

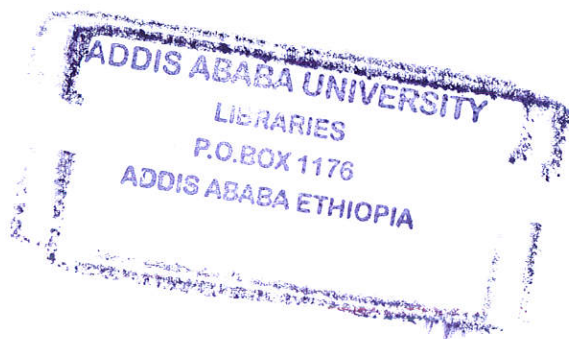
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SCHOOL OF GRADUATE STUDIES
PSYCHOLOGY DEPARTMENT**

**THE ETHNIC ATTITUDES OF ADDIS ABABA POLICE
COMMISSION INVESTIGATORS TOWARDS DETAINEES**

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JUNE, 2008



ACKNOWLEDGEMENTS

There are many people I would like to thank for helping me to complete this project successfully.

First of all, I would like to thank my mentor and supervisor, Professor Habtamu Wondimu. Your guidance, wisdom and patience are a direct contribution to the success of this thesis. We travelled this road together but your wisdom steered the ship.

Also, my wife Tirunesh Silesi and my instructor Dr. Mohan R.; thank you for your support, understanding and patience.

And lastly, a great big thanks to all the respondents who took part in the very interesting project. You all are professionals and you gave me your most valuable asset, time.

Your time directly contributed to the quality and success of this master's thesis.

ABSTRACT

Attitudes towards ethnic groups have become a significant topic for research. The aim of this paper was to research the ethnic attitude of Police Investigators towards detainees. As Plause (2007) forwarded no one gifted of human thought and speech is resistant from prejudice but with sufficient motivation and awareness it can be reduced.

The research started by looking whether there is ethnic prejudice in Addis Ababa Police Investigation Departments or not through pilot survey. After verification and getting some hints of the source of the ethnic prejudice the research continued by identifying the cause as the institution problem that comes mainly from the government structure and officials' ethnic prejudice towards detectives and the second source of problem is the individual personality problem. The analysis was done by identifying and comparing the responses based on four major ethnic groups.

88 police detectives were chosen randomly from Addis Ababa Police Investigation Department and four sub city police stations to complete the questionnaire. In addition interviews were conducted with 93 detainees and former detainees to check whether they perceived or experienced ethnic prejudice at the time of detention.

One- way- ANOVA, Chi Square, and Tukey HSD Post Hoc test were employed in the analysis of the results. The obtained result portrayed the existence of ethnic prejudice of police detectives towards detainees. On the other hand significant mean differences were found between the 'Tigrie' ethnic group respondents, and each of the three ethnic group respondents ('Oromo', 'Amhara', and 'Others' ethnic groups).

This research paper gives a unique perspective on the ethnic attitude of Addis Ababa Police detectives towards detainees.

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CHAPTER ONE

INTRODUCTION

1.1 Background of the problem

In order to build a developed and potentially effective generation, psychology plays a great role. Among these, attitude formation and function are the main aspect of psychology that deal and help people to have a favorable relationship in order to achieve a certain goal. Making an effective society requires all peoples' activity. By these one of the major contributors but fully forgettable institute is the police. Police plays a great role in the building and erecting of those who run against the society's rule and regulation of life. It is known that the first hand recipient of those who are committing crime are the police investigators. Therefore the police investigators can equip and build the behavior of those who commit crime. This will be effective if and only if the investigators attitude towards the crime suspect detainees be positive and have knowledge of how their behavior can be changed for the well being of themselves and the society. When we talk about attitude, it encompasses cognitive, affective, and behavioral domains. According to Gilbert, Fisk, and Lindzey (1998:271) the cognitive part is articulated through thoughts and beliefs, where as the affective domain is expressed through feelings, moods, emotions, and sympathy. The behavioral part consist the overt action and the intention to act towards the attitude object. Ethnic prejudice is one part of attitude problem that is revealed in police institute.

Generally speaking, based on ethnicity, the police investigators do not handle with care, rather, ill-treat detainees who are not from their own ethnic group. This is expressed cognitively, they do not have positive images for the detainees; affectively, they shout, annoy, curse, pest, and demoralize detainees; and on behavioral aspect they do not respect the

detainees' human rights. So, as a major concern of this research, by assessing and evaluating the ethnic attitude of the investigators, it tried to show the out look of the investigators and its possible remedy.

1.2 Objective of the Study

1.2.1 General Objective

The general objective of this study was to evaluate the ethnic attitude of the Addis Ababa police investigators towards the detainees.

1.2.2 Specific Objectives

The research aimed:

- To find out the prevailing relationship between the investigators and detainees,
- To provide recommendations to reduce the problem.

1.3 Statement of the problem

This research focused on the attitude of the Addis Ababa police investigators towards the detainees, identified to what extent it affects for the rectification of behavior, and pointed out recommendation.

1.4 Significance of the Study

The researcher hoped that the study would be helpful:

- Enable us to observe how the attitudes of the investigators really matters for the behavioral change of the offender;
- Help to see the basic steps to take for the human rights development to the law enforcement institutions;
- Tries to show how much psychological attitude trainings are very important for the investigators in order to have effective and successful profession,
- Since there is no research done, to the knowledge of the researcher, on this area in our country; this research can be a stepping stone for further research.

1.5 Definitions of Important Terms

Attitude is an enduring evaluation, positive or negative, of people, objects, or ideas. It consists of three components: affect, or the emotional reaction toward the attitude object; cognition, or the beliefs about it; and behavior, or the actions one takes with respect to it (Aronson, Wilson, and Akert, 2008).

Prejudice is a hostile or negative attitude toward a distinguishable group of people based solely on their membership in that group. Prejudiced people direct their prejudice towards members of the group as a whole, ignoring distinguishing characteristics (Aronson, Wilson, and Akert; 2008).

Discrimination is different treatment of others based solely on their membership in a socially distinct group or category, such as race, ethnicity, sex, religion, age, or disability. Discrimination can be viewed as favorable or unfavorable, depending on whether a person receives favors or opportunities, or is denied them (Steele, Choi, and Ambady, 2002).

Detainee is a person who has been officially ordered to stay in custody, especially suspect of doing a crime.

Detective is a person, usually a member of a police force, who investigates crimes and obtains evidence or information (The Free Dictionary, 2008).

CHAPTER TWO

REVIEW OF RELATED LITERATURE

In this chapter literature related to the problem are reviewed and presented under different topics.

2.1 Attitude Formation

Attitude is positive, negative, or neutral view towards a person(s), behavior, or event. According to Gilbert, Fiskend, and Lindzey (1998) attitude is revealed in three ways i. e. the affective response is an emotion or feelings, the behavioral intention comprises actions, verbal indications, and the cognitive response is thoughts and beliefs. Here the main issues are raised whether attitude is formed naturally or through nurture.

According to Olson et al. (2001) several personality traits and supplementary variables are implicated as possible mediators of attitude heritability. They did a research on twins and came to conclusion that even if attitudes are developed through learning, they depend on biological factors. They line up their research by quoting Tesser's (1993) hypothesis that heritable attitudes are psychologically stronger than attitudes that are not heritable and conclude that highly heritable attitudes are psychologically stronger than less heritable attitudes. Furthermore he suggested that these strong attitudes are linked to our genes.

In the other side social psychologists like Franzoi (2000) divide attitude in to two parts. Symbolic attitudes are formed mainly based on long standing values internalized early in life and instrumental attitudes are gained through direct benefits and costs of the attitude objects. The second part fully depends on the utility of the individual. Furthermore Franzoi forwarded that attitude can be developed in two ways. Mere

exposure effect, that is a positive attitude development when the individual and the attitude object have a repeat exposure. The other one is classical conditioning. He pointed out that a positive or negative attitude can be developed through learning by association.

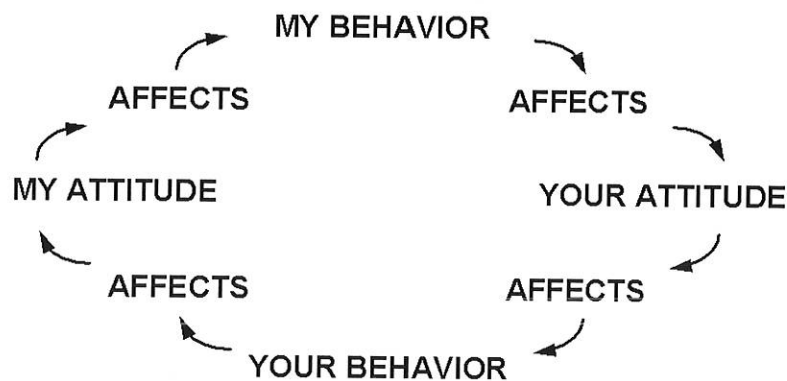
On the other hand, attitudes, like its formation differs, can be affected or changed by different factors. Wikipedia (2008) suggested by quoting Hovland's view that attitude can be directed and redirected by persuasion. He argued that attitude change comes at the time of communication and through communication there will be persuasion. Therefore the persuasiveness of a message can be affected by:

- Target characteristics: the receiver and processor of the message affect the message and build attitude accordingly. For example more intelligent people are less easily persuaded by one - sided message. The other aspect is that the self- esteem of the person varies the persuasibility power.
- Source characteristics: expertise, trustworthiness, and attractiveness are the main source characteristics to persuade a person. When people hear the source of a message is from professionals, they can be persuaded than hearing with out knowing the source.
- Message characteristics: persuasion depends on the nature of the message. Attitude can be changed by presenting both sides of the issue or argument.
- Cognitive routes: Attitude change can be demanded to an individual by presenting either the detail like forwarding the data and invite to evaluate the data to arrive an attitude changing conclusion or the source only and deliberately cover the content. Introducing the famous actor or famous physician for advertisement would be an example.

Attitude and behavior are very much correlated under normal circumstance. Betari Box model explained the relation between attitude and behavior.

- My attitude affects (influences, impacts) my behavior.
- My behavior affects (influences, impacts) your attitude.
- Your attitude affects (influences, impacts) your behavior.
- Your attitude affects (influences, impacts) my attitude.

Fig. 1 Betari Box model that explains the attitude and behavior relationship



2.1.1. Some Theories of Attitude Formation and Attitude Change

A variety of theories attempt to explain attitude formation and attitude change from various aspects of emotional life, behavior, and cognition.

2.1.1.1 Consistency theories of cognitive dissonance

According Festinger (1957) cited in Fisk (1998) people change their attitudes, in order to be internally consistent and maintain homeostasis. This theory focuses on consequences of incompatibility between two related cognitions. According to Festinger's theory, when we perceive a discrepancy between our attitudes and behavior, between our behavior

and self-image, or between one attitude and another, a frustrating state of anxiety, or "dissonance," results.

2.1.1.2 Self-perception theory

For Bem (1972) cited in Fisk (1998) people decide on their own attitudes and feelings from watching themselves behave in various situations. This is particularly true when internal cues are so weak or confusing one effectively to put the person in the same position as an external observer. Self-perception theory differs from cognitive dissonance theory in that it does not hold that people experience a "negative drive state" called "dissonance" which they seek to relieve. Instead, people simply "infer" their attitudes from their own behavior in the same way that an outside observer might.

2.1.1.3 Balance Theory

Heider (1958) cited in Fisk (1998) originated Balance Theory to show how people develop their relationships with other people and with things in their environment.

Balance Theory says that if people see a set of cognitive elements as being a system, then they will have a preference to maintain a balanced state among these elements. In other words, if we feel we are 'out of balance', then we are motivated to restore a position of balance. The felt discomfort at imbalance will increase with the strength of the attitude and the overall interest in the matter.

2.1.1.4 Elaboration Likelihood Model

Fisk (1998) referring to Petty and Cacioppo (1981, 1986) that the central point of this model is that a person is more likely to be persuaded if he is able to elaborate on a message extensively. That is, if he is motivated to

think about the message, is able to think about it, and if the message is a strong one, he will be persuaded in accordance with the message.

It has two ways of persuasion, the central and peripheral route. The former one is those that require a great deal of thought; therefore requires high elaboration, the later one require little thought that follows low elaboration.

2.1.1.5 Social Judgment Theory

According to Hovland and Sherif (1961) cited in Petty and Wegener (1998) this theory has five principles.

- We have categories of judgment by which we evaluate persuasive positions.
- When we receive persuasive information, we locate it on our categories of judgment.
- Our level of "ego-involvement", i.e. how important the issue is to our self-identity, affects the size of our latitudes.
- We tend to distort incoming information to fit our categories of judgment.
- Small to moderate discrepancies between our anchor positions and the one advocated will cause us to change; large discrepancies will not.

2.2 Forms and Reasons of Ethnic Prejudice

In the recent years in Ethiopia generally speaking citizens have been learning democratic procedures and democratic institutions, also the freedom of conscience and the freedom of speech. The belief that in a democratic country the majority will make decisions about minority, instead of the belief that the rights of all the people are the same, has become predominant.

Consequently, on the one hand the tendencies to regain civil rights have appeared, like those represented by minorities, but on the other hand the majority, it is better to say the powerful, has shown the tendency to dominate and limit the rights of minorities and others, which is considered to be the sign of social conflict. This problem is also an indication of ethnic prejudice.

Prejudice is defined by Allport (1954) cited by Snellman (2007) as a negative (or positive) attitude against other people based on beliefs about their social category membership. It is an affective attitude directed towards social group, and has a universal phenomenon. For Parzek (1989) prejudice is a personality trait which exists in all human beings in various degrees, from extreme to liberal, which is beyond the pale, usually negative prejudgment.

Hodson and Esses (2005) defined ethnic prejudice as an emotional attitude, usually negative one, towards a distinguishable social group. This emotional attitude is strong and negative. More over it does not need any justification to generalize and to anticipate negative behavior on the part of the object of prejudice.

According to Farley cited in Wikipidia (2008) there are three forms of prejudice. Cognitive prejudice refers to what people believe is true. Affective prejudice refers to what people like and dislike. This may be expressed in race, ethnicity, religion, creed, or national origin. The third form is conative prejudice refers to how people are disposed to behave. In this part people are not acting according to their feeling.

Lukaszewsky and Weigl (2007) suggested that prejudice has three kinds. Aversive prejudice ("I do not want to have anything in common with them"), that grows a negative emotions (like fear, disgust, and hatred) since the object of prejudice is known as strong and intimidating. Prejudice is hence developed by creating gap from the object of prejudice because it cannot be attacked. The second one is Dominative prejudice ("stay away from me") that comes from dislike, disrespect and certainty of

group's superiority. The object of prejudice is seen as weak, and developing of feeling that there is no difficulty when coming for attack. Therefore they are forced to flee from the object of prejudice. The last one is prejudice of inner contradictions ("The group is rich because of harm done to us"). This is created when two contradictory elements appear at a time like antipathy and reluctance come together with appreciation and admiration. As a consequence contradiction of negative and positive emotions appears accompany with jealousy, envy, competition and the like. This goes to hostility.

According to the New World Encyclopedia (2008) Individuals that have a prejudice against specific groups will tend to experience intense negative feelings when they come into contact with these groups, either directly or indirectly. The affective component of the prejudicial attitude comes into play with profound negative emotional feelings tending to accompany cognitive reactions to objects of prejudice.

2.3 Social versus Psychological Determinants of Prejudice

Duckitt (1992) suggested that prejudice occurs from four basic but different processes.

First, certain universal psychological processes build in an inherently human potentiality for prejudice. Secondly, social and inter group dynamics elaborate the conditions and circumstances of inter group contact and interaction, which describe this potentiality in to socially shared patterns of prejudice in these groups. Third, mechanisms of transmission explain how these inter group dynamics and shared patterns of prejudice are socially transmitted to individual members of these groups. Fourth, individual-difference dimensions determined individual susceptibility to prejudice and so operative to modulate the impact of these social influence mechanisms on individuals. (p. 217)

Duckitt further suggested that, there are five main causes of prejudice and discrimination:

1- Conformity

Conformity is one of the cause or explanation of prejudice and discrimination. Influences that cause individuals to be ethnic prejudiced may come from peers parents and group membership. Conforming to social norms means people adopt the “normal” set of behavior(s) associated with a particular group or society.

The interpersonal approach to prejudice Ideas about prejudice which look at processes within groups of people focus on stereotyping, discussed earlier, and conformity to social and cultural norms.

Social norms - behavior considered appropriate within a social group - are one possible influence on prejudice and discrimination. People may have prejudiced beliefs and feelings and act in a prejudiced way because they are conforming to what is regarded as normal in the social groups to which they belong.

Pettigrew (1959) also investigated the role of conformity in prejudice. He investigated the idea that people who tended to be more conformist would also be more prejudiced, and found this to be true of white South African students. Similarly, he accounted for the higher levels of prejudice against black people in the southern United States than in the north in terms of the greater social acceptability of this kind of prejudice in the south.

2- The Authoritarian Personality

Plous (2007) proposed that prejudice is the results of an individual's personality type. Those with an authoritarian personality tended to be:

Hostile to those who are of inferior status, but obedient of people with high status, fairly rigid in their opinions and beliefs, and conventional, upholding traditional values.

3- Realistic Conflict Theory

Sherif's (1954) Robber's Cave Study argued that inter group conflict (i.e. conflict between groups) occurs when two groups are in competition for limited resources

4- Stereotyping

Ethnic stereotypes are widespread, and shared by members of a particular social group. Not surprisingly, racial stereotypes always seem to favor the race of the holder and belittle other races. It is probably true to say that every ethnic group has racial stereotypes of other groups; some psychologists argue that it is a "natural" aspect of human behavior, which can be seen to benefit each group because it helps in the long-run to identify with one's own ethnic group and so find protection and promote the safety and success of the group.

5- Social identity Theory

Tajfel (1979) Social identity is a person's sense of who they are based on their group membership(s). Groups give us a sense of social identity: a sense of belonging to the social world. In order to increase our self-image we enhance the status of the group to which we belong. For example, Ethiopia is the best country in the world for living! We can also increase our self-image by discriminating and being prejudice against the out group (the group we don't belong to).

2.4 How to cope up with ethnic prejudice

According to the Australian Psychological Society (1999) contact of ethnic groups can play a vital role to reduce ethnic negative attitude. Contact with representatives of stigma groups is a basic condition under which prejudices can be modified. The contact not only enlarges and makes inadequate categories more complex, but also influences negative emotions associated with a given cognitive category by making them weaker. Allport (1954) suggested that six conditions are necessary for inter-group contact to reduce prejudice: (1) mutual interdependence, or the existence of situations where two or more groups need each other and must depend on each other in order to accomplish a goal; (2) a common goal that is important to both of them; (3) equal status of group members; (4) having informal interpersonal contact; (5) multiple contacts with several members of the out-group so that individuals can learn that their beliefs are wrong; and (6) social norms in place that promote equality. When these conditions are met, suspicious or even hostile groups will reduce their stereotyping, prejudice, and discrimination.

For Lukaszewski and Weigl (2007) the other coping up method is supplying of information referring to the objects of prejudices. New received information is assimilated by people individually, which increases the likelihood that the harmony on qualities suggested for the representatives of a given group will not remain the same. Further more Steele, Choi, and Ambady (2002) noted that individual awareness and responsibility can reduce prejudice.

According to U.S. Army Garrison Hessen (2008), in order to reduce prejudice the following comments are introduced.

- equal status contact under a spirit of cooperation,
- build up a common mission or shared goal to eliminate prejudice,
- help to work on a common problem and faced with a common enemy,

- appropriate educational activities equate to greater understanding and awareness, and
- especially backing up ethnic and special observances helps promote cross- cultural awareness.

2.5 Forms of Ethnic Discrimination

First it is good to point out that there are differences between prejudice and discrimination. A prejudiced person may not act on their attitude. Therefore, someone can be prejudice towards a certain group but not discriminate against them. Also, prejudice includes all three components of an attitude (affective, behavioral and affective), whereas discrimination just involves behavior. Discrimination between human beings on the ground ethnic origin is an offence to human dignity and shall be condemned as a denial of the principles of the Charter of the United Nations, as a violation of the human rights and fundamental freedoms proclaimed in the Universal Declaration of Human Rights, as an obstacle to friendly and peaceful relations among nations and as a fact capable of disturbing peace and security among peoples (United Nations Declaration on the Elimination of All Forms of Racial Discrimination; Proclaimed by General Assembly resolution 1904 (XVIII)). The form of discrimination derives from its general definition i.e. denying access of goods, resources, and services to members of a particular social group. Discrimination is an action that typically results from prejudice. Discrimination can occur at the individual, organizational, or societal level.

2.6 Ethnic Diversity in Ethiopia

The Ethnic basis of the state structure set up by FDRE Constitution (1995) is manifest from the first line of the preamble. It is further reflected in Art.1, Art.5 and in Art.8. In stark contrast to the Ethiopia's

past when Amharic was adopted as the sole national language applied through out the country Art. 5/3 of the FDRE Constitution gives the discretion to member states of the federation to determine their respective working language, thus putting a constitutional end to the exclusive use of Amharic for this purpose. The architects of the constitution happen to sight this as one of the achievements of the new model of federalism. Based on this discretion some member states like Oromiya and Tigray have adopted their own working language.

Nonetheless the most important clauses of the constitution regarding ethnicity are those in Arts.39, 46 and 47. Art.39 clearly enunciates the right of ethnic groups to self-determination. Art.46 declares that the basis of state formation is “settlement patterns, language, identity and consent of the people” which is an elaborate way of saying ethnicity. Art. 47 enumerate the member states of the federation the names of most of which also imply ethnic identity.

The nine member states of the federation as enumerated under Art. 47(1) of the constitution are: 1. Tigray; 2. Afar; 3. Amhara; 4. Oromiya; 5.Somali; 6. Benishangule Gumuz; 7. Southern Nations Nationalities and Peoples(SNNPR); 8. Gambela; and 9. Harari.

Except Gambela and SNNPR the arrangement is based on the dominant ethnic (linguistic) group in the state. Despite the ethnic basis of classification it has to be noted that not even a single group is homogeneous. The most diverse state with more than 45 ethnic groups is SNNPR and no ethnic group is numerically dominant. The seemingly most homogeneous states of Somali and Afar have some pockets of non-Somali and non-Afar inhabitants.

2.7 Ethiopian Law and International Conventions on the Ethnic Based Treatment of Prisoners

Article 25 of the Ethiopian Constitution stated on the Right to Equality that all persons shall be equal before the law and shall be entitled to equal protection of the law without any discrimination whatsoever. All persons shall be entitled to equal and adequate guarantees without distinction of any kind such as race, nation, nationality, color, sex, language, religion, political or social origin, property, birth or other status.

United Nations Standard Minimum Rules for the Treatment of Prisoners (1997) part 1 article 6/1 stated that:

The following rules shall be applied impartially. There shall be no discrimination on grounds of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.(p.2)

CHAPTER THREE

METHODOLOGY

3.1 Method

This study aims at examining attitude of Addis Ababa Police investigators towards detainees from various ethnic groups. In order to achieve the objective of the study a descriptive survey of quantitative and qualitative nature was applied.

3.2 Population

The target population for this study is the Addis Ababa Police crime investigators i.e. the Addis Ababa police head office investigation department and the ten sub- city police investigation units.

Addis Ababa Police Commission recruits police officers from all regions of Ethiopia and from those investigators are recruited and trained. There fore a variety of ethnic groups i.e. persons from differing racial origin and religion are working in the same profession and at the same work area.

According to the statistics found at the Addis Ababa Police Human Resource Department (2007), there were 338 investigators in Addis Ababa Police Commission.

3.3 Sampling

The research was held at the Addis Ababa Police Head Office Investigation Department, Addis Ketema Sub City Police Investigation Department, Kirkos Sub City Police Investigation Department, Lideta Sub

City Police Investigation Department, and Bole Sub City Police Investigation Department. These four sub-city police investigation departments were chosen by simple random sampling technique from the ten sub-city police departments by lottery method.

Since taking representative sampling from the population is one of the basics for a research, and according to Bartlett et al. (2001), (for continuous data where margin of error = .03, $\alpha = .05$, and t-value = 1.96 for sample size more than 120) if population size is 300 the sample size determined is 85 and for 400 population, 92 numbers of sample are suggested.

Therefore, from 338 numbers of investigators, 88 investigators were included.

3.4 Variables

Dependent variable: the dependent variable in this study was the ethnic attitude of the police investigators towards detainees from various ethnic groups.

Independent variables: the independent variables of the study were the respondents' ethnic background, the place they were raised at, and educational level.

Ethnic group referred to the respondents' claim that he/ she is:

1. Oromo
- 2- Amhara
- 4- Tigre, and
- 5- Others (different ethnic groups)

For ANOVA purpose their consecutive numbers served as their codes.

The place they were raised: if the respondents grew up where they were born, code '0' is given and if they grew up other than that of their born place, code '1' is given.

Educational level: refers to attended school levels.

Post secondary (12+) or preparatory (10+) => code '2'

Secondary (grade 7-12 (10) => code '1'

Elementary (grade 1-6) => code '0'

3.5 Materials

3.5.1 Preliminary questionnaire

The questionnaire comprised two parts: The first part consisted of items inquiring for information on the general back ground of the respondents and the second part comprised 32 structured statements that can be responded from 'strongly disagree to strongly agree' according to the Likert attitude scale. Scores were assigned for each statement i.e. 1 to 5. The contents of the scale comprised two main issues i.e. ethnic prejudice related to the institution (question number 1, 2, 3, 4, 6, 9, 10, 11, 14, 15, 16, 18, 22, 24, 27, 32) and ethnic prejudice (question number 5, 7, 8, 12, 13, 17, 19, 20, 21, 23, 25, 26, 28, 29, 30, 31.) related to personality problem under each main issues dimension like cause, the manifestation of ethnic negative attitude, and some solutions to cope up with ethnic prejudice.

This Likert scale was translated to Amharic, in order to be understood and replied by the respondents easily. Backward translation was done by two M.A. students.

At the end of the scale, there are six open ended questions that are developed for respondents to give a chance to raise additional issues. Finally 30 respondents returned with out filling the open ended questions.

3.5.2 Interview

This part consists of seven questions related to the ethnic attitude completed by detainees and those who were detained but released through bail starting from September 2007 that were found at Life in Abundance Ethiopia a national NGO and from GOAL Ethiopia Children at Risk Project an International NGO. A total of 93 subjects were interviewed.

3.5.3 Observation

The observation part took place by the researcher going to the four sub-city police officers and to the Addis Ababa police head office investigation departments to observe the investigators' reaction towards detainees.

3.6 Method of Analysis

In analyzing the collected data both quantitative and qualitative data analysis techniques are employed.

Analysis of Variance (ANOVA, chi square (χ^2), and Post Hoc Test Tukey HSD were employed to detect the police detectives' ethnic attitude for quantitative part and content analysis was done for the qualitative analysis.

3.7 Validity

Validity concerns the accuracy of the questions asked, the data collected and the consistency of analysis offered (Denscombe 2002). Generally, it

relates to the data and the analysis used in the research. It refers to the quality of the data and explanations and the confidence the reader might have that they accord with what is true or what is real. "Claims to validity involve some demonstration that the researcher's data and his or her analysis are firmly rooted in the realms of things that are relevant, genuine and real: they act to reassure the reader that the research is not based on poor data and erroneous interpretations" (Denscombe 2002). The qualitative research of the study is backed up by interview, observation and literature review. The data that are collected through these methods enabled the researcher to get the right information to analyse and interpret in order to reach to the right conclusion.

Literature, particularly those concerning the ethnic prejudice from different books and websites were read. The researcher also analyzed information and data obtained from the interviews, observation, and the questionnaire with that found in the literature to point out some recommendation. Further more all questionnaires were distributed and all interviews were done by the researcher.

3.8 Reliability

Reliability relates to the methods of collecting data and the concern that they should be consistent and not distorts the findings. Generally, reliability entails an evaluation of the methods and techniques used to collect the data (Denscombe, 2002).

The researcher tried to ensure that the data collection methods are reliable by making sure that the same questions were asked of each interviewee, the same questionnaires were distributed for respondents and that all the methods show consistency and stability, i.e. if another person in another time does the same research, he or she obtained the same final results. To ensure that the findings are not distorted the researcher relied completely on the data and on using proper data analysis techniques.

CHAPTER FOUR

RESULTS AND DISCUSSION

In this part of the research, results obtained through different instruments are presented and discussed. The first part covers the pilot study result.

4.1 Results of the pilot Study

A pilot study was conducted to probe in to the general overview of the ethnic attitudes of the police investigators towards detainees and to develop the main questionnaire. In the following section the major findings obtained from the pilot study are presented.

Table 1. Association of Ethnic Background of the Respondents and Their Ethnic Attitude

		Ethnic Attitude			
		No ethnic prejudice of investigators towards detainees	Neutra 1	There is ethnic prejudice of police investigators towards detainees	T O T A L
Ethnic Back Ground	Oromo	2 (2.4)	1(1.07)	5 (4.53)	8
	Amhara	1 (2.1)	2(0.9)	4 (3.96)	7
	Tigrie	4 (1.8)	1 (0.8)	1 (3.4)	6
	Others	2(2.7)	0(1.2)	7(5.1)	9
	Total	9	4	17	30

χ^2 Critical = 12.592, dF = 6 at $\alpha = 0.05$ and χ^2 Obtained = 8.563

According to the result the critical χ^2 is greater than the obtained χ^2 . Therefore the pilot study showed that there is dependent relationship between ethnic background and ethnic attitude.

The study was further extended to examine whether or not there is a significant ethnic negative attitude of investigators towards detainees.

Table 2. Difference on Ethnic Prejudice of Police Investigators towards Detainees.

No ethnic prejudice of investigators towards detainees	Neutral	There is ethnic prejudice of police investigators towards detainees
9	4	17

χ^2 Critical = 9.21, dF = 2 at $\alpha = 0.01$ and χ^2 Obtained = 8.6

The above table shows that most respondents replied that there is ethnic prejudice by police investigators towards detainees.

Further more, the respondents were questioned whether they are influenced or biased when they observe ethnic prejudice and why people develop negative ethnic attitude. The responses showed that 70% of respondents said 'yes', 25% replied 'no', and 5% responded 'I do not know'.

This result also confirmed that investigators are influenced or biased by other investigators ethnic negative attitude towards detainees and develop ethnic prejudice. Depending on their reasons, the respondents could be categorized in four major groups as Natural group, Learning group, prejudice group, and 'I do not know' group. It should be noted that there are multiple responses by one respondent.

1- Natural Category

According to the respondents reply, they develop negative ethnic attitude naturally. Among the reasons, separation of Adam and Eve

from God, and after the fall of Babylon where God punished the people by giving them many languages, are the main responses.

In this group 6.7% (2) of the respondents are categorized here. They reasoned out that people have bad ethnic attitude towards others because of the curse from God; negative attitude towards others became the nature of human beings starting from having many languages in Babylon.

2- Learning

Most respondents (56.67%) replied that they developed ethnic negative attitude through learning from:

- Parents: mainly at the time of childhood;
 - Culture: at the time of interaction to the surrounding;
 - Sayings: people can be easily influencing;
 - Books and education: people perceive ethnic prejudice through reading and through teaching learning process.
- And;
- Films.

3- Prejudice

In this category (40%) respondents have described that, they developed ethnic negative attitude when they or their ethnic group are discriminated by other ethnic group or when certain ethnic group members favor or help each other by ignoring other ethnic individual or group right.

4- I Do Not Know

I do not know. Only 3 respondents replied that they do not feel any ethnic negative attitude even if they observed negative attitude based on ethnicity. They reasoned out that if they repeat the feeling or act of others wrong doing i.e. ethnic negative attitude, they become on the same line. Instead, according to their reply, a mature person should

stand firm on his/her former behavior even if others show ethnic negative attitude.

4.2 Results of the Main Study

As stated earlier the main objective of the study was to evaluate the ethnic attitude of police investigators towards detainees. In the previous section, the pilot study result showed that there is a negative ethnic attitude towards detainees. In this section it is attempted to give a broader picture of the problem. To attain the objective, a questionnaire that was developed based on the pilot study, an interview that was done on detainees and former detainees, and observation were used as the major sources of information. Responses obtained through the questionnaire and interview were used for the analysis in the study. The results are presented below.

4.2.1 Results of the Questionnaires

A one - way - ANOVA was conducted to evaluate the existence of ethnic unfavorable attitude in police investigators towards detainees. The F-test revealed a significant effect of group in both dependent variables.

Table 3. Test of Homogeneity of Variances

Causes	Levene Statistic	df1	df2	Sig.
Cause of unfavorable attitude is the institutional problem	.141	3	84	.935
Cause of unfavorable attitude is personality problem	.370	3	84	.775

1- An ethnic unfavorable attitude towards detainees is caused by the institutional problem:

Institutional problem is an action or practice carried out by members of the institute especially the dominant group, or their representatives which have a differential and negative impact on members of subordinate staffs.

Table 4 ANOVA Result that shows the significance of both the institution and the personality problem of the ethnic prejudice

		Sum of Squares	df	Mean Square	F	Sig.
Cause of unfavorable attitude is the institutional problem	Between Groups	5223.832	3	1741.277	4.849	.004
	Within Groups	30163.793	84	359.093		
	Total	35387.625	87			
Cause of unfavorable attitude is personality problem	Between Groups	5457.747	3	1819.249	6.089	.001
	Within Groups	25095.708	84	298.758		
	Total	30553.455	87			

The omnibus F-test revealed a significant effect of group, $F(3, 84) = 4.849$, $p=0.004$. The significant omnibus F was followed up with Tukey post hoc test ($SE=4.67$) for multiple comparisons. The “others” ethnic group ($M= 61.53$, $SD= 20.397$) believe, significantly, more than the “Tigrie” ethnic group ($M= 42.48$, $SD= 18.1$) that there is an ethnic prejudice caused by institutional problem.

The “Oromo” ethnic group ($M= 59$, $SD= 19.434$) and the “Amhara” ethnic group ($M= 61.1$, $SD= 17.85$) also believe, significantly, more than the “Tigrie” ethnic group that there is an ethnic unfavorable attitude of police investigators towards detainees. On the other hand the “Amhara”, “Oromo”, and “Others” ethnic groups did not differ significantly from each others, $p= 0.98$.

2- An ethnic unfavorable attitude towards detainees is caused by personality problem:

The omnibus F-test revealed a significant effect of group, $F (3, 84) = 6.089$, $p= 0.01$. The significant omnibus F was followed up with Tukey post hoc test ($SE= 4.3$) for multiple comparisons. The “Others” ethnic group ($M= 61.26$, $SD= 18.82$) believe, significantly, more on the source of ethnic unfavorable attitude is personality problem of police investigators than the “Tigrie” ethnic group ($M= 40.67$, $SD= 17.226$). The “Amhara” ethnic group ($M= 59.41$, $SD= 15.543$), and “Oromo” ethnic group ($M= 55.81$, $SD= 17.564$) also believe, significantly, more than the “Tigrie” ethnic group on personality problem for the cause of ethnic unfavorable attitude of police officers towards detainees. Finally, the “Others” ethnic group, the “Amhara” ethnic group, and the “Oromo” ethnic groups did not differ significantly from each other, $p= 0.8$.

Further more, the following table 5, the Post Hoc Tests, in Tukey HSD shows Multiple Comparisons mean of each ethnic group’s responds. In the first comparison part, where the cause of the ethnic prejudice being the institution problem measured, the respondents from ‘Oromo’, ‘Amhara’, and ‘Others’ do not have significant mean difference. Where as these ethnic group respondents have a significant mean difference from the ‘Tigrie’ ethnic group respondent. Again when the ethnic prejudice of police investigators based on personality problem is evaluated, there is no significant mean difference between ‘Oromo’, ‘Amhara’, and ‘Others’

ethnic group respondents. On the other hand there is significant mean difference between the 'Tigrie' ethnic group respondents and all the three ethnic group respondents.

Table 5. Mean and Standard Deviation of each ethnic group respondents

		N	Mean	Std. Deviation
Cause of unfavorable atti.is the institution problem	Oromo	26	59.00	19.434
	Amara	22	61.09	17.851
	Tigrie	21	42.48	18.085
	Others	19	61.53	20.397
	Total	88	56.13	20.168
Cause of unfavorable atti.is personality problem	Oromo	26	55.81	17.564
	Amara	22	59.41	15.543
	Tigrie	21	40.67	17.226
	Others	19	61.26	18.820
	Total	88	54.27	18.740

Table 6. Post Hoc Tests, Multiple Comparisons →

Tukey HSD

Dependent Variable	(I) Ethnic back ground	(J) Ethnic back ground	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower bound	Upper bound
Cause of ethnic unfavorable attitude is the institutional problem	Oromo	Amhara	-2.091	5.489	.981	-16.48	12.30
		Tigrie	16.524(*)	5.560	.020	1.95	31.10
		Others	-2.526	5.719	.971	-17.52	12.47
	Amhara	Oromo	2.091	5.489	.981	-12.30	16.48
		Tigrie	18.615(*)	5.781	.010	3.46	33.77
		Others	-.435	5.935	1.00	-15.99	15.12
	Tigrie	Oromo	-16.524(*)	5.560	.020	-31.10	-1.95
		Amhara	-18.615(*)	5.781	.010	-33.77	-3.46
		Others	-19.050(*)	6.000	.011	-34.78	-3.32
	Others	Oromo	2.526	5.719	.971	-12.47	17.52
		Amhara	.435	5.935	1.00	-15.12	15.99
		Tigrie	19.050(*)	6.000	.011	3.32	34.78
Cause of ethnic unfavorable attitude is personality problem	Oromo	Amhara	-3.601	5.007	.889	-16.73	9.52
		Tigrie	15.141(*)	5.071	.019	1.85	28.43
		Others	-5.455	5.217	.723	-19.13	8.22
	Amhara	Oromo	3.601	5.007	.889	-9.52	16.73
		Tigrie	18.742(*)	5.273	.003	4.92	32.56
		Others	-1.854	5.413	.986	-16.04	12.34
	Tigrie	Oromo	-15.141(*)	5.071	.019	-28.43	-1.85
		Amhara	-18.742(*)	5.273	.003	-32.56	-4.92
		Others	-20.596(*)	5.473	.002	-34.94	-6.25
	Others	Oromo	5.455	5.217	.723	-8.22	19.13
		Amhara	1.854	5.413	.986	-12.34	16.04
		Tigrie	20.596(*)	5.473	.002	6.25	34.94

* The mean difference is significant at the .05 level.

Detailed investigation was made on those who responded that there is no ethnic prejudice of police detectives towards detainees. Based on the data collected 6 (23.07%) respondents from 26 'Oromo' ethnic group respondents, 4 (18.18%) respondents from 22 'Amhara' ethnic group respondents, 4 (21.05%) respondents from 19 'Others' ethnic group respondents replied that there is no ethnic prejudice of police detectives towards detainees. The researcher tried to investigate these respondents' educational background with their current position and their rank. Three of them from 'Oromo' ethnic group respondents, two of them from 'Amhara' ethnic group respondents, and three of them from 'Others' ethnic groups are below 12 grade and stop education before finishing high school but these respondents are inspectors and chief inspectors in which the Federal Police Regulation allows for these ranks only those who have at least diploma (The Federal Police Regulation 86/1995).

4.2.2 Content Analysis

In the questionnaire the police investigators were asked 6 open- ended questions. 58 respondents filled out the open- ended questions and gave the following responses.

For the first open- ended question on the ethnic relationship between police detectives and detainees, all (58 or 65.9%) respondents responded that there is ethnic prejudice of detectives towards detainees. For the second question on the ethnic relationship between police detectives and their supervisors, 55 (62.5%) respondents replied that there is ethnic prejudice and discrimination of bosses towards detectives in many ways like: ordering simple and beneficiary cases for their ethnic group and giving tough and disputable cases for others, sending their people when training comes, nominating their people when out benefits come, and giving priority for promotions.

50 (56.8%) of respondents came back with some forms of ethnic prejudice that is expressed by the detectives towards detainees. These

are direct physical and word abuse, ordering them on the unhygienic detention class, threatening, ordering them to serve their ethnic group detainee, presenting false evidences to extend remand, not allowing meeting with families, and delaying the case to send to prosecution office.

For the fourth question on the source of ethnic prejudice, they replied that, the Ethiopian Constitution gives plenty of rights and give more emphasis for ethnicity, the government is led by one ethnic group, and great bosses and immediate supervisors are ethnic prejudiced.

On the solution part they responded that the Constitution should concentrate on how we live with love and respect, bosses are unprofessional and they should learn about police professions; bosses should learn about human rights, they should also look at their subordinates as equals and treat all subordinates equally; the institution should implement the rules and regulation with clear responsibility; when promotion and other benefits are forwarded from head office, there should be criteria; senior supervisors should be assigned according to the Business Process Reengineering (BPR) criteria, and there should be equal opportunity and clear competency for promotions.

4.2.3 Results of Interviews from Detainees

Interview was held for seventy five persons who were detained in the last nine months (starting from September 2008) and twenty two who are detained for longer period. Totally ninety three (93) people were interviewed.

Among 93 detainees 73 detainees felt that they perceived ethnic discriminatory treatments from police investigators.

The following table shows the frequency that the type of discrimination was mentioned.

Table 7. Types and Frequency of Reported Discrimination

Type of Discrimination	Number	Percentage (n=73)
Verbal abuse	42	57.53
Physical abuse	35	47.9
Different treatments	59	80.82
Stereotyped	47	64.38
Lack of explanation	62	84.9
Disrespect behavior	65	89.04
Intimidation	51	69.86

According to the responses of seventy three interviewees, they were facing ethnic based negative attitude that can be expressed through blatant ethnic prejudice (verbal abuse, physical abuse, disrespect behavior, and intimidation), different treatment, stereotyping, and lack of explanation. For the sake of convenience and simplicity there was no attempt to determine whether the detainees or former detainees were justified why they see the incidents as ethnic prejudice.

Examples of the ethnic prejudice from the interviewees: (author's translation)

- “The investigator first asked me ‘Are you Silte?’, because he believes that the ‘Silte’ ethnic group is the one who break the roof of shops to steal, he detained me for three months with out any evidence”.
- “Because I am from Oromo ethnic group, the investigator tortured me to confess that I am a member of Oromo Liberation Front”.
- “My friend from Tigrie ethnic group and I from Wolayta ethnic group are brought to the investigator. After he knew that my friend is from Tigray, he ordered him to wait out side the office and started terrorizing me to confess the crime. The investigator did not

say any negative word against my friend. We were detained on the same case, my friend was released after two days but I waited there for two weeks”.

- “Since I am from Amhara, the investigator always intimidates me by saying ‘you Neftegna, you will see what I am going to do’ ”.
- “My friend from Tigrie ethnic group and I from Oromo ethnic group suspected on the same case, and when the investigator assigned us the place where we were going to be detained, he assigned him in the clean house. Whereas I was assigned where vagabonds were detained”.
- “When ever the investigator came to visit us at detention center, he talks only with my friend from Tigrie ethnic group and ignores me. He is from Oromo ethnic group”.
- “I am from Amhara ethnic group and another detainee from Oromo ethnic group asked permission to go to Commercial Bank. Even if the investigator (he is from Oromo ethnic group) knew that the Oromo detainee request was a lie, he let him to go and refused my request deliberately”.
- “When I (from Somali ethnic group) am visited by my wife in detention center, the investigator (from Amhara ethnic group) hurries me to finish. Whereas the Amhara detainee is called to the investigator’s office and talks to his girlfriend for hours”.
- “Naturally I speak slowly and gently. The investigator (from Welayta ethnic group) intimidates me by saying ‘because you are from Neftegna, you even do not want to respond, you should be a member of ‘Patriotic Front’ ”.
- “A friend of mine from Tigrie ethnic group snatched cell phone and stood among us. We did not see him when he snatched. Suddenly police officers came to us and I and the snatcher were caught. Even if they found the cell phone in his pocket, the Inspector (from

Tigrie ethnic group) released him after three days but I was detained for a week since I am from Dorze ethnic group.”

- “I (from Oromo ethnic group) am suffering since last year because my neighbor from Tigrie ethnic group have border dispute. The sub city investigation head is from Tigray, therefore I have detained three times in this year”.
- “I (from Tigrie ethnic Group) do not face any ethnic prejudice from the detective but my friends in the detention center always beg me to ask about our rights when the Inspector (from Tigrie ethnic group) came to visit us.
- “When I (from Tigrie ethnic group) was first got in the detention center, other detainees were looking me suspiciously and they were not talking bad words about the Inspector (from Tigrie ethnic group). They changed their mind after they looked that I and the Inspector seriously quarreled. On the other hand the detective (from Oromo ethnic group really hate me because I am from Tigrie. He did not say any word but he was revealing it by delaying my case.”

4.2.4 Observation

The researcher tried to observe whether there is an ethnic prejudice of detectives towards detainees. There are some detectives who generalized the suspect’s wrong deeds to their ethnic back ground. For instance when I was at Addis Ababa Police Head Office Investigation Department, a man from Somali ethnic group came that he is accused by preparing forgery document and the detective was over generalized as most Somali people here in Addis are doing forgery documents. In addition when I was at Addis Ketema Sub City Police Investigation Department the detectives were discussing about shop’s roof breaking theft or burglary. Their supervisor was giving an order to check whether there are from ‘Siltes’ ethnic group who are working as guards around the theft area.

CHAPTER FIVE

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

5.1 Summary of the Study

The major purpose of this study was to examine the ethnic attitude of the Addis Ababa Police detectives towards detainees, and to investigate, if there is ethnic prejudice, whether the source of the problem is institutional or personality problem. The study tried to compare the ethnic back ground of the respondents and their responses and also on those who replied that there is no ethnic prejudice. It also tried to compare the respondents' educational back ground with their position or rank.

To this end, the following research problems were posed:

- 1- Is there ethnic prejudice among Addis Ababa Police detectives towards detainees?
- 2- What is the cause of the ethnic prejudice, if there is any?
- 3- What are the recommended solutions to cope up with the problem?

To answer these questions, 88 Addis Ababa Police detectives were selected from five crime investigation departments, and questionnaires were administered to them. Also interviews were conducted with 93 detainees and former detainees.

Results of one-way- ANOVA, Post Hoc test in Tukey HSD, and Chi square revealed the following findings:

- 1- The ethnic attitude of the police detectives towards detainees is negative. This ethnic prejudice is expressed in verbal abuse, physical abuse, different treatments, stereotyping, lack of explanation, disrespectful behavior, and intimidation.

2- The reported causes of the ethnic negative attitude or prejudice are:

- 2.1 The institutional problem, i.e. the Addis Ababa Police Commission gives promotion and other benefits to the staffs depending on ethnicity.
- 2.2 The individuals' personality problems especially those who are at higher position in the institute are occupied by ethnic prejudice towards their subordinates. Due to this the police detectives developed ethnic prejudice towards detainees.
- 2.3 The third cause is the Constitution and government structure that gives great emphasis to ethnicity and the detectives have become ethnic sensitive.
- 2.4 The fourth pointed out cause is that people develop ethnic prejudice from their environment; at the time of upbringing.
- 2.5 Lastly, it is suggested that people develop ethnic prejudice naturally.

5.2 Conclusion

This study has attempted to investigate the ethnic attitude of Addis Ababa Police detectives towards detainees. Results indicated that irrespective of differences in age and sex, police detectives have ethnic prejudice towards detainees because of the institution problem, personality problem, and the government structural problems. Generally speaking there may be ethnic prejudice in every body. Unless other wise it is controlled at least not to be revealed in the communication process, it has a very dangerous and anti unity element. The research also portrayed how ethnic prejudice that come from supervisors really affects innocent individuals who are served by subordinates.

5.3 Recommendation

It has been indicated that the police detectives are ethnic prejudiced. Although changing the ethnic attitudes of the high officials is far-reaching and requires some basic structural changes, the following recommendations are made on the basis of the findings.

5.3.1 Government Level

- Governments are responsible to provide leadership towards a just and fair society. Hence, there should be a proactive legislation that brings attitude and behavior change. Therefore the federal and the state governments provide public statements condemning ethnic prejudice.
- Involvement of members of minority groups in the development of law making, law implementing, and law interpreting is needed. The government needs to give full responsibility and accountability for these minority group members.
- The government should acknowledge that still the problem of ethnic prejudice is a problem in the country, especially in the police institution.
- Government and media together work for the identification of the cause and how to cope up with the problem and make interventions.
- Business Process Reengineering (BPR) is the government leading policy. Therefore the government should make a clear controlling mechanism for its implementation.
- The government should take effective measures to ensure that detainees who bring complaints of ethnic ill-treatment against police detectives are protected from intimidation. Such measures should include the careful inspection by the prosecuting authorities of police complaints that detainees have resisted state authority. Where complaints are filed

simultaneously by a detainee claiming police ethnic ill-treatment and by police detectives alleging resistance to state authority, the complaint against the victim should be suspended until the result of the investigation into the behavior of the police detective has been completed.

5.3.2 Institution Level

- Addis Ababa Police Commission should examine its policies and practices to identify and address institutional ethnic prejudice within them.
- It is recommendable that the institute to prepare educations based on intercultural thoughts, and ethnic based problems.
- Implement the regulations of the institute properly.
- Develop cultural and ethnic awareness and lead to a better communication between detectives and detainees.
- Implement properly the Business Process Reengineering (BPR) that allows assigning and promoting detectives only based on clear criteria that get acceptance and understood by the detectives.
- It is good to have incentives in the form of prizes for those who are contributing anti-ethnic prejudice in the institution.
- Include Social Psychology courses that deal with ethnic prejudice in the curriculum that is given for police officers trainings.
- At the outset of their detention people taken into police custody should be given a form outlining their legal rights. This form should be available in different languages. The detainee should certify that he has been informed of his rights.
- A clear and comprehensive record should be kept of the period which any detainee spends in custody. This record should include details of: the time and reason for detention; any signs

of injury exhibited by the detainee; requests by the detainee for medical assistance and the action taken in response to such requests; requests by the detainee to contact a relative or other person of his choice, including a lawyer, and the action taken in response to such requests; any complaints made by the detainee about his treatment, and the action taken in response to these complaints; whether the detainee was informed about his rights while in detention. The detainee and the detective should sign every time on the record and the lawyer, if any, of the detainee should have full access to such a custody record.

- All reports or allegations on ethnic prejudice received by the police investigation supervisors and the judges should, be passed immediately to the prosecuting authorities and the prosecuting authorities should themselves interview the victim, the detective and any other witnesses and, where appropriate, should examine the scene of the alleged ethnic ill-treatment.

5.3.3 Psychological treatment

- The Ethiopian Psychologists' Association makes public statement that can give awareness on how ethnic prejudice destroys national development, especially in the law enforcement process.
- It is good to prepare courses on cross- cultural matters by doing researches in the institution for the officials and police officers.
- Prepare short term trainings that focus on empathy and role-playing that help to reverse their perspective.
- Prepare leaflets and books that show how ethnic prejudice is extending and becoming one of the major threats for future and also how to reduce or avoid it.

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Appendices

Appendix A

Pilot Questionnaire

1. Is there ethnic prejudice of police investigators towards detainees?
2. What are the causes of the ethnic prejudice?

Appendix B**The main Questionnaire****Section One: Personal Details**

For the following questions either writes your answer on the space provided or put an 'X' in the box.

1. Job title_____
2. How long have you been working:_____
3. sex: ☐ Female: ☐
4. Age:_____
5. Education level_____
6. Ethnic background:_____
7. marital status:
 Married ☐
 Divorced ☐
 Bachelor ☐
8. Religion
 Orthodox ☐
 Muslim ☐
 Protestant ☐
 Catholic ☐
 Others (state):_____
9. place of birth:_____
10. Place where you grow up: _____

Section Two: Likert- scale questionnaire

For each of the following item indicate your response by circling one of the numbers in the table:

1. strongly agree
 2. disagree
 3. undecided
 4. agree
 5. strongly disagree
1. These days the practice of ethnic equality is pleasing in our country
 2. The structural framework and law of our government is playing a vital role for ethnic equality.
 3. The structural and laws of our government promote ethnic fundamentalism.
 4. Inspectors in my office are very keen and dedicated for the theoretical and practical implications of equality among different ethnic groups.
 5. In my office there are people who brag about their ethnic background.
 6. Both my immediate and top bosses believe in ethnic equality.
 7. Most of the time my bosses favor a defendant or compliant of their same origin.
 8. I feel unhappy when I see my bosses and colleagues commit ethnic discrimination.
 9. Both my immediate and top bosses discuss about ethnic equality.
 10. There is no superiority of one ethnic group in my office
 11. Both my immediate and top bosses treat all customers equally irrespective of their ethnic background.

12. There is an ethnic group whom my boss is afraid of.
13. My boss takes a great care when he is investigating a suspect from an ethnic group he fears.
14. I am happy when the issue of ethnic equality is raised to be discussed in my work place.
15. There is no ethnic discrimination on giving job promotions in my work place.
16. There are no investigation heads and investigators who are assigned merely because of their ethnic background.
17. My immediate bosses treat investigators without any ethnic discrimination.
18. I have never seen investigation heads and investigators ill treating a suspect because of an ethnic discrimination.
19. I discriminate for my ethnic group because I have seen my bosses discriminating for people from their ethnic group.
20. I investigate any suspect without any influence of my idea of ethnicity.
21. I will not be influenced by the fact that the suspect I am investigating is from the same ethnic group I am a member.
22. There is no influence of one or some ethnic groups on my work place.
23. Most of the time the treatment my bosses give for a suspect from their ethnic group is not different from the treatment they give for the suspects from other ethnic groups.
24. Even if I see an ethnic discrimination in the station I belong it doesn't influence my job.
25. No suspect investigated in my station, faces a difficult because of his/her ethnic identity.
26. The reason ethnicity problems triggered are because bosses show their ethnic feelings.

27. The reason ethnic problems emerge is the superiority of one ethnic group over the others.
28. The reason for ethnic problems to be created is immorality shown by people in power.
29. The reason for ethnic problems to be created in the time of growing up.
30. My superior bosses treat investigators as well as suspects without discriminating ethnically.
31. My immediate bosses treat suspects without any ethnic discrimination.
32. Ethnic attitude problem is because of the government structure.

Open- ended Questions

33. Give your opinion on how you feel about the ethnic diversity you see in the relationships between suspects and investigators.
34. Give your opinion on how you feel about the ethnic diversity you see in the relationships between head of investigations and investigators.
35. If you believe that there is ethnic prejudice in the institution list its forms.
36. What is the source of ethnic prejudice?
37. What is the remedy for ethnic prejudice in the institute?
38. Any Other Comment or Suggestion.

Appendix C

Interview Questions

- 1- What is your ethnic background?
- 2- Where did (do) you detained?
- 3- When did you detained lastly?
- 4- Did you experience any ethnic based discrimination by police detectives?
- 5- If yes, list the type of discrimination.

Appendix D

በአዲስ አበባ ዩኒቨርሲቲ

ድህረ - ምረቃ ፕሮግራም የስነ-ትምህርት ኮሌጅ

የሳይኮሎጂ ትምህርት ክፍል

የመጠይቁ ዓላማ:- ይህ መጠይቅ በአዲስ አበባ ዩኒቨርሲቲ በሶሻል ሳይኮሎጂ የትምህርት ክፍል የድህረ - ምረቃ ፕሮግራም የመመረቂያ ጥናታዊ ጽሑፍ ለማዘጋጀት ታስቦ የተቀነባበረ ነው። መጠይቁ ሁለት ክፍሎች ያሉት ሲሆን በእያንዳንዱ ክፍል የሚጠየቁትን መልስ በመስጠት ይተባበሩን ።

ክፍል አንድ:- ስለራስዎ የተጠየቁ

ክፍል ሁለት:- ዐረፍተ ነገሮችን የያዙ ሲሆን እርስዎ የሚያምኑበትን ወይም የሚመስልዎትን ከተሰጡት አምስት አማራጮች ማለትም:-

- 1- በጣም አልስማማም፤
- 2- አልስማማም፤
- 3- በመጠኑ እስማማለሁ፤
- 4- እስማማለሁ፤
- 5- በጣም እስማማለሁ ውስጥ አንዱን ይመልሱ። ይህ መልስ የእርስዎን ሀሳብ ብቻ የሚያንጸባርቅ ይሁን።

እባክዎ ልብ ይበሉ:- በትክክለኛው መንገድ የሚመልሱት መልስ ወደ ትክክለኛው የጥናት ውጤት የሚያደርስ ብቸኛ መንገድ መሆኑን አይዘነጉ።

ስም መጻፍ አያስፈልግም። ሁሉንም መረጃዎች ይሙሉ።

ጊዜዎትን ሰውተው ላደረጉልኝ ትብብር ከልብአመስግናለሁ

ሀብታሙ በቀለ

የሶሻል ሳይኮሎጂ ድህረ - ምረቃ ተማሪ

ክፍል አንድ - ጠቅላላ መረጃ

ለሚከተሉት ጥያቄዎች በባዶ ስፍራ በመጻፍ ወይም በ “x” ምልክት ይመልሱ

1 የስራዎ ዓይነት _____

2 ፆታ ወንድ ☐ ሴት ☐

1. እድሜ _____

4 በስራዎ ላይ የቆዩበት ጊዜ _____

5 የትምህርት ደረጃ _____

6 ብሔር _____

7 የጋብቻ ሁኔታ:- ያገባሁ ☐ ሌላ (ይግለጹ) _____

ያላገባሁ ☐

የተፋታሁ ☐

8 ሀይማኖት:- ኦርቶዶክስ ☐

ሙስሊም ☐

ፕሮቴስታንት ☐

ካቶሊክ ☐

ሌላ (ይግለጹ) _____

9 የትውልድ ቦታ _____

10 ያደጉበት ቦታ _____

ክፍል ሁለት

ለሚከተሉት ዐረፍተ ነገሮች

- 1- በጣም አልስማማም፤
- 2- አልስማማም፤
- 3- አልወሰንኩም፤
- 4- እስማማለሁ፤
- 5- በጣም እስማማለሁ፤ ከሚሉት አማራጮች አንዱን ያክብቡ፡፡

ተ. ቁ	ዐረፍተ ነገር	በጣም አልስማማም (1)	አልስማማም (2)	አልወሰንኩም (3)	እስማማለሁ (4)	በጣም እስማማለሁ (5)
1	በአሁኑ ወቅት የብሔር ብሔረሰብ እኩልነትና መከባበር በተግባር ሲታይ የሚያስደስት ነው።	1	2	3	4	5
2	የሀገራችን የመንግስት አወቃቀርና ህግ ለብሔረሰቦች እኩልነት አይነተኛ አስተዋጽኦ እያደረገ ይገኛል።	1	2	3	4	5
3	በሀገራችን ያለው የመንግስት አወቃቀርና ህጎች ብሔርተኝነት ያስፋፋሉ።	1	2	3	4	5
4	በመስሪያ ቤቱ ያሉ መርማሪዎች ስለብሔረሰብ እኩልነት ሲያወሩም ሆነ በተግባር ሲያውሉ ከልባቸው በቅንነት ነው።	1	2	3	4	5
5	በተወለዱበት ብሄር የተነሳ እራሳቸውን ክፍ አድርገው የሚያዩ ሰራተኞች በመስሪያ ቤቱ አሉ።	1	2	3	4	5
6	የቅርብም ሆኑ የሩቅ አለቆቹ በብሔረሰቦች እኩልነት በሚገባ ያምናሉ።	1	2	3	4	5
7	አብዛኛውን ጊዜ አለቆቹ የራሳቸው ብሔር ተወላጅ የሆነ ተከላሽ ወይም ከላሽ ሲመጣ አድሎ ሲያደርጉ አያለሁ።	1	2	3	4	5

8	አለቆቹም ሆኑ ሌሎች የስራ ባልደረቦቹ የብሔር አድሎ ሲያደርጉ ሳይ እኔንም መጥፎ ስሜት ውስጥ ይከተኛል።	1	2	3	4	5
9	የቅርብም ሆኑ የሩቅ አለቆቹ ስለ ብሔረሰብ እኩልነት ይናገራሉ።	1	2	3	4	5
10	በመስሪያ ቤቱ ውስጥ የአንድ ብሔረሰብ ተጽዕኖ አድራጊነት አይታይም።	1	2	3	4	5
11	የቅርብም ሆኑ የሩቅ አለቆቹ በብሔረሰብ ሳያዳሉ ሁሉንም ባለጉዳይ በኩል አይን ተመልክተው ያስተናግዳሉ።	1	2	3	4	5
12	አለቃዬ የሚፈራው ብሔረሰብ ተወላጅ አለ።	1	2	3	4	5
13	አለቃዬ የሚፈራው ብሔረሰብ ተጠርጣሪ ሲመጣ ከፍተኛ ጥንቃቄ ያደርጋል።	1	2	3	4	5
14	በመስሪያ ቤቱ ውስጥ ስለብሔረሰብ እኩልነት ሲነሳ ደስ ይለኛል።	1	2	3	4	5
15	በመስሪያ ቤቱ ውስጥ እድገት ሲመጣ የብሔረሰብ አድሎ አይደረግም።	1	2	3	4	5
16	በመስሪያ ቤቱ ውስጥ ባለቸው ብሔረሰብ ማንነት ብቻ የተሾመ የምርመራ ሀሳፊም ሆኑ መርማሪዎች የሉም።	1	2	3	4	5
17	የቅርብም አለቆቹ መርማሪዎችን ከብሔረሰብ አድሎ ውጭ ሆነው ያስተናግዳሉ።	1	2	3	4	5

18	በብሔር አድሎ ምክንያት መርማሪም ሆነ ሀላፊ ተጠርጣሪ ላይ ተጽዕኖ ሲያደርሱ አላየሁም።	1	2	3	4	5
19	አለቆች ከራሳቸው ብሔር ጋር አንድ የሆነ ተከላሽ ሲመጣ እና ሲያዳሉ በማየቴ እኔም ለራሴ ብሔር አዳላለሁ።	1	2	3	4	5
20	አንድን ተጠርጣሪ የምመረምረው ከብሔረሰብ አመለካከቴ ውጭ በሆነ ሁኔታ ነው።	1	2	3	4	5
21	የአንድ ተጠርጣሪ ብሔር ከኔ ብሔር ጋር አንድ መሆኑ ምንም ዓይነት ተፅዕኖ አያሳድርብኝም።	1	2	3	4	5
22	በመስሪያ ቤቴ ውስጥ የአንድ ወይም የተወሰኑ ብሔረሰቦች የበላይነት አይታይም።	1	2	3	4	5
23	አብዛኛውን ጊዜ አለቆቼ ከራሳቸው ብሔር ጋር አንድ የሆነ ተጠርጣሪ ሲመጣ የሚያደርጉት የመስተንግዶ ሁኔታ ከሌላ ብሔር የመስተንግዶ ሁኔታ ጋር አይለያይም።	1	2	3	4	5
24	በጣቢያው ውስጥ የዘር መድሎ አብዛኛውን ጊዜ ባይም በእኔ ስራ ላይ ተፅዕኖ አያሳድርም	1	2	3	4	5
25	አንድ ተጠርጣሪ ካለው የብሔር ማንነት የተነሳ ባለሁበት ጣቢያ ውስጥ ምንም አይነት ችግር አይደርስበትም።	1	2	3	4	5

26	የብሔርተኝነት አመለካከት (ችግር) የሚመነጨው አለቆች የብሔርተኝነት ስሜታቸውን ስለሚያንጸባርቁ ነው።	1	2	3	4	5
27	የብሔርተኝነት አመለካከት ወይም ችግር ምንጩ የአንድ ብሔር የበላይነት ምክንያት ነው።	1	2	3	4	5
28	የብሔርተኝነት አመለካከት ችግር መነሻው በስልጣን ላይ ያሉ ሰዎች የባህሪ ችግር ነው።	1	2	3	4	5
29	የብሔርተኝነት አመለካከት ችግር መነሻው በአስተዳደግ ወቅት የሚመጣ ነው።	1	2	3	4	5
30	የሩቅ አለቆች መርማሪዎችንም ሆኑ እስረኞችን ከብሔረሰብ አድሎ ውጭ ሆነው ያስተናግዳሉ።	1	2	3	4	5
31	የቅርብ አለቆች እስረኞችን ከብሔረሰብ አድሎ ውጭ ሆነው ያስተናግዳሉ።	1	2	3	4	5
32	የብሔርተኝነት አመለካከት ችግር መነሻው የመንግስት አወቃቀር ነው።	1	2	3	4	5

33- በብሔር/ብሔረሰብ ልዩነትና አድልዎ ዙሪያ የመርማሪ እና የተጠርጣሪን ግንኙነት በተመለከተ የሚያምኑበትን ወይም የተሰማዎትን አስተያየት ይግለጹ፤

34- በብሔር ልዩነት ዙሪያ በመርማሪ እና በአለቆች ግንኙነት በተመለከተ የሚያምኑበትን ወይም የተሰማዎትን አስተያየት ይግለጹ፡፡

35- የብሔር ልዩነትና አድሎ አለ ብለው የሚያምኑ ከሆነ በምን በምን እንደሚገለፁ ይግለፁ፡፡

36- በብሔር ዙሪያ ላለ ችግር መንስኤው ምንድን ነው ይላሉ?

37- በብሔር ዙሪያ ላለ ችግር መፍትሄው ምንድን ነው ይላሉ?

38- ሌላ አስተያየት ካለዎት፤

Declaration

This thesis is my original work and has not been presented for a degree in any other university and all sources of material used for this thesis have been duly acknowledged.

Name Habtamu Bekele

Signature



Date June 13, 2008

This thesis has been submitted for examination with my approval as a university advisor.

Habtamu Wondimu

Advisor



Signature

June 13, 2008

Date

