 or 99% says that yes project management is a barrier to housing policy implementation in Addis Ababa and no respondent missed this question.
- ❖ **Houses Distribution and Allocation;** on this issue 5/84 or 6% say that house distribution and allocation is not barrier to housing policy implementation in Addis Ababa, and 79/84 or 94% say that yes house distribution and allocation are a barrier to housing policy implementation in Addis Ababa and no respondent missed this question.
- ❖ **A Project Inspection;** on this issue 7/84 or 8% says that a project inspection is not barrier to housing policy implementation in Addis Ababa, and 76/84 or 92% says that yes a project inspection is a barrier to housing policy implementation in Addis Ababa and one respondent missed this question.
- ❖ **Organization Structure;** on this issue 8/84 or 9% say that the organization structure is not barrier to housing policy implementation in Addis Ababa, and 76/84 or 91% says that yes the organization structure is a barrier to housing policy implementation in Addis Ababa and no respondent missed the question.
- ❖ **Organizational Communication;** on this issue 8/84 or 10% say that organizational communication is not barrier to housing policy implementation in Addis Ababa, and 75/84 or 90% says that yes, organizational communication is a barrier to housing policy implementation in Addis Ababa and one respondent missed this question.

- ❖ **Lack of Commitment of Officer and Administrator;** In this issue 7/84 or 8% say that lack of commitment of an officer and administrator is not barrier to housing policy implementation in Addis Ababa, and 77/84 or 92% says that yes a lack of commitment of an officer and administrator is a barrier to housing policy implementation in Addis Ababa and no respondent missed this question.
- ❖ **Lack of Clarity to Policy Goals;** on this issue 16/84 or 19% says that lack of clarity of policy goals is not barrier to housing policy implementation in Addis Ababa, and 68/84 or 81% says that yes lack of clarity of policy goals is a barrier to housing policy implementation in Addis Ababa and no respondent missed this question.
- ❖ **Lack of Training;** on this issue 10/84 or 12% say that lack of training for officers is not barrier to housing policy implementation in Addis Ababa, and 74/84 or 88% say that yes lack of training for officers is a barrier to housing policy implementation in Addis Ababa and no respondent missed this question.
- ❖ **Inter-Organizational Coordination;** on this issue 4/84 or 5% says that an inter-organizational coordination is not barrier to housing policy implementation in Addis Ababa, and 80/84 or 95% say that yes an inter-organizational coordination is a barrier to housing policy implementation in Addis Ababa and no respondent missed this question.

Therefore, according to the perception of the respondent's these all mentioned internal factors are a barrier to success of housing policy implementation in Addis Abba. And the extent of their effect on the housing policy success discussed in the next topic.

4.1.2.4.2. The Extent of Effect of Internal Barrier Factors

This sub-topic, presents the opinion of respondents on the extent of the effect of internal factors on housing policy implementation in Addis Ababa, which discussed in above question number 25. Plus Presented below is the question asked and the results according to the perception of respondents.

26. If your answer is yes for these internal factors which are mentioned in question number 25, how do you rate the extent of effect on implementation?

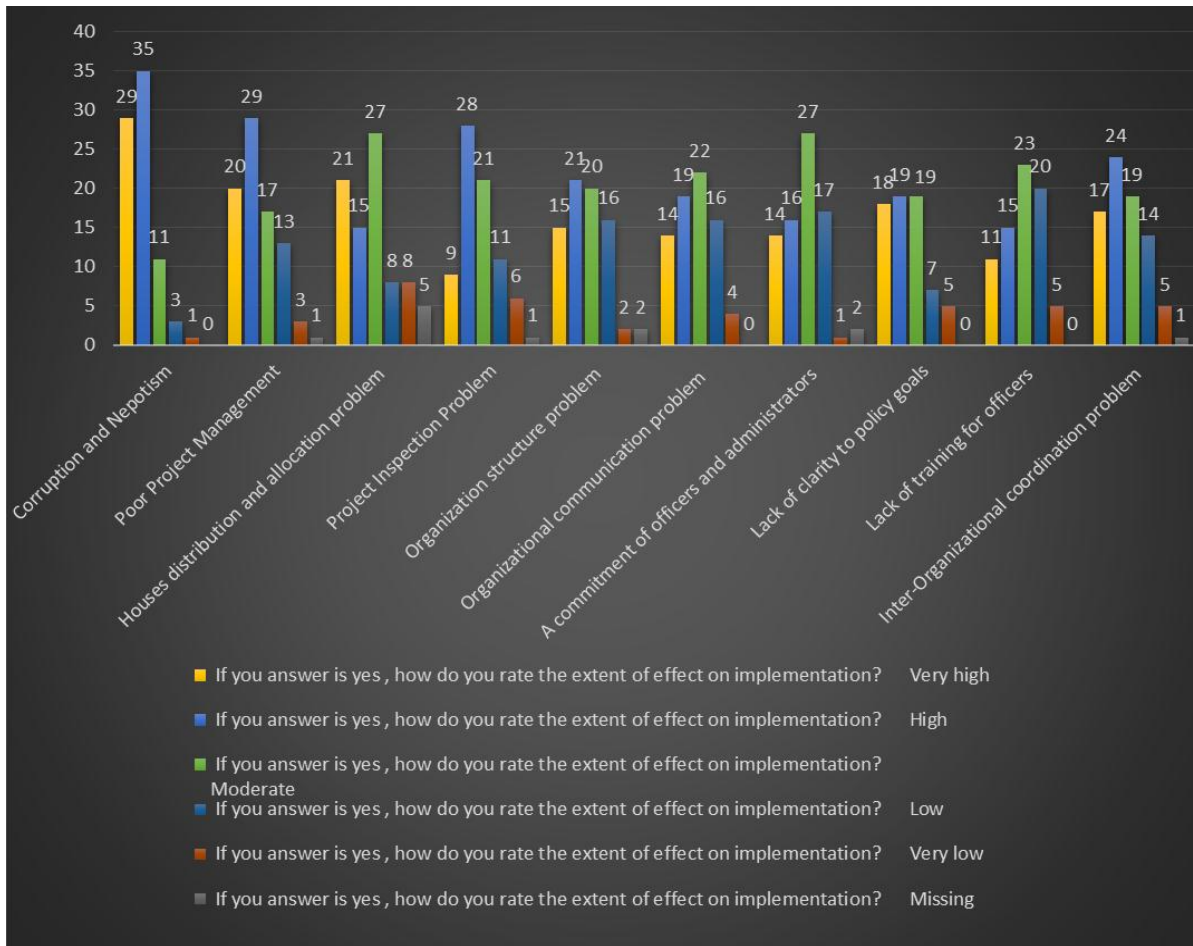


Figure 7: The Extent of Effect of Internal Barriers to Housing policy Implementation. (Source; survey data/ participants’ opinion, 2020)

In the above figure seven tried to show, participants highlighted their opinion on the different internal factors, which affecting the success of housing policy implementation, directly or indirectly and it was discussed in the above sub-topic. Based on the answer of question number twenty five the question number twenty six was developed. Then above figure seven, shows that participants highlighted their opinion on the extent of the effect of internal barriers on implementation of housing policy in Addis Ababa. On this issue the results according to the perception of respondents let as follows in net statements; -

4.1.2.4.2.1. Corruption and Nepotism

This sub-topic, presents the opinion of respondents on the extent of effect of corruption and nepotism in housing policy implementation in Addis Ababa. Presented below are the results according to the perception of respondents.

About a Corruption and Nepotism, in the above figure seven tried to show, respondents highlighted their opinion, the results according to the perception of respondents, 29/78 or 37% say that a corruption and nepotism is a very high barrier to housing policy implementation in Addis Ababa, 35/78 or 45% say that a corruption and nepotism is high barriers to housing policy implementation in Addis Ababa. Plus 11/78 or 14% say that a corruption and nepotism is an averagely barrier to housing policy implementation in Addis Ababa, 3/78 or 4% say that a corruption and nepotism is a low effect on housing policy implementation in Addis Ababa. And no respondent missed this question.

Therefore, according to quantitative data corruption and nepotism is high barriers to housing policy implementation in Addis Ababa.

4.1.2.4.2.2. The Project Management Problem

This sub-topic, presents the opinion of respondents on the extent of the effect of poor project management problem on housing policy implementation in Addis Ababa. Presented below is the result, according to the perception of respondents.

About Project Management, In the above figure seven tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 20/82 or 24% say that poor project management is a very high barrier to housing policy implementation in Addis Ababa, 29/82 or 35% say that poor project management is a high barrier to housing policy implementation in Addis Ababa. Plus 17/82 or 21% say that poor project management is an averagely barrier to housing policy implementation in Addis Ababa, 13/82 or 16% says that poor project management is a low effect on housing policy implementation in Addis Ababa, 3/82 or 4% say that poor project management is a very low effect on housing policy implementation in Addis Ababa. And one respondent missed this question.

Therefore, above data shows that poor project management is a high barrier to housing policy implementation in Addis Ababa.

4.1.2.4.2.3. The Houses Distribution and Allocation Problem

This sub-topic, presents the opinion of respondents on the extent of the effect of houses distribution and allocation problem on housing policy implementation in Addis Ababa. Presented below is the result, according to the perception of respondents.

Houses Distribution and Allocation, In the above figure seven tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 21/79 or 27% says that houses distribution and allocation is very high effective/barrier to housing policy implementation in Addis Ababa. Plus 15/79 or 19% say that house distribution and allocation is a high barrier to housing policy implementation in Addis Ababa, 27/79 or 34% says that house distribution and allocation is an averagely barrier to housing policy implementation in Addis Ababa. In addition 8/79 or 10% says that house distribution and allocation is a low effect on housing policy implementation in Addis Ababa, 8/79 or 10% says that house distribution and allocation is a very low effect on housing policy implementation in Addis Ababa. And no respondent missed this question.

Therefore, above data shows that houses distribution and allocation problem is a high obstacle to housing policy implementation in Addis Ababa

4.1.2.4.2.4. The Project Inspection Problem

This sub-topic, presents the opinion of respondents on the extent of effect of project inspection problem on housing policy implementation in Addis Ababa. Presented below is the result, according to the perception of respondents.

Project Inspection, In the above figure seven tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 9/76 or 12% says that project inspection problem is very high barrier to housing policy implementation in Addis Ababa. In addition 28/76 or 37% say that project inspection problem is a high barrier to housing policy implementation in Addis Ababa, 21/76 or 28% says that project inspection problem is an averagely barrier to housing policy implementation in Addis Ababa. Plus 11/76 or 15% say that project inspection problem is

low barrier on housing policy implementation in Addis Ababa, 6/76 or 8% says that project inspection problem is a very low effect on housing policy implementation in Addis Ababa. And one respondent missed this question.

Therefore, data show in above presentation most of the respondents says that a project inspection problem is high and very high barrier to housing policy implementation in Addis Ababa. So a project inspection problem is a high obstacle to housing policy implementation in Addis Ababa

4.1.2.4.2.5. The Organization Structure Problem

This sub-topic, presents the opinion of respondents on the extent of effect of organization structure problem in housing policy implementation in Addis Ababa. Presented below is the result, according to the perception of respondents.

Organizational structure problem; In the above figure seven tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 15/74 or 20% say that organization structure problem is very high barrier to housing policy implementation in Addis Ababa. Plus 21/74 or 28% says that organization structure problem is a high barrier to housing policy implementation in Addis Ababa, 20/74 or 27 % says that organization structure problem is an averagely barrier to housing policy implementation in Addis Ababa, 16/74 or 27% says that organization structure problem is low barrier on housing policy implementation in Addis Ababa. In addition 2/74 or 3% say that organization structure problem is very low barrier on housing policy implementation in Addis Ababa. And two respondents missed this question.

Therefore, data show in above presentation most of the respondents say that an organization structure problem is high and very high hinder factor to housing policy implementation in Addis Ababa. So an organization structure problem is a high barrier to housing policy implementation in Addis Ababa

4.1.2.4.2.6. The Organizational Communication Problem

This sub-topic, presents the opinion of respondents on the extent of effect of organizational communication problem on housing policy implementation in Addis Ababa. Presented below is the result, according to the perception of respondents.

Organizational communication problem, In the above figure seven tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 14/75 or 19% say that organizational communication problem is very high barrier to housing policy implementation in Addis Ababa, 19/75 or 25% say that the organizational communication is a high barrier to housing policy implementation in Addis Ababa. Plus 22/75 or 29 % say that organizational communication problem is an averagely barrier to housing policy implementation in Addis Ababa. In addition 16/75 or 21% say that organizational communication problem is low barrier on housing policy implementation in Addis Ababa, 4/75 or 5% says that organizational communication is a very low barrier on housing policy implementation in Addis Ababa. And no respondent missed this question.

Therefore, above presentation shows that, most respondents say that an organizational communication problem is high and very high barrier to housing policy implementation in Addis Ababa. So an organizational communication problem is a high obstacle to housing policy implementation in Addis Ababa.

4.1.2.4.2.7. Lack of Commitment of Officials

This sub-topic, presents the opinion of respondents on the extent of the effect of a lack of commitment of officials on housing policy implementation in Addis Ababa. Presented below is the result, according to the perception of respondents.

Lack of commitment of officials, In the above figure seven tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 14/75 or 19% say that a lack of commitment of officers and administrators is a very high barrier to housing policy implementation in Addis Ababa, 16/75 or 21% say that a lack of commitment of officers and administrators is a high barrier to housing

policy implementation in Addis Ababa. Plus 27/75 or 36 % says that a lack of commitment of officers and administrators is an averagely barrier to housing policy implementation in Addis Ababa. In addition 17/75 or 23% say that a lack of commitment of officers and administrators is low barrier on housing policy implementation in Addis Ababa, 1/75 or 1% say that a lack of commitment of officers and administrators is a very low barrier on housing policy implementation in Addis Ababa. And two respondents missed this question.

Therefore, above presentation shows, most respondents say that a lack of commitment of officers and administrators is high and very high barrier to housing policy implementation in Addis Ababa. So a lack of commitment of officers and administrators is a high barrier to housing policy implementation in Addis Ababa.

4.1.2.4.2.8. Lack of Clarity of Policy Goals

This sub-topic, presents the opinion of respondents on the extent of effect of lack of clarity of policy goals on housing policy implementation in Addis Ababa. Presented below is the result, according to the perception of respondents. In the above figure seven tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 18/68 or 26.5% say that lack of clarity of policy goals is a very high barrier to housing policy implementation in Addis Ababa, 19/68 or 28% say that lack of clarity to policy goals is a high barrier to housing policy implementation in Addis Ababa. Plus 19/68 or 28 % say that lack of clarity of policy goals is an averagely barrier to housing policy implementation in Addis Ababa. In addition 7/68 or 10% say that lack of clarity of policy goals is low barrier on housing policy implementation in Addis Ababa, 5/68 or 7% say that lack of clarity of policy goals is a very low barrier on housing policy implementation in Addis Ababa. And no respondent missed this question.

Therefore, in above presentation most of respondents say that a lack of clarity of policy goals is high and very high barrier to housing policy implementation in Addis Ababa. So a lack of clarity of policy goals is very high obstacle to housing policy implementation in Addis Ababa.

4.1.2.4.2.9. The Effect of Lack of Training for Officials

This sub-topic, presents the opinion of respondents on the extent of effect of lack of training for officials on housing policy implementation in Addis Ababa. Presented below is the result, according to the perception of respondents.

Lack of Training for Officials, In the above figure seven tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 11/74 or 15% say that lack of training for officials is a very high barrier to housing policy implementation in Addis Ababa, 15/74 or 20% say that lack of training for officials is a high barrier to housing policy implementation in Addis Ababa. Plus 23/74 or 31 % say that lack of training for officials is an averagely barrier to housing policy implementation in Addis Ababa. In addition 20/74 or 27% say that lack of training for officials is low barrier on housing policy implementation in Addis Ababa, 5/74 or 7% say that the lack of training for officials is a very low barrier on housing policy implementation in Addis Ababa. And no respondent missed this question.

Therefore, above presentation shows, most respondents say that a lack of training for officials is high and very high barrier to housing policy implementation in Addis Ababa. So a lack of training for officials is a high barrier to housing policy implementation in Addis Ababa.

4.1.2.4.2.10. Inter-organizational Coordination Problem

This sub-topic, presents the opinion of respondents on the extent of effect of inter-organizational coordination problem in housing policy implementation in Addis Ababa. Presented below is the result, according to the perception of respondents.

Inter-Organizational Coordination Problem, In the above figure seven tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 17/79 or 26% says that inter-organizational coordination problem is very high barrier to housing policy implementation in Addis Ababa, 24/79 or 30% says that inter-organizational coordination problem is a high barrier to Addis Ababa housing policy implementation. Plus 19/79 or 24 % says that inter-organizational coordination problem is an averagely barrier to housing policy implementation in Addis Ababa. In addition 14/79 or 18% say that inter-organizational coordination problem is low barrier

on housing policy implementation, 5/79 or 6% says that inter-organizational coordination problem is very low barrier on housing policy implementation in Addis Ababa. And one respondent missed this question.

As a result above presentation shows, most respondents say that inter-organizational coordination problem is high and very high barrier to housing policy implementation in Addis Ababa. So that, inter-organizational coordination problem is a high barrier to housing policy implementation in Addis Ababa.

4.1.2.4.3. External Barriers to Housing policy Implementation

This sub-topic, presenting the opinion of respondents on the external factors they are a barrier to housing policy implementation in Addis Ababa. Presented below are the question asked and the results according to the perception of respondents.

27. How do you consider, the following external factors are a barrier to the overall success of the implementation of housing policy in the city Administration?

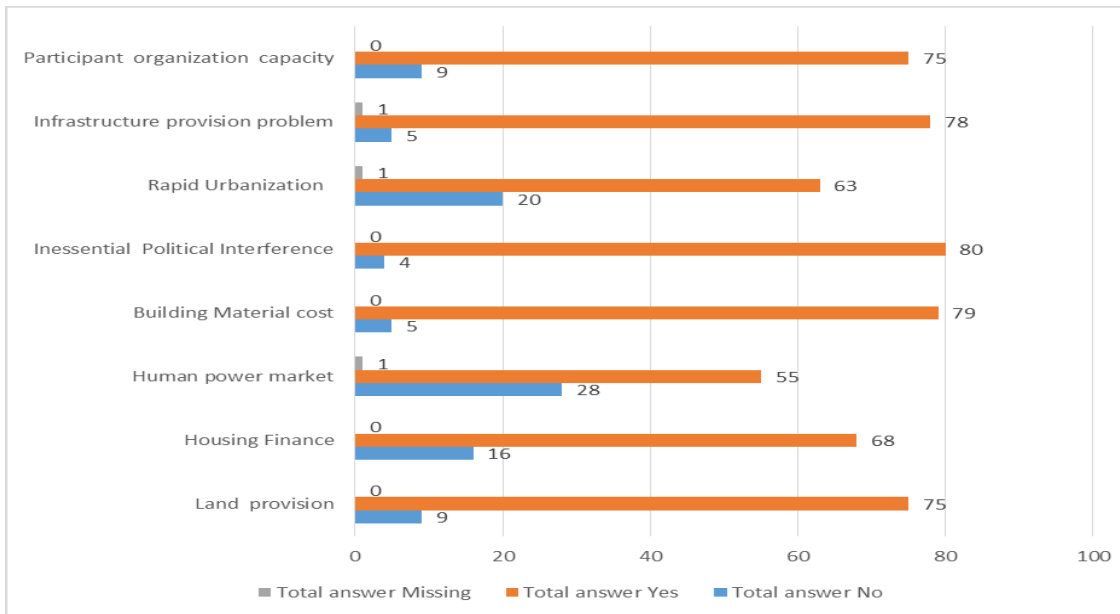


Figure 8: The External Barriers to Housing policy Implementation in Addis Ababa. (Source; survey data/ participants' opinion, 2020)

The above figure eight shows, participants highlighted their opinion on the different external factors they affect the success of housing policy implementation in the Addis

Ababa city directly or indirectly. On this issue the results according to the perception of respondents let as follows; -

- ❖ **Land Provision problem;** on this issue 9/84 or 11% say that the land provision problem is not barrier to housing policy implementation in Addis Ababa, and 75/84 or 89% say that yes the land provision problem is a barrier to housing policy implementation in Addis Ababa and no respondent missed this question.
- ❖ **Housing Finance;** on this issue 16/84 or 19% say that the housing finance is not barrier to housing policy implementation in Addis Ababa, and 68/84 or 81% says that yes the housing finance is a barrier to housing policy implementation in Addis Ababa and no respondent missed this question.
- ❖ **Human power market;** on this issue 28/84 or 34% says that the human power market is not barrier to housing policy implementation in Addis Ababa, and 55/84 or 66% says that yes the human power market is a barrier to housing policy implementation in Addis Ababa and one respondent missed this question.
- ❖ **Building Materials Cost;** on this issue 5/84 or 6% say that the building materials cost is not barrier to housing policy implementation, and 79/84 or 94% say that yes, the building materials cost is a barrier to housing policy implementation in Addis Ababa and no respondent missed this question.
- ❖ **Inessential Political Interference;** on this issue 4/84 or 5% says that the inessential political interference is not barrier to housing policy implementation in Addis Ababa, and 80/84 or 95% say that yes the inessential political interference is a barrier to housing policy implementation in Addis Ababa and no respondent missed this question.
- ❖ **Rapid Urbanization;** on this issue 20/84 or 24% of respondents says that the rapid urbanization is not barrier to housing policy implementation in Addis Ababa, and 63/84 or 75% of respondents say that yes the rapid urbanization is a barrier to housing policy implementation in Addis Ababa and one respondent missed this question.
- ❖ **Infrastructures Provision;** on this issue 5/84 or 6% says that the infrastructure provision is not barrier to housing policy implementation in AA, and 78/84 or 94% say that yes the infrastructure provision is a barrier to housing policy implementation in Addis Ababa and one respondent missed this question.
- ❖ **Participant Organization Capacity;** on this issue 9/84 or 11% say that the participant organization capacity is not barrier to housing policy implementation in

Addis Ababa, and 75/84 or 89% say that yes the participant organization capacity is a barrier to housing policy implementation in Addis Ababa and one respondent missed this question.

Therefore, most respondents argue that those mentioned factors in the above are an obstacle to housing policy implementation in Addis Ababa, and interview respondents support these. So these factors are an obstacle to the success of housing policy implementation in Addis Ababa.

4.1.2.4.4. The Extent of Effect of External Barrier Factors

This sub-topic, presents the opinion of respondents on the extent of the effect of external factors which are a barrier to housing policy implementation in Addis Ababa. These are discussed in above question number 27. Plus Presented below is the question asked and the results according to the perception of respondents.

28. *If your answer is yes for the external factor which are mentioned in question number 27, what level of degree do you rate the extent of effect on implementation?*

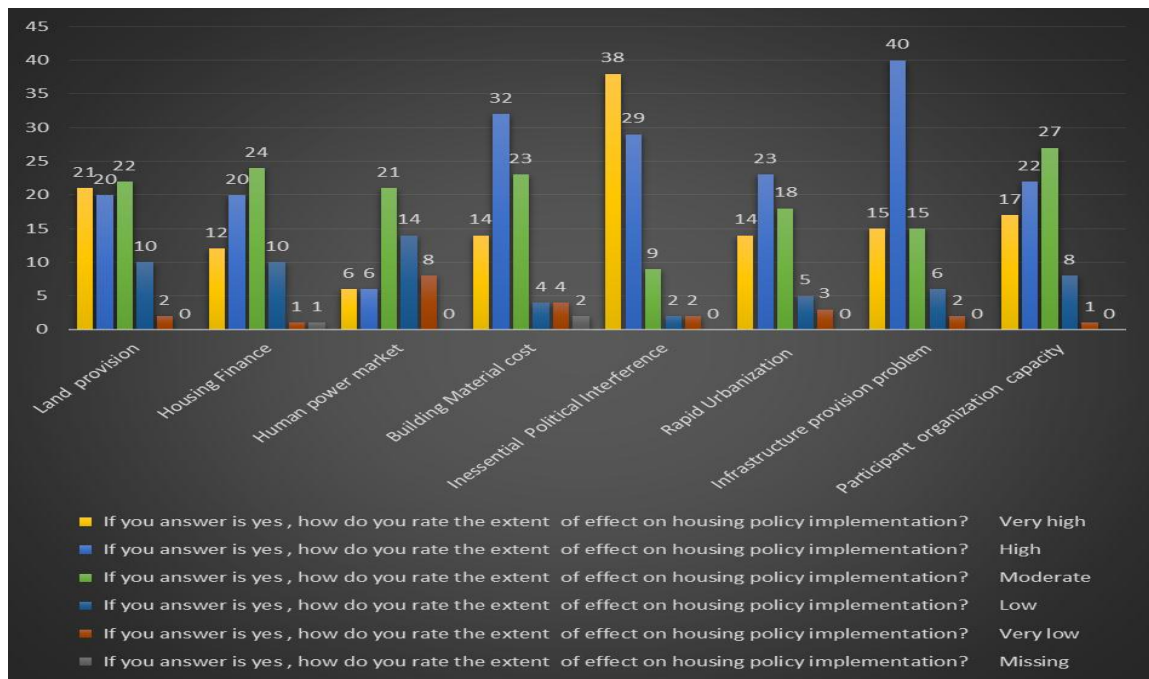


Figure 9: The Extent of Effect of External Barrier Factors on Housing Policy Implementation in Addis Ababa. (Source; survey data/ participants' opinion, 2020)

The above figure eight tried to show, participants highlighted their opinion on the different external factors which affect the success of housing policy implementation in Addis Ababa directly or indirectly and presented in the above statements. Based on answer of question number twenty seven the question number twenty eight was developed. Above figure nine, shows that participants highlighted their opinion on the extent of the effect of external barriers on implementation of housing policy in Addis Ababa. On this issue the results according to the perception of respondents presented in the following statements; -

4.1.2.4.4.1. Land Provision problem

This sub-topic, presents the opinion of respondents on the extent of the effect of land provision problem on housing policy implementation in Addis Ababa. Presented below is the result, according to the perception of respondents.

Land provision problem, in the above figure nine tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 21/75 or 28% say that land provision is a very high barrier to housing policy implementation in Addis Ababa, 20/75 or 27% say that land provision is a high barrier to housing policy implementation in AA. Plus 22/75 or 29 % say that land provision is an averagely barrier to housing policy implementation in Addis Ababa. In addition 10/75 or 13% say that land provision is low barrier on housing policy implementation in AA, 2/75 or 3% say land provision is a very low barrier to housing policy implementation in Addis Ababa. And no respondent missed this question. Consequently, most respondents say that land provision is very high and high obstacle to housing policy implementation in Addis Ababa, so land provision problem is a very high barrier factor that hinder housing policy implementation in Addis Ababa

4.1.2.4.4.2. Housing Financing Problem

This sub-topic, presenting the opinion of respondents on the extent of effect of housing finance problem on housing policy implementation in Addis Ababa. Presented below is the result, according to the perception of respondents.

Housing financing, in the above figure nine tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 12/67 or 18% say that housing financing is a very high barrier to housing policy implementation in Addis Ababa, 20/67 or 30% say that housing financing is a high barrier to housing policy implementation in AA. Plus 24/67 or 36 % say that housing financing is an averagely barrier to housing policy implementation in AA. In addition 10/67 or 15% say that housing financing is low barrier on housing policy implementation in Addis Ababa, 1/67 or 2% says that housing financing is a very low barrier on housing policy implementation in Addis Ababa. And one respondent missed this question.

Therefore, most respondents say that housing financing is high and very high obstacle to housing policy implementation in Addis Ababa, so housing financing problem is a high barrier factor for housing policy implementation in Addis Ababa.

4.1.2.4.4.3. Lack of Skilled Manpower in the Market

This sub-topic, presents the opinion of respondents on the extent of the effect of the manpower market on housing policy implementation in Addis Ababa. Presented below are the results according to the perception of respondents.

Human Power Market, in the above figure nine tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 6/55 or 11% say that the human power market is very high barrier to housing policy implementation in Addis Ababa, 6/55 or 11% say that the human power market is a high barrier to housing policy implementation in Addis Ababa. Plus 21/55 or 38 % say that the human power market is an averagely barrier to housing policy implementation in Addis Ababa. In addition 14/55 or 26% say that the human power market is low barrier on housing policy implementation in Addis Ababa, 8/55 or 15% say that the human power market is very low barrier on housing policy implementation in Addis Ababa, and no respondent missed this question.

Therefore, most respondents say that the human power market is low and very low obstacle to housing policy implementation in Addis Ababa, so the human power market is low barrier to housing policy implementation in Addis Ababa.

4.1.2.4.4.4. Soaring Building Materials Cost

This sub-topic, presenting the opinion of respondents on the extent of effect of building materials cost on housing policy implementation in Addis Ababa. Presented below are the results according to the perception of respondents.

The Building Materials cost; in the above figure nine tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 14/77 or 18% say that building materials cost is very high barrier to housing policy implementation in Addis Ababa, 32/77 or 42% say that building materials cost is a high barrier to housing policy implementation in Addis Ababa. Plus 23/77 or 30 % say that building materials cost is an averagely barrier to housing policy implementation in Addis Ababa. In addition 4/77 or 5% say that building materials cost is a low barrier on housing policy implementation in Addis Ababa, 4/77 or 5% says that building materials cost is a very low barrier on housing policy implementation in Addis Ababa. And two respondents missed this question.

Therefore, most respondents say that building materials cost is very high and high obstacle to housing policy implementation in Addis Ababa, so the building materials cost is very high barrier factor which hinders housing policy implementation in Addis Ababa.

4.1.2.4.4.5. Inessential Political Interference

This sub-topic, presents the opinion of respondents on the extent of the effect of inessential political interference on housing policy implementation in Addis Ababa. Presented below are the results according to the perception of respondents.

Inessential Political Interference; in the above figure nine tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 38/80 or 48% say that inessential political interference is a very high barrier

to housing policy implementation in Addis Ababa, 29/80 or 36% say that inessential political interference is a high barrier to housing policy implementation in Addis Ababa. Plus 9/80 or 11 % say that inessential political interference is an averagely barrier to housing policy implementation in Addis Ababa. In addition 2/80 or 3% say that inessential political interference is low barrier on housing policy implementation in Addis Ababa, 2/80 or 3% say inessential political interference is a very low barrier on housing policy implementation in Addis Ababa. And no respondents missed this question.

Therefore, most respondents say that inessential political interference is very high and high obstacle to housing policy implementation in Addis Ababa, so the inessential political interference is a very high barrier factor which hinders housing policy implementation in the Addis Ababa.

4.1.2.4.4.6. Rapid Urbanization

This sub-topic, presents the opinion of respondents on the extent of effect of rapid urbanization on housing policy implementation in Addis Ababa. Presented below are the results according to the perception of respondents.

Rapid Urbanization; in the above figure nine tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 14/63 or 22% say that rapid urbanization is a very high barrier to housing policy implementation in Addis Ababa, 23/63 or 37% say that rapid urbanization is a high barrier to housing policy implementation in Addis Ababa. Plus 18/63 or 29 % say that rapid urbanization is an averagely barrier to housing policy implementation in Addis Ababa, 5/63 or 8% say that rapid urbanization is low barrier on housing policy implementation in Addis Ababa, 3/63 or 5% says rapid urbanization is a very low barrier on housing policy implementation in Addis Ababa. And no respondents missed this question.

Therefore, most respondents say that rapid urbanization is very high and high obstacle to housing policy implementation in Addis Ababa, so the rapid urbanization is a high barrier factor which hinders housing policy implementation in Addis Ababa.

4.1.2.4.4.7. Infrastructure Provision Problem

This sub-topic, presents the opinion of respondents on the extent of effect of infrastructure provision on housing policy implementation in Addis Ababa. Presented below are the results according to the perception of respondents.

Infrastructure Provision; in the above figure nine tried to show, respondents highlighted their opinion on this issue, the results according to the perception of respondents, 15/78 or 19% say that infrastructure provision is a very high barrier factor to housing policy implementation in Addis Ababa, 40/78 or 51% say that infrastructure provision is a high barrier to housing policy implementation in Addis Ababa. Plus 15/78 or 19 % say that infrastructure provision is an averagely barrier to housing policy implementation in Addis Ababa. In addition 6/78 or 8% say that infrastructure provision is low barrier on housing policy implementation in Addis Ababa, 2/78 or 3% say that infrastructure provision is a very low barrier on housing policy implementation in Addis Ababa. And no respondents missed this question.

Therefore, most respondents say that infrastructure provision is very high and high obstacle to housing policy implementation in Addis Ababa, so the infrastructure provision is a very high barrier factor that hinders housing policy implementation in Addis Ababa.

4.1.2.4.4.8. Participant Organizations Capacity Problem

This sub-topic, presents the opinion of respondents on the extent of the effect of participant organization's capacity on housing policy implementation in Addis Ababa. Presented below are the results according to the perception of respondents.

The Participant Organization's Capacity Scarce, in the above figure nine tried to show, respondents highlighted their opinion on this issue. The results, according to the perception of respondents, 17/75 or 23% say that participant organization's capacity is very high barrier to housing policy implementation in Addis Ababa, 22/75 or 29% says that participant organization's capacity is a high barrier to housing policy implementation

in Addis Ababa. Plus 27/75 or 36 % say that participant organization's capacity is an averagely barrier to housing policy implementation in Addis Ababa. In addition 8/75 or 11% say that participant organization's capacity is low barrier on housing policy implementation in Addis Ababa, 1/75 or 1% say that participant organization's capacity is very low barrier on housing policy implementation in Addis Ababa. And no respondents missed this question.

Therefore, most respondents say that participant organization's capacity is very high and high obstacle to housing policy implementation in Addis Ababa, so participant organization's capacity scarce is a very high barrier factor which hinders housing policy implementation success in Addis Ababa.

4.2. Presentation and analysis to open-ended questions

These data collected from the selected leaders/managers of Addis Ababa Housing Development Management Bureaus as a respondent by semi-structured interview questions. This data would be collected through face to face conversation. During interview questions preparation and conversation with the respondent, researcher using Amharic language, because by using local language respondents to more interpret their idea and it help them to give clearer explanation. The semi-structured interview question structured in two parts, first part include the introduction and general guidelines of the interview and in second includes five main research questions. During the interview conversation, the consent form was used.

4.2.1. Background of Respondents

The participants in an interview survey as respondent in this research are all their works in a managerial position in Addis Ababa Housing Development Management Bureau. They selected by using a judgmental sampling method. Their organizational information and background presented in the next table:

Table 3: Organizational Information or background of interview respondents,

Total No	Level of Management /Position			Sex category	
	Top level	Middle level	First Level/ Technical	Female	Male
5	1	2	2	1	4

Source: survey data during interview, (2020)

4.2.2. Interview Presentation

This data collected from selected Addis Ababa Housing Development and Management Bureau managers by semi-structured interview, this interview question includes five main research questions. The next five sub-sections are the presentations and analysis of these data, let us follow;-

4.2.2.1. Policy Implementation

This sub-section discusses about data collected from interview question, on the issues of the general success of housing policy implementation in Addis Ababa. Participants reflected their opinion and organizational performance on this issue and presented as follows;-

➤ Question one; - Does the policy implemented as intended?

Interviewee one: - “... states that, housing policy wasn’t implemented as intended goals, but some activities were done. Thus, since 2005 GC city government build and transfer 200,000 houses to low and middle-income city residents and 130,000 houses in the progress, but more than one million house seeker the city residents, registered in two registration seasons, which means in 2005 GC and 2013 GC.”

Interviewee two: -“... States that, more or less the housing policy was implemented in Addis Ababa, but the implementation is not effective when compared with intended policy goals”

Interviewee three: -“... says since 2005GC city government tries to go thought the implementation of housing policy, but the implementation was not effective. Hence more than one million home seekers registered and saved their proportion based on an agreements with government, but the government not able to prove houses for them, which means those who are registered in two registration season’s (in 2005GC and 2013GC).”

Interviewee four:-..... Says the housing policy implementation government take some action in GTP1 and GTP2 thus government develops different strategies in housing, but, it did not meet intended goals, because of all input material provided by the government and the government control all management activates of housing. This is the primary problem or obstacle to effectiveness of implementation. In addition, local currency is the trouble in housing policy implementation, thus in Ethiopia most construction, ingredients/admixtures, finishing material, and construction tools and machineries imported from another country. As a conclusion in my perception, If we compeer so far housing demand in the Addis Ababa and housing provision in the city, housing provision is ¼ less than housing demand.”

“But in Addis Ababa government as well as Ethiopia past time there is a lack of experience in mass housing project, due to this the condominium projects change construction history and situation in Ethiopia in positively, thus we have gained a good experience to coming projects as a country.” Ibid

Interviewee five: - “.... Says Most of the time effective policy implementation required active participation of all stakeholders, and their contribution decides the implementation efficiency and effectiveness of policy implementation. In my perception national housing policy is good by contents, but by a cause of implementation problems policy is unable to

meet its goals. But some policy goals were well implemented and other goals were failed in implementation.”

Therefore the above data shows that, all respondents agreed in the ineffectiveness of housing policy implementation in Addis Ababa, and they states that, the government tried to do some activities in implementation. But that is not effective compared with policy goals.

4.2.2.2. Inputs, Activities, and Outputs on Implementation

This sub-section presenting data collected from interviews question, on the issues of inputs, activities, and outputs involved in the housing policy implementation in Addis Ababa. Respondents reflect their opinion and organizational situation on this issue and presented as follows;-

- Question Two; - how are inputs, activities, and outputs involved in the implementation of policy?

Interviewee one: - “... States that, in Addis Ababa housing project, building materials were supplied by government, human power (skilled and daily labors) and machineries supplied by contractors. So the governmental bureaucracy negatively affecting housing process, according to my point of view 70% of project process negatively affected by building material supply problem. Which means, the projects planned to complete within one year are overrun to three years have to four years. These situations lead customers into lost their trust in government”.

Interviewee two: -“..... Say that input provision process is a high problem in housing policy implementation, by the case of the government supplying building material in monopoly process. In the same way there are many problems in the process. In this regard, the city mass housing systems unable to produce sufficient houses to registered city residents with quality and quantity.”

Interviewee three: - "... says that Input is very high problem in housing policy implementation. Especially, land provision and housing financing (local currency and housing loan) are negatively affecting both governmental housing (condominiums) and private housing (housing union, real estate, rental houses developer etc...)."

"By Activity, the government controls all process, especially in mass housing/ condominiums; both the management and the input provision controlled by the government, due to these and a lack of implementation capacity, the government unable to effectively perform this task." Ibid

"By Output, since 2005GC the government builds and transfers 200,000 houses, this is a very low performance compared with houses demand in the city and housing policy goals." Ibid

Interviewee four: - "..... states that, there is a lack of professionals or skilled human power in the housing sector in Addis Ababa. Because mass housing/condominium has almost 22 branches, so that these required more educated and skilled human powers, both in management and in engineering/ technical."

"In the process, there are many problems, especially by coordination, even if the above mentioned branches use manual reporting system still now. And that shows lack of technology in the housing sector." Ibid

Interviewee five: - ".... States that, the planned objectives of the Addis Ababa housing policy are; 1st it was planned to build domestic contractor's capacity through micro and small enterprises participation, 2nd it was planned to improve community saving culture, in the last it was planned to change the construction history of the city in positively. But the primary problem with Past time activities in the Addis Ababa housing sector is the manager's has a lack of willingness to learn from past mistake, and to reform/ improve the current circumstances."

As a result, the above presentation shows that, most respondents agreed with that the government controlling input provision process in mass housing. And it negatively affects housing policy implementation in Addis Ababa plus in process government controlling the all activity by monopoly. And that limited the development actors' participation in housing sectors.

4.2.2.3. Stakeholders Participation in the policy Implementation

This sub-section presenting data gathered from interview question, on the issues of Stakeholders Participation in the housing policy implementation in Addis Ababa. Respondents reflected their opinion and organizational situation, the issue presented as follows;-

- Question Three; - How stakeholders did participate in the implementation of housing policy in Addis Ababa?

Interviewee one: -“..... states that, in Addis Ababa condominium housing process, main stakeholders are, AHDMB as a client, contractors are stakeholders in the process, and consultant advises both government and contractors in the process. In addition, micro and small enterprises are participating in the housing process as a sub-contractor. City residents/community engaged in both planning and output distribution. During planning government analyzing shelter need in the city, and changed that study in to plan, then community was directly or indirectly (by representative’s organization) discusses/review this plan. On other hand participation of community was during registration, during registration the residents engaged in the housing system depends on their economic level and their needs of houses. On other hand houses, supplied by real state for high income residents and diaspora Ethiopians it’s another participation of private sectors in housing. Plus the government supports the house building union by supplying land. Another alternative houses supplying system used by city government is joint-venture house building, that means land supplied by government and houses bullied by foreign and domestic investors, in these programs 30% of finished houses gives to

the government and remained 70% of finished houses for them (investors).”

Interviewee two: - “..... Says that, for participation, many stakeholders participated in the housing system, but there have corporation/conjugate problem in the process. Another hand government doesn't give a chance to NGO/civil society and foreign investors participate in city housing supply. But public participation was good.”

Interviewee three: - “... says that, the main stakeholders of Addis Ababa Housing Development and Management Bureaus, are Addis Ababa micro and small enterprises' bureaus, constructors, consultant, infrastructure provider organizations (Addis Ababa water and sanitation authority, Addis Abba roads authority, Ethiopia electric power corporation), Commercial bank of Ethiopia, These all are supplier stakeholders. And Addis Ababa people participated as a demand stakeholder. In addition constructors are stakeholders in process/operation.”

“Another stakeholder in Addis Ababa housing policy implementation is an NGO/civil society and foreign investors, but they weren't participating in Addis Ababa housing especially an NGO. In my perception this is a main cause to the ineffectiveness of policy implementation.” Ibid

“Public participation was low in housing policy implementation in Addis Ababa, because the most dominant participatory approach in Addis Ababa Housing Development and Management Bureau was top to down approach. This type of approach does not give chance to community to change implementation direction. Due to these participants wouldn't able to change implementation direction, but the government uses community participation as a promotion.” Ibid

Interviewee four: - “.....Say that, many stakeholders participated in Addis Ababa housing policy implementation; - among them infrastructure suppliers,

micro and small enterprises, contractors etc. On the other hand foreign investors and NGO are stakeholders in Addis Ababa development housing process. But pastime their participation decided by city government or not by the housing sector. In the current organizational reform, this was included, and these reforms give a coordination role in the housing process of the Addis Ababa Housing Development and Management Bureau.”

Interviewee five: - “.....Say that, many stockholders participated in Addis Ababa housing policy implementation. Among them a contractors, input suppliers, infrastructure providers and the community were a direct participated in the Addis Ababa housing. Plus, infrastructure provider organizations aren't performing their responsibilities properly.”

Therefore, the above presentation shows that, many stakeholders are participating in housing policy implementation in Addis Ababa, but there are many factors limiting their participation, like the approach of participation, participant capacity problem, and attitude of political leaders. With these regards all respondents agreed that, the participation of community and domestic investors is well and by other hand the low participation of foreign investors and civil society organizations limiting housing policy implementation.

4.2.2.4. Internal and External Barriers to Implementation

This sub-section presenting data collected from interviews question, on the issues of internal and external factors they are barriers to housing policy implementation in Addis Ababa. Respondents reflect their opinion and organizational situation on this issue and presented as follows;-

- Question four; -What internal and external factors are barriers to implementation?

Interviewee one: - “... states that, the project management problem, a house distribution problem, project inspection problem, organizational structure, organizational communication problem and administrator's commitment, are internal barriers in Addis Ababa housing policy implementation.”

“Lack of Participant organization capacity, a land provision problem, inessential political intervention, and rapid urbanization are external barriers in Addis Ababa housing policy implementation.”

Interviewee two: -“.....Say that, extreme corruption and nepotism, project management problem, houses distribution and allocation, project inspection, organizational structure, organizational communication, the lack commitment of officer and administrator, lack clarity of policy goals, lack of training for officers, inter-organizational coordination problem is internal barriers in Addis Ababa housing policy implementation. Mainly coordination and integration was high internal barriers in Addis Ababa housing policy implementation.”

“Land provision, housing finance (local currency), human power market, and a high cost of building material, inessential political interference, rapid urbanization, infrastructure provision problem, and lack participant organization capacity are highly affecting external barrier factors in Addis Ababa housing policy implementation.” Ibid

Interviewee three: - “.....Say selection process of consultant is a basic obstacle to Addis Ababa housing policy implementation, in Addis Ababa housing development activate, consultant selection was not based on the their capacity, skill and ability of accomplishing the task, but the selection was based on political attitude and party membership.”

Interviewee four: - “... say that, the lack of experience in mass housing is a major barrier in Addis Ababa housing policy implementation.”

“The organizational coordination problem, infrastructure supplier’s integration problem and political instability in the country, are externally affecting factors in housing policy success.” Ibid

Interviewee five: - "... says internal factors are lack consultant capacity, lack of constructors capacity and lack of micro and small enterprise capacity and lack of administrators or managers' capacity are high barriers in Addis Ababa housing policy implementation process according to capacity issues. Input or material supply process problem is high affecting housing policy success. This capacity problem projects leads to time overrun, cost overrun and Project quality problems etc."

*"..... The external barrier factors are land provision, infrastructure provisions (water, road, electricity and so on), and financial problem."
Ibid*

Therefore, all interview participants agreed in the both external and internal barrier factors, which are mentioned in the above presentation. So these mentioned barrier factors presented in both in a questioners and the interview, which are an obstacle to the implementation of housing policy in Addis Ababa.

4.2.2.5. Extent of Effect of Implementation Barriers

This sub-section discussing about data collected from interviews question, on the issues of the extent of the effects of internal and external factors they are barriers to housing policy implementation in Addis Ababa. Respondents reflected their opinion and organizational situation on this issue and presented as follows;-

- Question Five; - What Extent that implementation barriers influence the anticipated goal of housing policy?

Interviewee one: - "... States that, the Land provision, rapid urbanization, participant organization capacity problem is very high barriers in Addis Ababa housing policy implementation, and others are moderate barriers."

Interviewee two: - "... Say that, corruption and nepotism, project management, houses distribution and allocation, project inspection, organizational structure, organizational communication, the commitment of officer and administrator, clarity of policy goals, lack of training for officers, inter-

organizational coordination, land provision, housing finance (local currency), human power market problem are a barrier factors in Addis Ababa Housing policy implementation. Plus the building material cost, inessential political interference, rapid urbanization, the infrastructure provision, and the participant organization capacity problem these all are very high barrier factors to Addis Ababa housing policy implementation success.”

Interviewee three: -“... states that, the lack of local currency and contractor’s transparency problem (use housing budget to another task) is very high barrier factors in Addis Ababa.”

Interviewee four: - “... says that, these described factors in above question four are high barriers in Addis Ababa housing policy implementation. To decide the extents of the effect of these barrier factors in housing policy implementation, it required an operational research, but according to my observation, the projects planned to accomplish within two years, the project time overrun to six years, the cause of these external and internal factors.”

Interviewee five: -“... says that, these mentioned factors in the above statement in question four, have negatively influenced policy implementation. They play a major role in the ineffective implementation of housing policy in Addis Ababa. Due to these barrier factors the housing policies were not implemented as intended.”

Therefore, these presentations show that, the extent of the effect of these barrier factors on housing policy implementation is different by one factor to other factors, and the perspective of one respondent to another. But, all respondents agreed that, totally the extent of the effects of these barriers on the housing policy implementation is very high.

4.3. Suggestion and Comment of Respondents to Government

These recommendations selected from both questioner respondents and interview respondents. According to their point of view, their suggestions and comments presented in next two sub-section;-

4.3.1. Suggestion and Comment from Interview respondents

They suggest that, the government should be changed land policy. Because city land provision highly affecting housing provision, second government should make clarity in housing policy, plus government should make a strong private sector participation both foreign and domestic investors, and civil-society in housing policy implementation. The government should make strong collaboration between infrastructure supplier sectors and the housing sector.

4.3.2. Suggestion and Comment from Questioners Respondent

- The government should avoid high political interferences. They say inessential political interference is a main case of grand corruption in the housing policy implementation so that this is the main factor to housing sector ineffectiveness or fail.
- The government should do to make strong controlling system in constructors, due to lack of effective directing and controlling system, constructor's uses housing expenditure in their self-project.
- The Government should encourage private housing providers, by setting clear housing strategy and controlling mechanism., The Government should revise land policy,
- The Government Should Revises building material provision process in saving housing project give this task to constructors and Government should give attention to directing and controlling function only,
- Government should check leaders appointment and put the right person on right place, but not appoint based on only political attitude,
- The government should encourage communities to build their houses by self,
- The Government should Encourage private house provision, improve public participation means real participation,
- The Government should Improve housing process in order to participate private sector,
- The Government should promote alternative housing finance, and
- The Government should revise constructs selection process and criteria.

In additionally they mentioned some factors these are obstacles to participation in Addis Ababa housing policy implementation. They are;-

- Poor management system,
- The political attitude of leaders/ leadership problem,
- Political decision gain ground rather than expertise suggestion,
- The extemporaneous decision of government to build mass housing,
- Poor housing policy or lack of clear direction to public participation in all housing development directions,
- Land policy and strategy,
- Low trust of people in government, and
- Lack of Governmental capacity in implementing.

4.4. Summary of Data Analysis

This subsection shows that summary of data presentation and discussion. These factors are summarized from above quantitative and qualitative data presentation, to show a brief summary of the factors obstacle to implementation of housing policy or factors limiting implementation success and the negative outcome of policy goal due to these factors. They are grouped into three main operational stages. That means during input provision, during process/operation and during output. Input factors classified into four sub-issues, they are financial issues, material issues, manpower issues and legal issues. Process/operation factors are classified into four issues they are methods issues, communication issues, participation issues, and execution issues. Output factors are divided into two, they are supply issues and demand issues. Plus, these issues are divided into different operational problems discussed as follows;-

- **Input Factors**

1. Man Power Issues; lack of commitment of officials, lack of skilled human power; lack of training for officials.
2. Regulatory (legal) Issues; lack of clarity on housing policy and strategy, land policy itself, and lack of clear operational, strategic plan by housing and organization structure.

3. Material and technological Issues; building material cost, building material provision process problem, lack of technology, land provisions problem, and infrastructure provision problem.
 4. Financial Issues; lack local currency, lack of housing loan access, and lack of saving culture in the community; these are main input problems in Addis Ababa housing policy implementation.
- **Factors in process**
 1. Communication issues; inter-organizational communication problem, and intra-organizational problem.
 2. Method issues; selection process of contractors and consultants, appointment process of leaders, and building material provision process.
 3. Execution issues; project inspection problem, poor project management, and organizational integration problem; participant organization capacity,
 4. Participation problem; lack of public trust in the government, lead/ leader attitude problem, lack of clear direction to public participation in all housing development, and foreign investors' willingness; these are factors hinder housing policy implementation in the process.
 - **Output Factors**
 1. Demand Issues; Politician self-interest (inessential political interference (this affect housing policy implementation in all stages) and Rapid urbanization.
 2. Supply Issues; Low quantity and quality of houses and houses distribution problem; these factors are affecting housing policy implementation during output.

Due to these mentioned problems with the above, the Addis Ababa housing system, don't able to achieve intended goals in policy. That means the housing system wouldn't able to provide adequate and affordable houses for city residents. Plus Project time overrun, project cost overrun, and houses quality problem is common in Addis Ababa saving housing system. Within the addition very low participation of the resident community, domestic investors, foreign investors and NGO/civil society in housing process is one of the hindering factors of housing policy implementation in Addis Ababa.

CHAPTER FIVE: FINDINGS, CONCLUSION AND RECOMMENDATIONS OF THE STUDY

5.1. Summary of the Major Findings

- ❖ The above data shows that housing policy implementation in Addis Ababa is effective in some policy goals and ineffective on other policy goals. Accordingly main goal of housing policy, its implementation is ineffective. That means Addis Ababa housing system is not able to meet the primary goal of housing policy, due to implementation problems. By simple word the city housing system is not able to provide affordable and adequate shelter for the city residents as well as, not able to solve the shelter problem in the city. Even in Addis Ababa the access to rental house is very low and challenge full.
- ❖ Houses provided by the government to low-income and middle-income residents are affordable by cost, and habitable by design, but not accessible to all house seekers of the city residents, plus it's not adequate. That means in the most of the condominium sites there is a lack of access to water, electricity, road, school, health centers etc.
- ❖ In Addis Ababa the houses, supplied by the private sector by real estates are not affordable due to high cost, and the houses supplied by house building cooperation's are not accessible, due to improper service by some corrupted officials in the bureaucracy. Plus in Addis Ababa the access to private house builders, to build their own house is very difficult. Because of corrupted land provision system, land policy problem, and lack of the access to housing finance (loan).
- ❖ In Ethiopia as well as Addis Ababa land is the political good of ruling party members, that means land wasn't distributed as economic or social good, or land is not provided through the free market system (economic principle) or social principle by equal placement, infers to these, in Addis Ababa land provide through ruling party membership and political attitude last two or three decades and still the problem remain unsolved.

- ❖ The slum village upgrading implementation is low in achieving its goal, due to lack of a clear strategy to upgrade the slum village and provide low access for private sector intervention in the program.
- ❖ In Addis Ababa housing system, the access to participation of foreign investors and NGO/Civil-society organization is very low and access to community participation in planning and output distribution is low. During interview and open ended questioners respondents suggesting some factors which are an obstacle to participation in Addis Ababa housing policy implementation are; -
 - ✓ Poor management system,
 - ✓ The political attitude of leaders/ leadership problem,
 - ✓ Political decision gain ground rather than expertise suggestion,
 - ✓ The extemporaneous decision of government to build mass housing,
 - ✓ Poor housing policy or lack of clear direction to public participation in all housing development directions,
 - ✓ Land policy and strategy problem,
 - ✓ Low trust of people in government,
 - ✓ Lack of Governmental capacity in implementing and
 - ✓ Lack of willingness of participants to participate.
- ❖ This research found both internal and external factors, which are obstacles or limiting the effective implementation of housing policy in Addis Ababa. The internal barrier factors which limit the effectiveness of housing policy implementation in Addis Ababa are;-
 - ✓ Poor project management,
 - ✓ Corruption and nepotism,
 - ✓ House distribution problem,
 - ✓ Poor project inspection,

- ✓ Organization structure problem,
 - ✓ Poor organizational communication,
 - ✓ Lack of commitment of officials,
 - ✓ Lack of clarity of policy goals,
 - ✓ Lack of training for officials, and
 - ✓ Poor inter-organizational coordination,
- ❖ The external barrier factors. Which are limiting the effectiveness of housing policy implementation in Addis Ababa are:-
- ✓ Participant organization's capacity problem,
 - ✓ Infrastructure provision problem (especially road and electricity and water),
 - ✓ Rapid urbanization,
 - ✓ Inessential political interference in all stages of housing policy implementation,
 - ✓ Soaring building material cost,
 - ✓ Lack of skilled manpower in the market,
 - ✓ Housing finance problem (lack of access to housing loan and local currency problem),
 - ✓ Land provision problem in general,
 - ✓ Integration problem,
 - ✓ Selection criteria and process consultant and contractor in saving housing, and
 - ✓ Appointment of leaders/managers, and building material provision process.
- ❖ With this regard, according to results of quantitative and qualitative data which are collected by the questioner and interview from, shows that the extent of the effect of these barriers on housing policy implementation was different from one factors to another that was discussed in above data presented in chapter four in each sub-topic, both qualitative and quantitative presentation. But, totally their extent of effects on

the housing policy implementation is very high. If we take one single case from these barriers as an example, most interviewee respondents say that “the planned project lifetime prolonged from 3-4 years due to building material supply problems.”

- ❖ At the last Addis Ababa housing sector faces both internal and external problems, in all stages of policy implementation. First input provision is obstacle, due to governmental bureaucracy. In Addis Ababa saving housing projects, government controlled all input provision and management activities. The first interviewee suggests that “... 70% of performance of saving housing projects affected by input provision problem.”

5.2. CONCLUSION

The “assessment of Housing policy implementation in Addis Ababa city Administration” is a new research topic in Addis Ababa as well as in Ethiopia. Although this study tries to assess more part of the implementation process of housing policy in Addis Ababa, and organizational activity of implementer organization that means the implementation process of Addis Ababa Housing Development management Bureaus. This study uses both Qualitative and quantitative data collected by using questioners and semi structured interview question as data collection tools. Explanatory research method was employed. 84 Addis Ababa housing Development Management Bureau officials (fourteen managers/leaders, forty five senior officers, and twenty-five officers) were participating in the questioners survey as respondent and five managers of Addis Ababa housing Development Management Bureau participated in semi structured interview question as a respondent. With this regard the finding of study shows that, housing policy wasn't implemented as intended goals and their success was very low or has not able to solve the housing problem in the city.

In Addis Ababa more than 1.2 million houses seeker the city residents registered by two registration seasons in 2005 and 2013 (Addis Ababa Housing Development and Administration Bureau, 2018), but government builds and transferred houses are 200,000 only and 130,000 in the process. Addis Ababa structural plan (2017) says that, almost 80% of houses demand was backlogged in the past seventeen years, these are not the only estimation, but they were registered and saved their proportion, and the government had an agreement to transfer the houses to the people registered at schedule time, yet the time which was supposed to transfer the house is now over. But still there is no accountability in both government and in a system. These shows that the Addis Ababa housing sector is failed sector, with low performance and no accountability and transparency.

For ineffectiveness of housing policy implementation in Addis Ababa, many factors have their own contribution. This research has found different barrier factors for success of implementation. These are both internal and external, mentioned in above research finding and solution would be suggested in below research recommendations. These solutions required only two things, first to solve most internal barrier factors, it requires managerial competence of Addis Ababa Housing Development Management Bureau leaders and second to solve most external barrier factors, it requires a positive political decision of both city government and federal government, plus the willingness of development actors.

5.3. Recommendations of the Study

Based on the analysis and the findings of the study, the following recommendations were forwarded:-

- The Government should change its political direction in the shelter attainment right of the community. The government should take the shelter attainment right as the basic right of human beings, which should be not protected by political attitude and through legal process, and it is a social responsibility of the government to make easier facilitate access to housing by affordable cost for all income levels of residents. To build a strong nation, the primary issue is building a strong family and a community, these all required sovereign countries. If you have no a sovereign country, where do you build a strong nation and a strong community? So to build a strong community, a strong family and a strong citizen, the primary need is not only building formal schools and other infrastructure. But primary task is providing habitable and adequate shelter for its citizens at first. Another thing comes next to shelter if we are thinking about to build a strong family and a community. So government must revise land policy and housing policy to answer housing demand through social just especially by residential houses.
- The government should blockage its expand on all mass housing activities, that give a chance to government to more emphasize on coordination and controlling role, plus government should invite in mass housing, more experienced and well organized constructors by technology, these are may be domestic and foreign investors. That increasing the accessibility of the houses through increasing the output rate of houses.
- To enhance the affordability of the houses which are provided by real estates and the accessibility of house building cooperation, the Government should make legal support to produce more houses and encouraging the community to build their own house. For example; by providing available land by placement, by increasing housing finance accessibility, by reducing land sector bureaucracy etc.
- The Government should provide residential land by socially just, and mixed used, commercial use and manufacturing use city lands by the free market system, that make land provision fair and reduce current extreme corruptions in the land sector.
- Slum village upgrading is a hard task, because there are many legal cases, master-plan problem in the area, it required huge resource, implementation capacity, and systematic operation without side effect as well as without infraction of other human and democratic rights of residents. Hence the government should use strategic-operation in this task. The government should use strategies to improve slum village by owners, and government should support them through making financial access and

cooperating slum village residents with investors and with each other. To ensure mutual benefit of investors, residents and public, through strategy and regulation process.

- The contemporary world overcomes challenges by working together with all development actors. These include government, private sector, and NGO/ civil-society organization etc. But Addis Ababa housing sector is not accessible to foreign investors and NGO/civil society participation. So Addis Ababa Government should attract and invite development actors' capacity in the housing policy implementation and encouraging private sector participation in housing provision, which means open housing sector to foreign investors, NGO/civil society support and private sectors. With this regard, to make comfortable ground to participation the government should; improve poor management systems in housing, replace managers by competence, but not by political attitude, give attention to professionals suggestion, draft proffer plans and strategies before action, redraft housing policy thus give clear direction to participation in policy, redraft land policy with consideration of socially just, enhance public communication, to release public trust in government and willingness of participant organization.
- To solve the internal barriers mentioned in above finding, the government should review appointment process of leaders and consultant in the housing. Because, if managers have management capacity, they changing this situation through proper management, and if consultants are professional, they fill a manager's weakness through their constructive advice. Most of the time organizations internal barriers are either managing or solved by management/ either leader's problem or solved by leadership quality. Plus the government should make self-development access to officials, and improve inter organizational coordination.
- Both the Federal Government and City Government should avoid high political interferences/inessential political interference. It is a main problem in housing policy implementation and the cause of grand corruption and ineffectiveness of housing policy implementation. In contrast, both Federal government and city government should increase their constructive support through revising land policy, make access to the housing loan to community, and make clarity in housing policy etc. The Government should review the input provision process in saving housing project, because, if governments give input provision function to the private sector, that reduces the workload on governmental organization and it's giving a chance to more emphasize in controlling the function, regulation reform and facilitation function, as a government.

- The last but not least, organizational integration is main issues to improve housing policy implementation in Addis Ababa, so it required organizational structure and legal embrace. The City Government must do to improve by lateral organizational integration, like infrastructure provider organizations, land sector and the housing sector cooperating by each other's.
- Finally a recommendation to future researchers, most of the time, the operational research and the impact analysis of policy, was simulated from the policy implementation analysis. Hence, most findings of this research require an operational analysis by the single case or impact analysis of single finding factors. With this regard if future researchers have a need or subjunctive to do their thesis in the Addis Ababa housing sector, operational or impact analysis research is better. A topic like The effect of inessential political intervention in the Addis Ababa housing sector performance, The factors affecting stakeholder participation in the Addis Ababa housing sector, and An evaluation of the effectiveness of housing policy implementation in Addis Ababa: By solving shelter problem and by promoting a saving culture in the community, etc.

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INTERVIEW PARTICIPANT

Adugna A., (2020, March 4), Interview question, Public Communication senior officer and Representative of Public Communication Director, in Addis Ababa Housing Development and Management Bureau, (Misganu Sinta Interviewer)

Mulugeta T.W., (2020, March 4), Interview question, Addis Ababa Housing Corporation Deputy Executive Director, in Addis Ababa Housing Development and Management Bureau, (Misganu S. Interviewer)

Melese A.A., (2020, March 4), Interview question, Head of Construction Design office, in Addis Ababa Housing Development and Management Bureau, (Misganu S. Interviewer)

Thomas D., (2020, March 12), Interview question, Addis Ababa Housing Development and Management Bureau, Input and logistic controlling Director, (Misganu S. Interviewer)

Senaite D. T., (2020, March 13), interview question, Executive General of Addis Ababa Housing Development and Management Bureau, (Misganu S. Interviewer)

APPENDIX, A: Questionnaires

Addis Ababa University

College of Business and Economics

Department of Public Administration and Development Management

MA Program in Public Management and Policy

Dear Participants: - My name is Misganu Sinta, MA student in Public Management and Policy Addis Ababa University, College of Business and Economics Department of Public Administration and Development Management. As a part of my Master's work, research as partial fulfillment of the requirements for the Master's Degree in Public Management and Policy (MPMP). The topic of the research was "An Assessment of implementation of housing policy in Addis Ababa City Administration." With great interest and hope for seeing a remarkable improvement in the city housing provision.

Confidentiality; - Please be informed that the data you furnish with will be safeguarded with strict confidentiality and you do not need to mention your name. Must I also assure you that this study will not in any way disrupt your working environment and any data collected from you and your organization will stay secret and highly protected also, your identity and that of your organization shall be securely upheld. It will continue to be so in the research report and any further publication which will be carried out in the future.

General instruction

- ✓ You are not required to write your name,
- ✓ Tick (✓) your selected choice in the appropriate space provided in the table,
- ✓ Please try to answer all the questions, and
- ✓ Please feel free to write in Amharic if necessary, in the open-ended questions.

Thank you very much for volunteering to participate in this research.

I. Profile of respondents

A. Sex of respondents

Female	Male

B. Age category

18-25 years old	26-35 years old	36-40 years old	41-45 years old	Above 45 years old

C. Educational level

Read and write	10 th / 12 th grade hasn't completed	10 th /12 th grade completed	Diploma	Bachelor Degree	Master's Degree	PhD.	Other, please specify

D. Years of service in this organization

Less than 2 years	2-8 years	9-15 years	Above 15years

E. Responsibility/position in your organization

Officer	Senior officer	Leader/manager

II. The Main question

A. The questions they measure the success of policy implementation depends on the policy goal

No	Evaluation criteria							Very low	Low	Moderate	High	Very high
1.	How do you measure, the affordability and accessibility of housing provision in the city?											
2.	How do you rate, the habitability of houses which are supplied by the government?											
3.	How do you level, the success of the implementation of housing policy by slum villages upgrading?											
4.	How do you rate, the housing policy implementation in general and saving housing program in specifically the level promoting saving culture in the community?											
5.	How do you rate, the Housing construction project contribution to employment opportunities in the city?											
6.	What level do you rate, the success of Housing development activity by solving shelter problem in the city?											
7.	How do you rate, the housing sector contribution to urban economic and social development in Addis city?											
8.	How do you rate the accessibility of Housing financing (loan) for the community?											
9.	How do you rate, the access to a rental house in the city by fair cost for all levels of income group?											
10.	What level do you rate, the access to the provision of land and infrastructures for saving housing projects by the government?											
11.	How do you measure, the organizational collaboration between the City education system and housing system by providing sufficient skilled human power and employing this?											

B. The questions to evaluate the strategy and plan quality in Addis Ababa housing policy implementation.

No	Evaluation Factors	Answer		If your answer is yes, how do you rate the effectiveness of implementation?				
		Yes	No	Very Ineffective	Ineffective	Average	Effective	Very Effective
12.	How do you consider, does the city government has a strategy to upgrade slum villages by private sectors?							

13.	How do you consider, does the city government has a legal basis to coordinate and control private house sale costs?							
14.	How do you consider, does the city government has a strategy to develop joint-venture housing (public -private partnership) like as, material and cash supplied by the private sector and land supplied by the government?							
15	How do you consider, does the government has a strategy to support private house building constructors by ensuring both material and regulation access?							
16	How do you consider, does the City Government has a strategy to support private rental house supplier?							
17.	How do you consider, does the city government has a strategy to support private constructors in housing by supplying discounted building materials and retrench design?							

C. These questions preferred to examine the stockholders' participation in the housing policy implementation in Addis Ababa

1. How do you rate, the access to community participation in the housing policy implementation?

Participation stage	Yes	NO	If your answer is yes, what degree do you rate the level of participation?				
			Very low	Low	Moderate	High	Very high
By Planning							
By inputs provision							
By process or operation							
By output or distribution and allocation							

2. How do you consider, the housing process in general and saving housing specifically participatory to the development actors?

Actors	Yes	No	If your answer is yes, what degree do you rate the level of participation?				
			Very low	Low	Moderate	High	Very high
For foreign investors							
For domestic investors (private sectors)							
For NGO/Civil society organizations							

D. These questions, measure the barriers factors to housing policy implementation the Extent of their effect.

3. How do you consider, does the following internal factors are a barrier to the overall success of the implementation of housing policy in the city?

Factors	Are barrier		If your answer is yes, what degree do you rate their extent of effect on implementation?				
	Yes	No	Very low	Low	Moderate	High	Very high
Corruption and Nepotism							
Project Management							
Houses distribution and allocation							
Project Inspection							
Organization structure							
Organizational communication							
The commitment of officer and administrator							
Clarity of policy goals							
Lack of training for officers							
Inter-Organizational coordination							

4. How do you consider, does the following external factors are barriers to the overall success of the implementation of housing policy in the city?

Factors	Are barrier		If your answer is yes, what degree do you rate their extent of effect on implementation?				
	Yes	No	Very low	Low	Moderate	High	Very high
Land provision							
Housing Finance							
Human power market							
Building Material cost							
Inessential Political Interference							
Rapid Urbanization							
Infrastructure provision							
Participant organization capacity							

5. Please mention three major factors which are an obstacle to participation in Addis Ababa housing implementation policy?

- A.
- B.
- C.

6. What is your suggestion to the city government in housing policy implementation?

7. Any other comments.....

APPENDIX, B: Semi-Structured Interview Questions

**Addis Ababa University
College of Business and Economics**

Department of Public Administration and Development Management

MA Program in Public Management and Policy

Research Title “An Assessment of the implementation of Housing policy in Addis Ababa City Administration”.

Interview Guide Line

Name of Interviewee: _____

Position: _____

Name of Interviewer: _____

Organization: _____

Location: _____

Date: _____ Time: _____

Introduction: Thank you for your willingness to participate in this study as a respondent. This interview is used to collect data for the master’s research for as entitle of the Assessment of implementation of housing policy in Addis Ababa. Your experienced opinions will significantly add value as an input to this thesis. I ensure that the information you provide using only for academic research purpose, and anonymity of the respondent maintained throughout the research process.

Thank you for your Good well. Misganu Sinta

Semi-structured Interview Questions for Housing Development and Management Bureau Managers

- ✓ Was the Policy Implemented as Intended?
- ✓ How are inputs, activities, and outputs involved in the implementation of policy?
- ✓ How stakeholders did participate in the implementation process?
- ✓ What internal and external factors are barriers to implementation?
- ✓ What is your opinion, does the Project time overrun, Project cost overrun, Project quality problem, Material supply problems, Contractor problems etc., Are barriers to housing policy implementation?
- ✓ What Extent that implementation barriers influence the anticipated goal of housing policy?

APPENDIX, C: Consent Form for Interview Participants

Addis Ababa University

College of Business and Economics

Department of Public Administration and Development Management

MA Program in Public Management and Policy

Research Title: An Assessment of the implementation of Housing policy in Addis Ababa City Administration:

Consent form for Interview Participants

I volunteer to participate in a research project conducted by Misganu Sinta from Addis Ababa University. I understand that the project is designed to gather information about academic research of the master's degree. I will be one of the people being interviewed for this research.

- My participation in this project is voluntary.
- I may withdraw and discontinue participation at any time.
- I understand that most interviewees in will find the discussion interesting and thought-provoking.
- I have the right to decline to answer any question or to end the interview.
- The interview will last approximately..... Minutes.
- Notes will be written during the interview.
- I understand that the researcher will not identify me by name in any reports using information obtained from this interview.
- I have read and understand the explanation provided to me. I have had all my questions answered to my satisfaction, and I voluntarily agree to participate in this study.
- I have been given a copy of this consent form.
Name _____ Signature _____ date _____
Name of the investigator Misganu Sinta Signature _____ date _____

For further information, please contact Misganu Sinta, Pone 0936639608 or Email misganwusinta12@gmail.com]

APPENDIX, D: Semi-Structured Interview Questions Translated to Amharic

Addis Ababa University

College of Business and Economics

Department of Public Administration and Development Management

MA Program in Public Management and Policy

የጥናት ርዕስ: በአዲስ አበባ ከተማ አስተዳደር የቤት ፖሊሲ አፈፃፀም ግምገማ: (An Assessment of the implementation of Housing policy in Addis Ababa City Administration)

የቃለ-መጠይቅ አጠቃላይ መመሪያ

❖ ለአዲስ አበባ ቤቶች ልማት እና ማኔጅመንት ቢሮ ኃላፊዎች በከፊል-የተዠቃይ ቃለ መጠይቅ

የመላሹ ስም: _____ ኃላፊነት: _____ :
የጠያቅ ወ. ስም _____ የተቋሙ ስም: _____
ቃለ-መጠይቁ የተካሄደበት ቦታ _____ ቀን: _____ ስዓት: _____

መግቢያ

መልስ ሰጪ ሆነው በዚህ ጥናት ውስጥ ለመሳተፍ ፈቃደኛነትዎ እና መስግናለን። ይህ ቃለ መጠይቅ “በአዲስ አበባ ከተማ አስተዳደር ውስጥ የቤቶች ፖሊሲ አፈፃፀም ግምገማ” በሚል ለምክናዎን ለድህረ-ምረቃ ምርምር መረጃዎችን ለመሰብሰብ ጥቅም ላይ ይወላል። ስለሆነም እርሶ ካሎዎት ልምድ ሀሳቦች በዚህ ፅንሰ-ሀሳብ ውስጥ እሴትን በእጅጉ እንደሚጨምሩ በመታመን ነው። የሚሰጡት ሀሳብም ለጥናታዊ ምርምር ዓላማ (Academic research Purpose) ብቻ ይወላል። እንዲሁም በምርምር ሂደት ሁሉ ውስጥ የመረጃ ሰጪዎች ማንነት በምስጢርነት ይጠበቃል።

- ሀ. ፖሊሲ እንደታሰበው ተተግብሯል?
- ለ. በፖሊሲ አተገባበር ውስጥ ምን ግብዓት ፣ እንቅስቃሴ እና ውጤት ነበር?
- ሐ. የአዲስ አበባ ቤቶች ፖሊሲ አፈፃፀም ሂደት ላይ ባለድርሻ አካላት ምን ያህል ተሳትፈዋል?
- መ. ውስጣዊ እና ውጫዊ የትግበራ እንቅፋቶች የትኞቹ ምክንያቶች ናቸው?
- ሰ. በዚህ ጉዳይ የእርስዎ አስተያየት ምንድነው ፣ ፕሮጀክቱን በጊዜ ያለመጨረስ ፣ የፕሮጀክት ጥራት ችግር ፣ ፕሮጀክቱ በበታሰበው ወጪ ያለመጨረስ፣ የቁሳቁስ አቅርቦት ችግሮች ፣ የኮንትራክተሮች ችግሮች ወዘተ. በአዲስ አበባ ውስጥ የቤቶች ፖሊሲ አፈፃፀም ላይ እንቅፋት ናቸው ወይ?
- ረ. እነዚህ የትግበራ መሰናክሎች በተጠበቀው የቤቶች ፖሊሲ አተገባበር ላይ ምን ያህል ተጽዕኖ ያሳድራሉ?

APPENDIX, E: Consent Form for Interview Participants Translated to Amharic

Addis Ababa University

College of Business and Economics

Department of Public Administration and Development Management

MA Program in Public Management and Policy

የጥናት ርዕስ: በአዲስ አበባ ከተማ አስተዳደር የቤት ፖሊሲ አፈፃፀም ግምገማ: (The Assessment of the implementation of Housing policy in Addis Ababa City Administration)

❖ ለቃለ-መጠይቅ ተሳታፊዎች የተዘጋጀ የተሳትፎ ስምምነት ቅጽ

የአዲስ አበባ ዩኒቨርሲቲ ተማሪ ምስጋኑ ስንታ በተካሄደው የምርምር ጥናት ውስጥ ለመሳተፍ ፊታደኛ ነኝ። ይህም ለማስተር ድግር አካዳሚያዊ ምርምር መረጃ ለማሰባሰብ መሆኑን ተረድቻለሁ። ለዚህ ፅንሰ-ሀሳብ ቃለ-ምልልስ ከተደረገላቸው ሰዎች አንዱ እሆናለሁ።

- በዚህ ጥናት ውስጥ ያለኝ ተሳትፎ በፈቃደኝነት ነው ።
- በማንኛውም ጊዜ ተሳትፎዬን ማቋረጥ እንደሚችል በማመን ተሳትፍዋለሁ።
- አብዛኛዎቹ ቃለ-መጠይቆች ወስጥ የሚያደርጓቸው ውይይቶች አስደሳች እና ትኩረት የሚስጡ ሆነው እንደሚገኙ ተረድቻለሁ።
- ማንኛውንም ጥያቄ ለመመለስ ወይም ቃለ-መጠይቁን ለማቆም የመቃወም መብት አለኝ ።
- ቃለ-መጠይቁ በግምት ደቂቃዎች ተጠናቀዋል።
- በቃለ መጠይቁ ወቅት ማስታወሻዎች ተይዘዋል ።
- ከዚህ ቃለ-መጠይቅ የተገኘውን መረጃ ሲጠቀም ተመራማሪው በስም እንደማይገልፅኝ አውቃለሁ ።
- የተሰጠውን ማብራሪያ አንብቤ ተረድቻለሁ ። ለሁሉም ጥያቄዎቼ እና ለአስተያየት መልስ አግኝቼያለሁ ፣ እናም በዚህ ጥናት ለመሳተፍ በፈቃደኝነት እስማማለሁ ።

○ የዚህ የፍቃድ ቅጽ አንድ ቅጂ ተሰጥቶኛል ።
 ስም _____ ፣ ፊርማ _____ ፣
 ቀን _____

የጠያቂው ስም ምስጋኑ ስንታ፣ ፊርማ _____
 ለተጨማሪ መረጃ Misganu Sinta፣ Pone 0936639608 ፣ Email
 misganwusinta12@gmail.com] ማግኘት ይችላሉ።

APPENDIX F: General Description of the study Area

Ethiopia is a landlocked country that lies in the Horn of Africa. Bordering the country are Sudan and South Sudan to the West, Djibouti, and Eritrea to the North, Somalia to the East and Kenya to the South. The Population of Ethiopia estimated 105,350,020, from this 20.8% urbanized 79.2% rural dweller. Area of Ethiopia 1,104,300 sq. Km. Land: 1 million sq. Km. Water: 104,300 sq. Km. Relief within Ethiopia is a vast highland complex of mountains and dissected plateaus divided by the Great Rift Valley, which runs southwest to northeast and is surrounded by lowlands, steppes, or semi-desert. The altitude range of the country is divided into three zones: daga for the highlands, woina daga for the midlands and kolla for the lowlands (European Commission, 2017). Ethiopia has a three-tier government structure; these are federal, regional and local. The 1995 Federal Constitution officially promulgated and assigned autonomy and functions to federal authorities and the nine autonomous states in the country (World Bank, 2015 cited in UN-Habitat, 2017). These are ethnically based regional states. Plus two chartered cities (the country's capital Addis Ababa and Dire Dawa. Addis Ababa is the capital city of Ethiopia, The presence of the African Union and the United Nation Economic Commission for Africa. The population of Addis Ababa estimated 4,567,857 (UN-Shelter Cluster, 2018), in the city's highest housing demand ratio of 361 per 1,000 population (European Commission, 2017). An exception, however, applies to the cities of Addis Ababa and Dire Dawa, who are both granted the same autonomy level as state governments. Each regional, state government is sub-divided into zones, which in turn, are sub-divided into Woredas. However, the cities of Addis Ababa and Dire Dawa are allowed to establish local structures (a sub - city) and then Kebeles as the smallest administrative unit. Recently, Kebeles replaced by Woredas in Addis Ababa (UN-Habitat, 2017). Addis Ababa is situated between 8055' and 9005' North Latitude and 380 40' and 380 50' East Longitude in the central plateau of Ethiopia. It's covered an area of 540 sq. Km. Addis Ababa is founded by the 19th century Ethiopian king Emperor Menelik II and his wife Empress Taitu in 1887 (Teshome, 2012 cited in Tsion , 2016).

Addis Ababa is home to 25% of the urban population in Ethiopia and is one of the fastest growing cities in Africa. It is the growth engine for Ethiopia and a major pillar in the country's vision to become a middle-income, carbon-neutral, and resilient economy by 2025. Addis Ababa's economy is growing annually by 14% (World Bank, 2015). Addis Ababa faces significant development challenges. For example, unemployment and poverty levels in Addis Ababa remain high, estimated at 23.5% and 22% respectively. More than one in four households report an unemployed adult compared to one in 10 households in other urban areas, and the informal sector employs about 30% of the economically active labor force in the city. The local government is also struggling to deliver basic services to all its residents, providing clean water to only 44% of the population and sewerage services to less than 30%. Moreover, the physical development patterns witnessed in recent years are driving up the cost of infrastructure delivery. Addis is expanding in a sprawling manner, with growth in urban extent outpacing population growth. The result of this growth is an estimated 46% of vacant or underutilized land. At the same time, the city center has extremely high density (up to 30,000 people per km), concentrating around 30% of the population on 8% of the land, generally with poor living conditions (World Bank, 2015).

RESEARCH TIME TABLE

No	Activities	Periods of time								Remark
		October	November	December	January	February	March	April	May	
1	Writing research Proposal and literature review									
1.	Writing and adjusting data collection tools									
2.	Data collection									
3.	Data interpretation and analysis									
4.	Writing a research report									
5.	Taking Feedback from the adviser									
6.	Last Summation of a research report and defense									

RESEARCH BUDGET

No	Cost type	Estimated project budget	Remark
1	Transportation cost	5000 Birr	
2	Stationary and printing cost	3000 Birr	
3	Other costs	10,000 Birr	
Total cost		18,000 Birr	