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**ADDIS ABABA UNIVERSITY
ETHIOPIAN INSTITUTE OF ARCHITECTURE, BUILDING
CONSTRUCTION AND CITY DEVELOPMENT (EIABC)**

*ANALYSIS OF URBAN LAND MANAGEMENT PROBLEMS: A CASE STUDY OF
SULULTA TOWN, OROMIA REGIONAL STATE, ETHIOPIA*

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City Development (EiABC)**

Analysis of Urban Land Management Problems: A Case Study of Sululta Town.

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**A Thesis Submitted To The School Of Graduate Studies Of Addis Ababa University, Ethiopian
Institute Of Architecture, Building Construction And City Development, In Partial
Fulfillment Of The Requirements For The Award Of Masters of Science Degree In Urban
Planning.**

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December, 2023

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Declaration

I am Milkesa Mosisa, and I declare that this thesis paper, Titled Analysis of Urban Land Management Problems: A Case Study of Sululta Town, submitted in partial fulfillment of the requirements for MSc. of Urban Planning in Addis Ababa University, Ethiopian Institute of Architecture, Building Construction, and City Development, is a record of my original work and has not been submitted by me or any other person in this university or any other institution to get any other extra certificate. The concepts and information used from various sources are acknowledged and cited in this study.

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Approval

We, the undersigned board member of examiners we have read and evaluated the thesis prepared by Milkesa Mosisa titled “**Analysis of urban land management problems; a case study of Sululta Town**”. Hence, we certify that the thesis has been accepted for the partial fulfillment of Master of Science (MSc.) requirement in urban planning program.

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Abstract

This study analyzed the urban land management problems of Sululta town and also examined the factors affecting those practices. Sululta town is located in the Oromia special zone surrounding Finfinne in the North direction. Sululta town was established in 1929 by Italian fascists. The major goal of this study is to identify the variables influencing urban land management in the study area by taking into account the important drivers and their impact on the variables related to land management. The foundation for doing this research has come from the actual problems shown in this area and the will to contribute knowledge to the field of land management as regards institutional perspectives. To do this research, both primary and secondary data types were used, and the data were gathered from Residents, Experts, Town officials (management), document review, and site. The data were collected using site observation, interviews Questionnaires methods. The samples were selected from the all four kebeles in the Sululta town administrative boundary from the total population of 129,843 (one hundred twenty-nine thousand eight hundred forty-three). The self-administered, closed-ended questionnaires also have a small number of open-ended items to help gather any extra, unstated issues. The gathered data was processed using IBM SPSS 25 software and analyzed both in a descriptive and inferential way, supplemented by graphs and tables. The result of the study revealed that urban land management is significantly affected by a skilled manpower gap and financial gap, community participation positive significantly affect urban land management at 5% ($\beta = 0.055$) significant level, equity and inclusiveness in all societies positive significantly affect urban land management at 5% ($\beta = 0.255$) significant level, and efficiency & effectiveness in urban land administration positive significantly affect urban land management at 5% ($\beta = 0.34$) significant level. Finally, the researcher recommends the reconsideration of the administrative structure of land management, proper implementation of the land-related law, paying attention to the high growth of population and the increase in land demand in the town, and the administration should have to change the current manual data recording and holding mechanism and make it clear, safe, centralized, and computerized to solve the currently shown problems and make a good and effective land management system.

Key words: Urban land, Land management, Land Administration, Land Policy, Land Information, urban Expansion, Land Registration

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List of Abbreviations/Acronyms

CIS.....	Cadastral Information System
CSA.....	Central Statistics Agency
E.C.....	Ethiopian Calendar
EMWUD.....	Ethiopian Ministry of Works and Urban Development
FDRE.....	Federal Democratic Republic of Ethiopia
GDP.....	Gross Domestic product
GIS.....	Geographic Information System
LGAF.....	Land Governance Assessment Framework
LIS.....	Land Information Systems
MOWUD.....	Ministry of Works and Urban Development
NGO.....	Non-Governmental Organization
ULAO.....	Urban Land Administration Office
UNCHS.....	United Nation Center for Human Settlement
UNDP.....	United Nation Development Program
USAID.....	United States Agency for International development

CHAPTER ONE

1. INTRODUCTION

1.1 Background of the Study

The land is an engine of economic development. Land has evolved into a key engine of economic growth and a tool for macroeconomic stabilization, particularly in nations where it is owned by the state. Smith, N. R. (2021).

Land management is the practice of controlling how land resources are used and developed as well as the strategy for efficiently allocating a country's resources. (UNECE, 1996). Major land management issues in Africa stem from inadequate legal, administrative, and institutional frameworks for land governance. (FAO, 2020). This has been demonstrated by the absence of comprehensive land policies, the non-application of land laws, the use of manual land information systems, limited coordination between government agencies, and a lack of human, institutional, technological, and financial resources. Land management entails the creation of land use and development plans as well as the administration of other land-related initiatives. (World Bank, 2016).

According to the World Bank (2016), urban land has developed into a pillar of socioeconomic development and is now the main source of revenue for municipalities. However, given the stability and fixed nature of the land supply, it is incredibly challenging to meet the present needs of numerous and conflicting land uses. Due to the increased demand for property and the limited supply, low-income individuals may also be pressured to occupy land illegally.

Additionally, municipal revenue generated through the transfer of urban land has been utilized to pay for the construction of urban infrastructure. However, the land transfer can only result in economic and social advantages if the land is used effectively and productively. From a socioeconomic and ecological standpoint, effective land use is essential for sustainable development. In addition, knowledge of an area's urban land use efficiency (ULUE) is necessary to comprehend land productivity and land use sustainability (Zitti et al., 2015).

Urban areas are expanding at an unprecedented rate, especially in developing countries, which poses substantial challenges. When development converges in these places, it must be carefully

planned and effectively guided by these plans to allow for their growth, functionality, sustainability, cultural expression, and most crucially, their survival. (Devas & Rakodi, 1993)

The difficulties cities face in providing enough serviced land for residents, companies, public uses, and services are indirectly and unintentionally caused by land management techniques aimed at maximizing social welfare. To balance environmental and urban development objectives, a land management policy that safeguards delicate resources while simultaneously facilitating the urban land market will be necessary. (Diyer et al., 2013). Sustainable development requires effective urban land management. (Enemark, 2009).

In Ethiopia during the feudal era, the land ownership structure was freehold. Surplus land was distributed to tenants who did not own any land when the feudal administration was toppled and replaced by the socialist system in 1974, but with the issue of Proclamation No. 47/1975, the new government took ownership of all urban land and extra dwellings. However, due to the possibility of arbitrary evictions by the government and the severe underutilization of many property parcels during the socialist era, land tenure was exceedingly unstable. (Deininger, 2003). The system did not encourage private investors or land landlords to develop their land holdings because of the threat of eviction and the uncertainty of their land tenure.

According to the FDRE 1995 constitution, both rural and urban land as well as natural resources may only be owned by the state and citizens. All the nations, peoples, and ethnic groups of Ethiopia collectively possess the inalienable right to the land. In Ethiopia, it is actually guaranteed that peasants will receive a free parcel of land and won't be forced out of their homes.

The purpose of doing this research has been initiated by analyzing the practical issue and the desire to provide knowledge to the field of land management with regard to administrative issues (institutional capacity, good governance efficiency, effectiveness, etc.) and issues of land policy management, and management of land information.

1.2 Statement of the Problem

Urban land is a scarce natural resource that is required for all economic, social, and cultural activities in any city. In order to maximize the advantages of these activities by avoiding environmental and other social issues brought on by incorrect management of urban land, this limited natural resource needs to be managed properly. While this is the case, bad management

prevents the majority of developing nations from utilizing land resources effectively and efficiently. Olawore, A. (Ed.). (2011).

Inadequate land information systems, unregulated informal settlements, and wasted land can all be consequences of inadequate urban land management. Tessema, D., & Adigeh, B. D. (2020). As Teshager (2016) confirmed that one of the difficulties in implementing appropriate land management practices is the poor land information system used in urban areas. Another obstacle to the inappropriate execution of land management plans and programs is the lack of skilled and sufficient human resources.

Cities in many developing nations suffer from a variety of land management issues that impede their ability to develop sustainably. A thorough urban land policy that takes into account the operations of all the agencies involved in land management is uncommon. The institutional and professional capacity to manage land is insufficient due to a lack of critical financial resources, notably at the municipal level. Furthermore, time-consuming procedures and complex land regulations are preventing speedy and affordable repairs. To address these difficulties, urban land management must incorporate good governance principles including effectiveness, accountability, and transparency. (Aklog, K., 2012).

Sululta town administration is one of the newly emerged towns as Oromia Special Zone around Finfinne, and currently it is the town that is influenced by different factors of urban challenges and also responsive to various stimuli. As Uma B. (2020) confirmed, Squatting and self-help housing are the only options acknowledged as being capable of meeting the enormous demand for housing due to the lack of land allocation through public housing, which is another major obstacle. Land tenure instability has also been badly handled and administered.

The unplanned and rapid urban growth, land speculation, high housing land demand, spread of informal settlements, and rise in land-related issues in Sululta Town have gotten worse over time. This issue is widespread and affects both rural and urban regions, as well as those on the edges of town borders. Furthermore, as the town's growth is a continuous process, it's important to pinpoint the problems impeding efficient land management in the region. (Butta G. 2020)

Some studies were conducted previously on the urban land management related issues. For instance; Getachew, B. (2022). studied urban land administration, Tessema, D., & Adigeh, B. D.

(2020) studied challenges of institutional administration and social issues and Aklog, K., (2012) studied urban land management. However, the results of these studies were not consistent, focused on a single component of urban land management and studies were not analyzed factors affecting urban land management. Therefore, this study is conducted to fill the mentioned studies gaps.

After observing the situation of those problems and the land management problems in the area, through an in-depth examination of the data gathered, this study analyzes the primary issues with land management and assesses the severity of the consequences such issues have on the urban land management of Sululta town.

1.3 Objectives of the Study

1.3.1 General Objective of the study

The general objective of this study is to analyze the urban land management problems and examine the factors affecting land management in Sululta town.

1.3.2 Specific objective of the study

The specific objectives of the studies are as follows:

- To identify the problems related to urban land management and its status in the town.
- To Analyze the Influence of Accountability, community participation, Equity and Inclusiveness of resident, Effectiveness & Efficiency of urban land administration and Good governance challenges on urban land management.
- To evaluate the institutional capacity of the Municipality to manage urban land in the study area.
- To analyze the demand and supply of urban land in the study area.
- To Analyze the Land information system of the municipality in the land management.
- To recommend appropriate strategies for the improvement of urban land management in the study town.

1.4 Research Questions

The research questions of this study are as follows:

1. What are the major factors that influence urban land management practice?
2. How does Accountability, challenges of Good governance, Community participation and Equity & Inclusiveness of resident affect land management system in the Sululta town?
3. What is the capacity of the Municipality to manage the urban land on the study area?
4. What is the status of demand and supply of land in the town and how is it managed?
5. What is the current land information system status in the town?
6. What are the appropriate strategies to improve the urban land management of the study area?

1.5 Hypothesis of the Study

A hypothesis offers predictions about the outcomes of a study. It is a hypothetical answer to an unproven research questioning. In order to address diverse aspects of the study topic, it could be necessary to generate multiple hypotheses for research projects. Based on the study's focus, the following is the way the study's hypothesis is formed:

In land management, accountability refers to the practice of keeping various participants accountable for their decisions and results. It is crucial for enhancing the legitimacy, responsiveness, and sustainability of land management.

- Increasing and ensuring accountability in the system will result in decreasing the urban land management problem.

A participatory approach to sustainable urban land management is required in order to align it with societal requirements. Olira (2017) came to the conclusion that poor community participation in planning, decision-making, and land conflict resolution causes issues with land management techniques.

- Community participation in the land management system leads to an enhancing of urban land management system.

Through the establishment of effective, streamlined land delivery mechanisms, such as the cadastral system, land delivery, and public services regulation, effectiveness and efficiency assessment can be used to urban land management. (UN-HABITAT, 2015)

- The high effectiveness and efficiency of land administration on duties and implementation of works will result in an increase in the urban land management system.

In the land management system, inclusivity, equity, and information dissemination improve the system and lessen the use of unofficial methods for receiving services.

- If the majority of residents are included in getting equivalent information and benefits on urban land issues, then it will greatly increase the urban land management system.

Urban land management systems become less effective as a result of good governance issues, according to Siyum, B. A. (2023).

- There will be a negative correlation between good governance challenges (corruption, bureaucracies, political interference, and poor management) and urban land management.

1.6 Significance of the Study

The study has analyzed urban land management problems and examined the factors that hinder the implementation of proper land management in detail, so that the findings of this research will have the following significance;

Firstly, the study would be good input for the town Administration to understand the problem that hinder the proper urban land management of the town and take remedial action and address the gap aspect.

Secondly, this study would be a good reference to know the major problems affecting land management in town and will create insights for the readers on the factors that affect urban land management in a newly developed town.

Finally, it will make it easier for future researchers to pinpoint precisely the issue with the management of urban land in a town that responds to various stimuli and has distinctive features like Sululta town. As a result, it would act as a starting point for future scholars who are interested in studying urban land management issues.

1.7 Scope of the Study

This study investigates the urban land management problem and its factors in Sululta town and covers all four Kebele's of the town (Sululta 01 Kebele, Kaso-Weserbi Kebele, Nonno mana-Abbichu kebele and Wale-Lube kebele). Even though there are many variables that influence urban land management, the considered variables are accountability, community participation, equity and inclusiveness of residents, effectiveness and efficiency of urban land administration, coordination of ULAO, good governance challenges, mobility of people (migration), etc., which many researchers believed were more important. Besides, the study is limited to Sululta town out of five towns in the Oromia Special Zone around Finfinne.

1.8 Limitation of the Study

The main limitation faced while undertaking this research was that adequate and organized secondary data were not easily accessible from different offices because the data needed for this research is somewhat confidential and sensitive (like the basic plan and structure plan report, etc.). Certain crucial informants, particularly higher-ranking Land Administration personnel, were busy. There was a high volume of work related to land issues in this study area, so it took time to meet them. Additionally, some respondents were reluctant to fill out the questionnaires and encountered difficulties collecting the distributed questionnaires on time. Hence, more months had been counted to collect primary and secondary data, which affected the analysis and interpretation time and budget cost.

1.9 Organization of the Document

This section will give the organized structure of every chapter in this Paper. This paper is structured as the following: chapter one provides introductory which deals with the general aspect of the study followed by the research background, research objectives, Statement of the problem, significance of the study, scope of the study and limitations faced in the course of the study. Chapter two presents review of literature that gathered from different source on the Analysis of Urban land management Problem in different urban city/town, both the theoretical and Empirical literature are reviewed, additionally a conceptual framework is developed based on the literature. Chapter three will focus on the research methodology that will be employed in the study, Chapter four focuses with the data analysis, Interpretation and Discussion. The final topic Chapter Five deals with Conclusion and Recommendation, the research findings are summarized and Recommendation is drawn.

CHAPTER TWO

2. LITERATURE REVIEW

2.1 Introduction

In this section, the literature on the main driving forces behind and theoretical underpinnings of urban land management analysis was reviewed, including research papers and publications. Finally, this section analyzes the research conducted by many researchers in the same field of study and draws a conclusion from the literature by identifying the research gaps. This section includes a review of various methodological strategies and tools. The chapter is divided as follows: The first section review the theoretical literature, the second section discuss empirical literature, the third section explains the summary and knowledge gap and the fourth section assess conceptual framework of the research problem.

2.2 Concept of Urban Land Resource and Urban land management

According to FDRE Proc. No. 721/2011, “urban land is the land portion located within the jurisdiction of an urban area”. It may be developed, being developed, or undeveloped; it needs efficient management. Only a small portion of the earth's surface is made up of urban land, yet this portion is crucial because it is here that more than half of the world's economic activity and nearly half of its inhabitants reside. (Tessema, D., & Adigeh, B. D. 2020).

Urban areas are expanding rapidly and at an unprecedented pace, which presents significant issues, especially in emerging nations. They need to be properly planned and managed by these plans in order to support their extension, functional specialization, cultural expression, and most importantly, sustainability, as they are areas where difficulties and opportunities for development collide. (Devas, N., & Rakodi, C. 1993).

Land management entails the creation of land use and development plans as well as the administration of other land-related initiatives. (World Bank, 2016). By the year 2050, cities will be home to around 65.6% of people in the developing world and 86.6% of people in the developed world. Effective and efficient urban land management is essential, particularly in less developed countries like Ethiopia where urban populations are expanding quickly. (UN, 2019)

The process of effectively using a land's resources is known as land management. The system of land management is also concerned with the efficient use of urban land, the appropriate use of land for a variety of purposes, and the overall performance of urban expansion through the use of various measures. (Enemark, S. 2010)

The current system of urban land management in Ethiopia contains a number of components that could serve as sites of entry for corrupt practices. These include hazy policies, unreliable institutions, and a lack of transparency, minimal public involvement, and capacity issues. (World Bank, 2002). Additionally, according to the USAID (2004) report on Ethiopian Land Policy and Management Assessment, In Ethiopian land management and administration practice, there were a variety of difficulties, such as capacity issues, program inconsistencies, low public awareness, and inefficient monitoring and evaluation.

2.3 Urban Land Management Feature

Land policies, land information infrastructures, and land administrative infrastructures are the three parts of land management activities that enable sustainable development. In order to better assist the execution of land policy and sound governance, institutional structures may evolve throughout time. (Enemark, S. 2010)

In most emerging nations and transitioning nations, urban land management struggles with numerous issues that impede sustainable urban development. Rarely does an explicit urban land policy exist that considers the actions of all entities involved in land management. (UN-Habitat, 2017)

The primary reasons for the contagiousness and ineffectiveness of urban land management have been identified as state capture, administrative corruption, a lack of clear policies, diminished institutional capacity, improper application of good governance principles, and a poor urban land information system. (Udessa, F., 2017).

The plan for managing urban land in Ethiopia is still being developed, according to studies from the past. Due to weaknesses in the organizational structure, institutional capacity, efficient and effective land administration system, and the application of urban good governance ideals, it is fragmented and ineffectual.

2.3.1 Urban Land Policy

FDRE Constitution, (1995), Article 40, sub-article 3, states *"The right to ownership of rural and urban land as well as of all natural resources is exclusively vested in the state and the peoples of Ethiopia. Land is a common property of the nations, nationalities and peoples of Ethiopia"* (FDRE, 1995; Article 40). Also, the article stipulates that *"Ethiopian peasants" have the "right to obtain land without payment"* for grazing and farming as well as the *"right to be protected against eviction from the possessions."* In addition, the article declares that any transfer of land is forbidden and *"shall not be subjected to sale or other means of exchange"* (FDRE, 1995; Article 40, sections 4 and 5).

The goal of urban land policy is to create a framework for ensuring that a nation's land resources are used to promote equitable social and economic development. Urban land policy is a crucial instrument for managing urban land effectively. In order to address the difficulties and accomplish the socio-economic optimization of land usage and other associated goals, it is crucial to develop a land policy. This is because countries' rapid urbanization processes and political changes have produced a significant problem on the land. (Butta G. 2020)

According to USAID (2004), The Ethiopian land management and administration practice suffers a number of problems; including program inconsistencies, capacity issues, inefficient monitoring and evaluation, and low public awareness, according to the assessment of Ethiopian land policy and management.

In Ethiopia, the government is in charge of the entire legislative procedure; those who could be affected by new laws are hardly ever contacted or given the chance to offer their opinions. However, the federal land laws and the Ethiopian constitution serve as the foundation for the country's legal system for governing urban land. These laws, which were first put into effect in the 1970s, are meant to identify and distinguish between rural and urban land. Proclamation 47/1975, issued by Ethiopia's then-military government, nationalized all urban and rural estates. In order to control and manage urban lands, Ethiopia has built a number of legal frameworks and institutions since 1975. It was common practice to reverse and substitute proclamations. The current land laws are Proclamation 455/2005, which addressed compensation concerns, Proclamation 721/2011, which addressed urban land administration and leasing law, and Proclamation 818/2014, which

addressed urban land registration. There are also regional constitutions, laws, regulations, and standards. (Alemie, 2015)

Under the FDRE, The urban land leasehold law, which was first implemented in 1993 and has undergone three amendments (proclamations 80/1993, 272/2002, and 721/2011), governs and administers urban land. On the other hand, laws pertaining to urban land, such as proclamations Nos. 818 and 574 from 2008, are also included. All of these laws have as their main objective the promotion of effectiveness and efficiency in the management of urban land. Due to flaws in the law itself and in the process of enforcing it, this purpose of encouraging good governance in urban land management, however, looks to be an awful statutory prediction. (Bekele., 2016)

According to the Federal Urban Land Agency (1992), the general goal of urban land policy is to accomplish socioeconomic minimization of land use and bring demand and supply of urban areas to equilibrium. A conclusion that can be drawn from these facts is that an effective urban land policy promotes equitable land distribution for all societal levels, established an integrated system of land controls to combat land speculation, provides government infrastructure services, and provides cross subsidies for lower income groups to achieve a nation's sustainable development goal. (Butta G. 2020)

Urban land policy is one of the most important tools for managing urban land. Although the severity and nature of the issues are dependent on the socioeconomic, political, and level of development of the nation, the rapid urbanization process and political changes that are taking place in both developed and developing nations have greatly increased the problems of land scarcity and inefficient land use in their cities and towns. (Desselegn, R. 1994.). The important dimensions of Ethiopia's urban development policy as they relate to the land policy are;

- ✓ Stabilizing the price of land and marketing of real property.
- ✓ Ensuring the equitable distribution of land to both the rich and the poor.
- ✓ Facilitating mechanisms by which low income groups are allocated adequate land at reasonable cost. Facilitating efficient and sustainable delivery of land to investors engaged in the construction of residential and commercial buildings for sale or rent.
- ✓ Bringing economical uses of land for intended development works.

Policies, proclamations, rules, and regulations governed land management and administration in both rural and urban regions. These subjects' implementation gap likewise has its limitations and challenges. The land leasing policy restricted access to the advantages of land use ownership since it was founded on the free market idea, which allows for the delivery of property through unrestricted competition among residents. The largest problem is the huge wealth disparity between them, despite the fact that the bulk of residents and people have modest income levels. (Tessema, D., & Adigeh, B. D. 2020).

The following is the specific indicators of state capture in urban land policy. (Udessa, F., 2017).

✓ Lack of Clear Urban Land Policies

Urban land management system lacks formality due to unclear legislation and misunderstandings about rule and regulation applicability, causing misunderstandings among employers.

✓ Program Consistency

To assess consistency and authority in land management directives, analysis of regional programs and experiences is required, with minor deviations not posing an issue.

2.3.2 Urban Land Information

The management of land information systems is an important and crucial component of land management and administration, especially for urban areas (UN-ECE, 2005). Information related to land is a valuable resource that must be handled skillfully in order to maximize the possible benefits that can be gained from it. The purpose of land information management approaches, according to Lamba (2005), is to efficiently manage land information resources in order to achieve certain goals and improve urban decision-making.

Before land may be transferred or used as collateral for credit, all interested parties, including the general public, must have access to information on the assignment and nature of property rights. A land information system a system for gathering, processing, storing, and disseminating information on land is necessary for effective and efficient land management. Effective land administration is not possible without a land registry or information system. Land registration's primary goal is to provide a trustworthy and secure foundation for the purchase, use, and transfer of land rights. (Chiemelu, N. E., & Onwumere, V. O , 2013)

A geodatabase is just one component of land information systems (LIS), which also include people, data, technology, and institutional capacity. To create a LIS that is a useful tool to help urban land management in developing countries, all three components must be included, given equal consideration, and developed to the same level. A second public benefit that the government might supply thanks to the demand for information services is the upkeep of comprehensive records and data on responsibilities and rights associated to land. Employees with the technical and managerial know-how, as well as a management framework for LIS, are required to connect an institutional LIS with other spatial data sets generated and used in the region or city. Therefore, it necessitates investment, which should be associated with. (UN-HABITAT, 2015)

According to Burns, T, and Dalrymple, K (2008), who owns what and how much land is not fully understood in urban land management. This can be attributed to inadequate land information systems. Even the urban land industry struggled to locate and identify such unauthorized buildings and squatters inside the town limits. Due to the town's inadequate urban land information system, it was very difficult for it to collect taxes and build infrastructure.

Land registration could protect state land, which is vulnerable to encroachment, land grabbing, and adverse possession. It is unclear how much state and public-sector organizations must do to register their names. (Grover & Elia, 2011).

Land registration is the procedure used to record details about specific land parcels so that land ownership can be established. This information can be found in the official registers of real estate rights and land transfers. They could solely be interested in public lands, just in private areas, or in both. By registering a land transaction in an easily available registration system, the state notifies the community that a transaction has taken place and that property rights have been exchanged. (Abab, Wakjira & Negash, 2021)

To undertake land management, so necessary in developing areas, information about the land is needed. Nichols (1993) argued that:

"Information is the foundation for making, applying and administering land management decisions. Those involved in the management process from public policy makers to private developers-require information about land tenure because the implementation plans and policies

rests in rights to use, control and help from the land and its resources. As custodians of land tenure information, land registration systems have an essential role to play in land management."

2.3.3 Urban Land Administration

Governmental duty for providing tenure security and information on tenure-related issues for property markets and other governmental and private sector activities is called land administration. Information is required for this, and land information systems, often known as cadasters, will offer it.

Sevatdal (2002) defined land management as the processes involved in overseeing the management of land as a resource for social, economic, and environmental sustainability. Professionally speaking, "land consolidation," or "land readjustment," as it is commonly referred to when carried out in metropolitan areas, have historically been important components of land management.

The process of recoding, inventorying, and publishing data regarding the ownership, value, and usage of land and related resources is known as urban land administration, which is a subset of land management. It involves not only surveying and defining land parcels but also giving crucial information to support the real estate market. (Anbessa, 2002)

The legal, cultural, and geographical differences in land management organizational structures exist all across the world. Institutional frameworks may change over time in order to better support the implementation of land policy and sound governance.

2.4 Challenges of Urban Land Management

2.4.1. Institutional Capacity

Municipalities are the name for local governments in Ethiopia's relatively larger urban areas. In addition to its other responsibilities, the municipal government of urban centers of various sizes is primarily responsible for managing urban land. Due to the competing and conflicting interests, the ownership and use of urban property is the most difficult task that planning and controlling organizations must do. (Birke, 1997; Gulyani S., 2001).

Capacity can mean different things to different people and have different connotations depending on who uses it and the situation. Some authors define capacity as an organization's or

organizational unit's ability to carry out duties successfully. Efficiency and sustainability are two terms used to describe a set of skills, attitudes, beliefs, relationships, behaviors, motivations, resources, and conditions that allow people, groups, sectors, and larger social structures to carry out activities and achieve their development goals over time. (Balger, 2000)

The failure or success of government policies, rules, regulations, and programs is determined by institutional capacity. In this regard, institutional capability is a key element in the execution of a development program (Vedeld, 2003). A developing country's commitment to sustainable land management is typically hampered by limited individual, institutional, and systemic capacities.

The components of good governance, such as ensuring equity in resource allocation, efficiency and effectiveness in service delivery, transparency and accountability, participation and consensus building with the community, rule of law and security, can be used to assess the soundness of an institution's capacity. Results and efficient activity execution are more reliant on institutional capability than on the legal system. The existence or lack of this capacity has a significant impact on how urban land is managed in a city or town. (MWUD, 2006 & World Bank, 2016)

Staff employees with technical or policy experience are commonly lacking in the national government organizations and ministries. There is a dearth of inter-institutional and intersectoral coordination and cooperation, yet local level empowerment is lacking. Furthermore, the majority of good governance strategies are nonexistent or ineffectual. Similar to this, neighborhood stakeholders depend on time-tested, traditional approaches and knowledge to comprehend sustainable land management techniques. (Global environment facility, 2006)

According to Chepstow-Lusty (2009) one of the urban concerns that require a lot of focus and qualified labor is land management. Governments at the regional and local levels lack the resources necessary to successfully implement their changes in land administration. While USAID (2004) claims that Ethiopia's regional administrations' inability to implement land administration reform programs is a major weakness, regional offices lack the staff who are adequately trained for these programs as well as the necessary facilities (such as offices or equipment) to carry them out. The desire to decentralize land administration to the Keble levels exacerbates this issue.

2.4.2 Accountability and Transparency.

Transparency and Accountability are essential to stakeholders understanding of local government and to who is benefiting from decisions and actions. Access to information is fundamental to this understanding and to good governance. Citizens' participation is a key element in promoting transparency and accountability (UNCHS, 2000).

All measures that improve openness generally, such as setting rules of conduct, encouraging a public service ethic by putting in place feedback systems, and facilitating access to information on land management, produce a climate that is conducive to urban expansion. Transparency is one of the cornerstones of effective government. However, when opposing interests concentrate on a given topic, important issues such as who produces what information and for what purposes arise since information must be current, pertinent, accurate, and comprehensive in order to be used successfully. (UN-HABITAT, 2004).

One of the main causes of problems with effective governance and a key source of concern is the lack of accountability, transparency, and information accessibility. The sector of urban land management did not adhere to the necessary standards of accountability and transparency. It is clear that this results from a lack of consistent public discussion and consultation. Nearly every step of the urban land management process is opaque. For those responsible for managing urban land, this leads to a system of inadequate management, confusion, and ambiguity. (Udessa, F., 2017).

According to Dibekulu, (2021) ensuring transparent management of an open land market by eliminating administrative and procedural corruption incentives, including safeguards against officials and civil servants taking cheap land released by the public sector and designated for the urban poor and selling it on the market for a much higher price (often after years of speculation).

2.4.3 Community Participation

Land is a resource that the Ethiopian government and its citizens jointly possess or control. It is also an important and difficult topic for the social, political, economic, and cultural advancement of several citizens around the world. Land is a necessary economic resource and a method of escaping poverty because there is no life without it. Many inhabitants fail to manage their land

because they are unaware of the laws and rules pertaining to it, and as a result, they are swayed by land brokers and a select few other people. (FAO, 2009)

To be in line with social demands, sustainable urban land management must take a participatory approach. People will find illegal ways to satisfy their requirements, especially when planning plans fail to effectively predict or provide the necessary infrastructure; hence poor land-use planning has an indirect effect on society. Distressing land-use patterns can seriously disrupt society and have a detrimental impact on people's lives. Master plans are frequently designed without adequate consideration of implementation preparations and capabilities, or they embrace a non-participatory strategy that encounters strong community opposition. Both of these scenarios often make implementation problematic. (Payne, 2014).

2.4.4 Effectiveness of the Municipality in managing urban Land

Cities must be financially stable and cost-effective in managing revenue sources and expenditures, administering and delivering services, and enabling the government, the private sector, and communities to make formal or informal contributions to the urban economy based on comparative advantage. (Holger, 2002).

The efficiency measurement can be applied to urban land management through; development of efficient, simplified land delivery mechanism including cadastral system, land registration mechanisms, land transactions, legal frameworks, land valuations and taxation as well as land consolidation and readjustment, delivery and public services regulation of public services through partnership with the private profit and nonprofit (civil society) sectors, It's critical to support integrated urban planning and management while also enhancing the physical conditions of informal settlements and offering places with or without services for the urban poor. The efficiency and effectiveness of local tax collection, which is funded by taxes on land and buildings, must also be improved. (Koroso et al., 2020)

Institutional inadequacy in land leasing policy enforcement may be due to the legal framework and implementation capacities (Alemie, 2015). The rampant corruption and nepotism in the land sector also make enforcement difficult (Wubneh, 2018). Evidently, there is a positive correlation between institutional inefficiencies and the prevalence of widespread corruption and lax

enforcement. Similar to this, institutional inefficiency contributes to weak enforcement. Ho (2017) claimed that ineffective institutions lack credibility.

2.4.5 Good Governance challenges in Urban Land Management

Given how vulnerable land management is to poor governance, particularly in developing nations, governance in the urban land executive is crucial in many ways. Additionally, weak urban land administration is associated with rising property rights insecurity, a high level of bribery and corruption in urban land management activities, especially in developing countries. Due to inefficiency and insufficient land management, according to studies by Burns and Dalrymple (2008) done in developing nations, cities are unable to provide affordable urban land in sufficient numbers, particularly for the urban poor.

In urban land administration areas informal fees (corruption) and bureaucracy are now pervasive. In some cases, it is hard to obtain land related service in towns without paying informal fees. These are reinforced by the World Economic Forum (2013), which cites corruption and government inefficiency in land management in Ethiopia as the second and third most challenging factors for conducting business, respectively. Aside from that, it is asserted that the procedures for gaining access to urban land, in particular, are quite susceptible to corruption.

To evaluate urban land management from good governance perspective requires a precise and well-defined evaluation framework. According to Deininger, Selod, & Burns (2011) and World Bank (2013), the land governance assessment framework (LGAF) which was developed by the World Bank and its partners is one of the most well-known frameworks used to evaluate the good governances in the urban land management. Therefore, based on the objective of these studies the LGAF is one of the most comprehensive and diagnostic tool frameworks for the evaluation of urban land management practices from a different perspective, it is used to investigate difficulties to implementing good governance in urban land management based on the purpose of these studies.

The ineffective use of urban land and delivery systems is hampered by bureaucracy, a lack of standardized procedures, a legal framework, a lack of inclusivity and transparency, dishonesty, and irresponsibility toward land demanders. These factors also contribute to illegal practices, land speculation, market distribution, illegal and/or squatter settlement, inadequate infrastructure, and

service delivery. Speculative tendencies of pre-urban farmers, brokers, dishonest administrators, and unscrupulous regulators, as well as their inefficiency in executing control measures, further compound the problem. (Dibekulu, 2021 and FAO, 2007).

2.5 Driving factors of urban land management problems

2.5.1 Unbalanced Demand and supply of urban land

The need for land can be observed from two sides: supply and demand. In most developing countries in Asia, government is the dominant supplier of land, particularly basic land use. Most developing countries with limited governmental capacities are unable to cope with growing demand for land and services. Hence, the supply of land in these countries lags behind the demand for land (Golub, 2006).

Land is always in greater demand in emerging nations. These countries must manage their budgets while yet providing suitable urban land development and management systems and services. These restrictions prevent cities and underdeveloped countries from growing as much land as developed countries do. Lack of an urban land development and management framework slows and even hinders economic growth. (Butta, 2020).

An imbalance in the real estate market is a common contributor to land speculation. As it recently became evident in the economies of South-East and East Asia, if land and property markets are not appropriately regulated, they significantly contribute to the collapse of capital markets and produce unemployment in the labor markets. Land speculation, the growth of slums and squatter settlements, the degradation of the environment, and ineffective urban development patterns all result from a dysfunctional land market, which also has a negative impact on urban land management and raises the cost of doing business in the city. (World Bank, 2020)

Earth's landmass is largely protected, yet daily population growth is extremely rapid. To meet all of the demands of the growing global population, there is not enough land available. The capital also makes aggressive demands for new land in order to produce ever-increasing quantities. For instance, as a result of this fact, non-agricultural land is used on agricultural fields. These illustrations could go on, but there is only one reality that led to all of these effects: poor land use decisions. (Holger, 2002).

I. Demand for land

The demand for land is determined by the product or service produced on the land; in other words, by the use of the land. The demand for residential land is derived from the need for housing and is influenced by demographic and economic factors, including the rate of household formation, the average household income, the ability to access credit, and the capacity to mobilize household savings. It is also affected by the number of people wanting to hold land as an investment and therefore by the incentives to do so, such as form of security of tenure and a good recording and registration system. World Bank (2020)

Global and national factors that have a tendency to concentrate human activity in urban centers have contributed to the overall demand for land, placing intense pressure on the supply of urban land.

Through efficient and effective property taxes, direct taxes on land, rent on public land, development land taxes, and capital gains taxes that must be led by the available land policy and management, land is a major source of income for the public. Good land management improves the social and economic circumstances of millions of underprivileged people. Rational land management is important, but not extremely important. As a result, land values are constantly increasing, which encourages real estate speculation, there is a lack of developed urban property, particularly for housing, and there is an increase in slums and other illegal settlements with little to no infrastructure services. (Farvacque, C., & Mc Auslan, P. 1992)

II. Supply for land

The quantity and price of land are affected by the spatial pattern of infrastructure (the constraints on infrastructure capacity frequently impede land development); the topography, which determine the extent to which the land can be developed physically; the willingness of land owners to make land available on market (speculators may keep land of the market in anticipation of a substantial price appreciation) ; and by the government's restrictions on the use of land by means of zoning and other land use controls (Catherine and Patrirk, 1992).

From the method of land acquisition one can easily understand that informal land transaction is in the second place which is one of the most important method of land acquisition. This may be due

to either a lack of land available to meet demand or a municipality's inability to provide enough land through the official system of land distribution. (Esayas, 2013).

2.5.2 Informal Settlement

Informal settlements are not marginal in the city they make significant contributions to the city as a whole. The basic reason for the occurrence of informal settlement is lack of financial, material and other resources for investment and consequent lack of access to conventional housing (UN-HABITAT, 2015).

The Low standard housing, a severe lack of basic physical and social services and infrastructure, a high risk to the environment and public health, a lack of adherence to planning regulations, a lack of security of tenure, improper street alignment, social composition (particularly in relation to migration), and unfavorable socioeconomic and living conditions are some of the characteristics that are frequently used to describe slum areas. (Remy, 2005). Slum areas are known for their illegality in terms of tenure security. They are always insecure and vulnerable to eviction and displacement without any compensation (Mabogunje, 2010).

Method of land acquisition is an important element to study land management aspect of the town. Land delivery might take one or a combination of the following tenure system.

- A. Land Ownership
- B. Free-Hold or
- C. Lease-hold

Slum and squatter settlements are growing at alarming rates in cities of developing countries. In most cases, this growing phenomenon is an outcome of the failed policies, poor governance, inappropriate planning regulations, dysfunctional land makers, unresponsive financial systems, strong pressure of rural-urban migration and the lack of political will to reverse the situation amicably. A group of people classified as slum house owners are those who lack one or more of the following conditions: access to better water, access to better sanitation facilities, adequate living space, overcrowding, structural integrity or durability of housing, and security of tenancy. (Dimire, 2008).

To combat and control the problems of squatter settlements in the town, the municipality has taken measures. These included demolishing and regularization of these settlements. Accordingly, from 1995–1999 E.C., out of 1,500 registered squatters, 1000 were demolished, 150 were regularized and no decision was made on the remaining 350 squatters. Closely related with the problems of informal settlements in Arba Minch town, was illegal occupation of land for residential housing construction. In this regard, the measures being taken in the town were demolishing, expropriation of property and legal punishment. (Esayas, 2013).

Illegal settlement is unfortunately a common situation of Turkey. It is suspected that 80 % of housing in Turkey is without settlement permission and 25 % of all housing in Turkey is illegal. Especially in Istanbul, illegal settlements are to reach up to 60 percent. The lack of consistent rural land planning and development initiatives is usually the cause of urban degradation and problems with urban patterns. (Ulger, 2018). This spontaneous and immoderate structuring in Turkish cities, insufficient services, urban organizations, that have not been settled in due time and adequately, make urban generation inevitable in Turkey.

2.5.3 Informal Land Transaction and Land Speculation

Urban communities in poor nations in general and Ethiopia in particular, typically encounter discouraging difficulties linked to land delivery. This is clear from the manner in which the service is being offered to satisfy the rising demand for it.

Land specialization can drive land prices beyond the productive value of the land, causing a "bubble" land and property market. Financial institutions that lend money to land and property speculators are unable to recoup their loans when the "bubble" bursts, creating crises in the financial markets. Land speculation happens when there is a gap between the supply and demand for land, either now or in the near future. (UNESCAP, 1994)

As Mabogunje (1992) observed from the nature of urban land market situation of Sub-Saharan Africa, “the constraints of making land easily available through the formal governmental mechanism were such as to force people, desperate to provide themselves with shelter, to seek other avenues of gaining access to land”. Due to this, the informal market dominates in Sub-Saharan African nations when it comes to land transfers and transactions. However, the paucity of

information makes studying the informal land market difficult. There is a particular dearth of knowledge regarding the quantity of transactions, the participants, their overall pattern and distribution within the town, as well as their costs.

2.6 Empirical Literature.

2.6.1 Urban Land Management Trend in World

A system of land management based on private property ownership links people to the land. Unquestionably, one of the reasons the socialist experiment in central and Eastern Europe failed was the fact that the socialist theory severed this natural relationship. Building land management systems in changing nations calls for significant national, international, and financial effort. A modern system for land parcel registration must be developed and maintained, user demands and government objectives must be made clear, the legal framework must be strengthened, institutional and administrative arrangements must be made, and public awareness must be increased when a new land administration system is adopted. (Sarif & Gupta 2022)

A handful of instances of good practices from different countries include the Secure Land Tenure Act of the Indian State of Madhya Pradesh, the Land Consolidation Program of Indonesia, the Urban Development through Local Efforts Project (UDLE) of Nepal, the Community Mortgage Program of the Philippines, the Community Development Program of Sri Lanka, the Land Sharing Program of Thailand, and the UDLE Project of Nepal. Lessons can be drawn from these cases for enhancing community self-reliance, expanding the private sector's effective participation, and enhancing the role and capability of local governments and NGO's in order to increase the poor's access to developed urban land. (Ansari, J. H. 2002).

In 1993, the Economic Commission for Europe (ECE) Committee on Human Settlements launched an initiative to strengthen land management capabilities in developing countries through the transfer of advanced nation knowledge. Workshops and seminars on ECE were organized in Austria, Croatia, Denmark, Hungary, Latvia, the Netherlands, Romania, and Spain. A work team of national experts, established by the Committee, produced Land Administration Guidelines with an emphasis on developing countries. The Guidelines, which were prepared and released in English, French, and Russian, were presented at the Habitat II Conference's ECE Special Event. The discussions during the Event demonstrated how appropriate and fully justified the Committee

on Human Settlements' and the ECE's efforts in this area were. On March 3 and 4, 1997, a meeting on funding cadastral projects in countries in transition was held in Geneva with the assistance of key donor organizations. (UN HABITAT, 2015)

As part of Habitat II, the Economic Commission for Europe (ECE) of the United Nations published a series of documents, one of which was named "Land Administration Guidelines." The target audience for this paper was primarily countries that were transitioning from communist to market-based economies. Even if a lot of these require better land and resource management, its message was delivered in language that all countries seeking economic advancement could relate to. (Dale, 2000)

According to the Guidelines, land management is the act of utilising a land's resources wisely. It covers all land-related activities like farming, mining for minerals, managing habitations, and city and rural physical planning in addition to environmental, social, and economic aspects. It addresses issues like property transfers, assessments and valuations, management of utilities and services, management of land resources like forestry, soils, or agriculture, development and implementation of land use policies, environmental impact assessments, and the oversight of all land-based activities insofar as they have an impact on making the best use of land. (Dale, 2000).

The Turkish to guarantee the preservation of the nation's natural, biological, and cultural resources, an integrated land management policy is required. The implementation of such policies will also result in infrastructure, service, and production activities that will benefit all urban and rural communities and promote social and economic growth. A equitable distribution of the anticipated national income among all communities will also be ensured through effective land management. The establishment of a "land resource inventory" is the basic goal of sustainable land management. There are issues with our inability to use our limited source land properties (rural and urban) in accordance with the principles of sustainability thus far, despite the fact that there are no issues with the registration of property ownership and related rights in Turkey. (Polat, 2020).

Turkey's industrialization and urban sprawl are the main pressures on the country's natural resources today. Conducting land use plans is required for proper and effective land management with regard to the balance between protection and utilization. So, the process of land use planning

demonstrates how to make and put into practice land use decisions. To get current, accurate, and usable data at the start of this process, a land use inventory study is required. (Ulger, 2016).

The Salvador National Registry Center has grown into a cutting-edge, decentralized organization that combines the functions of property registration, cadastre, and mapping into a single organization, enabling simultaneous access to cadastral and judicial information for each parcel while also enhancing security by avoiding overlaps. For the national register Center office, a certification process has been developed that will ensure increased quality, accountability, and openness in addition to methods for customer feedback. (FAO, 2006)

One of the most effective land administrations in the world is found in Thailand. The Thai government established a one-day service requirement for recording property transfers. The office staff has been instructed to stay in the office until all of the customers' documents have been processed for the day. The number of staff in each office is based on the average number of transactions, reducing job overload. Additionally, there is a cap of 100,000 titles per land office. The office will be divided and a new branch will be created if there are more than 100,000 land titles. (Zakout, et al., 2006)

The government of Albania has launched a significant program to improve the services of the immovable property registration office by streamlining procedures, automating processes, enhancing the quality of registered data, and concluding the initial registration of all properties in response to the findings of this customer survey. (Sherko, 1997)

2.6.2 Urban Land Management Trend in Africa

The Urban Management Programme's (UMP) Regional Office for Africa has found that efforts to enhance the governance and management of land in cities are hampered by common problems that most countries face on various levels. The absence of a defined urban land strategy that considers the operations of all agencies involved in land administration and management is one of these issues, as is a lack of institutional coordination, institutional and professional capacity to manage land, and adequate funding. (Boone, 2014).

The lack of precise data on the land remains one of the largest problems with land management in Africa. In reality, the multiple disjointed record-keeping systems and duplication of effort by numerous institutions in charge of various parts of administering land come from the process.

Even worse, only few countries have been fully mapped. This means that even when a country does have reliable data on land use, it cannot always be used to justify how best to reverse land use trends. (Alioune, 1997)

Without taking into account and including the governance dimension throughout the entire process of land administration as well as in urban management, a strategy for sustainable urban land management cannot be considered effective. Such an approach will frequently see the governance debate as the center around which successful urban land management is built. Three interrelated objectives must be strengthened as part of this approach. It will require:

- Encourage participatory approaches to land reforms, specifically, more coordination with all stake-holders (community, civil society, local and central government agencies);
- Facilitate the development of effective urban land markets, including informal land markets;
- Enhance urban management and, in the process, help to stimulate the creation of a sustainable local revenue base.

There is no physical shortage of land in Uganda, as the country's National Shelter Strategy has shown; rather, the myriad problems with land use in Uganda are the result of human interaction and its many components, including political, economic, social, administrative, and legal concerns. Each of them has an effect on how human settlements develop as well as the communities that create and depend on them. (Owor, 2004).

Specialists in land issues consulted by the UNCHS (Habitat) Community Development Programme (CMP) identified five basic land issues, which ultimately impinge upon community development work:

1. Security of Tenure
2. Land Acquisition Processes
3. Cost of Land
4. Ownership of the Property
5. Inheritance

The Urban Management Programme assists the area's efforts to enhance land management. There will be national consultations in Morocco, Tunisia, and Jordan. These will bring together community development organizations, local, state, and federal governments to debate current concerns, formulate a strategy, and guarantee that the urban poor have access to land. In order to benefit from what has been discovered regarding land management, regularization, and settlement improvement in these two nations, Gaza will also obtain expertise from Morocco and Jordan. (El-Batran, M., & Arandel, C. 1998).

Asia's urban population is anticipated to grow from 1.25 billion people today to 2.7 billion by 2025. This sharp increase in the urban population has sparked a flurry of urban development initiatives in the majority of Asian cities. These cities have recently come to dominate the nation's economic growth due to their up to 60% contribution to the gross national product. However, these towns also have some of the worst land management problems due to a number of factors, such as the absence of a modern system for titling and registration and the lack of transparency in the real estate market. (Ansari, 2002)

System of land information for safe land tenure A GIS system and a land information management system that can deal with both cadastral and non-cadastral parcels as a foundation data in the same land record system are both necessary for Uganda to implement its strategic action plan. With the intention of using the geographical information produced to provide economic and social benefits, they are conducting systematic adjudication of all parcels at the local level in terms of projects. Those who have been found guilty may submit an application and pay the full price for a title if they so choose. (Owor, 2004).

Accordingly, the land information management system must contain data on both the registered rights under the conventional titling system and the new customary or occupancy titles that individuals can obtain under the new 1998 land law (UNHABITAT, 2003); without an appropriate land information system and an appropriate LIS/GIS, Uganda will not be able to provide the anticipated economic and social services to people in these areas on a large scale, and they will not be able to provide these services at all.

Eighty to ninety percent of South Africa is covered by the cadastral system, although 25 to 30 percent of the population doesn't. The majority of these people still reside in their old homelands.

Additionally, cadastral data forms the foundation of South Africa's full spatial data system. But South Africa has the same problem as most other developing countries, including Uganda. It must generate non-cadastral optional information as foundation data in the same land information system as cadastral data in order to manage and develop land in both the peri-urban and rural areas of the former home lands. (UN-HABITAT, 2003).

2.6.3 Urban Land Management Trend in Ethiopia

Ethiopia's federal political system is made up of the country's nine regional states and two chartered municipal governments. Region, Zones, Woredas, and Kebeles make up the hierarchical administrative structure of the regional states.

The population density in Ethiopia determines the status of urban areas. This category includes cities with a population of 100,001 or more, small towns with a population of 2,000–20,000, medium towns with a population of 20,001–50,000, large towns with a population of 50,001–100,000, and metropolises with a population of over a million. In total, there are 850 small towns, 84 medium towns, 20 large towns, 16 cities, and 1 metropolitan area. (World Bank, 2016)

Legal frameworks of urban Land Management

Condominium proclamation 370/2003, urban plan proclamation 574/2008, updated urban land leasehold proclamation 721/2011, and urban land holding registration proclamation 818/2014 are just a few of the several legal instruments used in urban land administration. Regional states apply federal urban land legislation to the administration of urban land. (Dibekulu, 2021)

Land administration legal frameworks have been developed at the federal and regional levels thanks to the 1995 constitution. The first federal proclamation that was replaced by proclamation 456/2005 was proclamation 89/1997 for the management of rural land. At the federal level, proclamation 455/2005 has been passed with the goals of expropriation and compensation. (Desselegn, 1994)

Land tenure in Ethiopia has undergone dramatic shifts from feudalistic systems under the monarchy of Emperor Haile Selassie (1930-1974) to socialist land policies under the Derg military government (1974-1991), to the current system under the Ethiopian People's Revolutionary

Democratic Front (EPRDF) who took control in 1991. This has left populations uncertain about their rights. (Yami, 2006)

Given the poverty and lack of growth in the nation, the administration of land in Ethiopia is currently viewed as a significant cause for worry. Ethiopian land rights are described in depth in Article 40 of the Constitution of the Federal Democratic Republic of Ethiopia (FDRE), which is devoted to "Right to property". The Constitution's Article 40(3) provides an answer to Ethiopia's fundamental land ownership question:

'The right to ownership of rural and urban land, as well as of all natural assets, is exclusively conferred in the State and in the peoples of Ethiopia. Land is a common property of the Nations, Nationalities and Peoples of Ethiopia and shall not be subject to sale or to other means of exchange'

I. The Imperial Regime period

Ethiopia's land tenure has suffered significant changes over the years, from feudalistic systems under the rule of Emperor Haile Selassie (1930–1974). The Ethiopian empire accommodated a land tenure system that is described as one of the most complex compilations of different land use systems in Africa. (Joireman, 2000).

Previously, Ethiopian feudal lords were in charge of land management. The terminology that has evolved into the widely accepted classification of the pre-revolutionary land tenure types does not represent this abundance of local land tenure systems, but instead mostly refers to the imperial administrative classification. Formers had only been their own farms' tenants. There are several types of tenure regimes: communal (rist), grant land (gult), freehold, also known as private (gebbar tenures), church (samon), and state (maderia, mengist). (Crewett & Bogale, 2008).

II. The Dreg Regime period

On March 4th, 1975, the Derg launched a program of land reform under the undeniably radical slogan "Land to the Tiller," even in comparison to China and the Soviet Union. Tenancy was abolished, all rural land was nationalized, and peasants were given power over the plan's execution. From 1974 through 1991, the Derg military dictatorship implemented socialist land policies. Land became freely available when the military replaced Emperor Haile Selassie in the

early 1970s. However, the Derg administration exhibited bias by giving its own cadres or political allies the best and largest plots of land. After then, the land would be sold to a middleman who would resell it for a profit (Haile, 2001).

The derg brought about major changes in organizational structures and institutions in order to implement “agrarian socialism” (Joireman 2000), including the quest for collectivization of small-scale farms and the establishment of state farms.

III. After 1991 transition

The Transitional Government of Ethiopia announced the continuation of the derg regime's land policy in its declaration on economic policy in November 1991 (Transitional Government of Ethiopia 1991), according to Crewett's (2008) assertion. This occurred after the derg (military socialist) regime of Mengistu fell in 1991. Federal Democratic Republic of Ethiopia 1995). Ethiopia's governmental ownership of land was established and guaranteed under the new constitution of 1995. The 1995 Ethiopian Constitution's Article 40 declares that

“The right to ownership of rural land and urban land, as well as of all natural resources is exclusively vested in the state and the peoples of Ethiopia. Land is a common property of the nations, nationalities and peoples of Ethiopia”.

2.7 Summary and Knowledge Gap

Regulating and mobilization of urban land management is the important sector in planning and development of urban city, it is an important and basic source of well-planned urban city. Good and well-planned urban land management is an indispensable factor for the development of the city effectively. As it was discussed in the literature review part, Most of study undertaken related to the topic of urban land management problem focus on Urban land policy, Urban land Information and Urban land Administration on the inside country's town and other relevant cities throughout the world. The internal and external factors that are reviewed by different researchers in different research techniques also showed different effect of urban land management problem.

2.8 Conceptual Framework

Conceptual framework is a structural symbol of the study objectives to show the key variables and their relationship that exists between the study variables. This study used Accountability, Good governance challenges, Community Participation, Equity and Inclusiveness of community, Effectiveness and Efficiency of ULAO Migration and Urban Expansion are specific factors affecting urban land management that includes; Land Policy, Land Information and Land Administration.. The study has quantified how these variables are determining the effective land management problems of Sululta town.

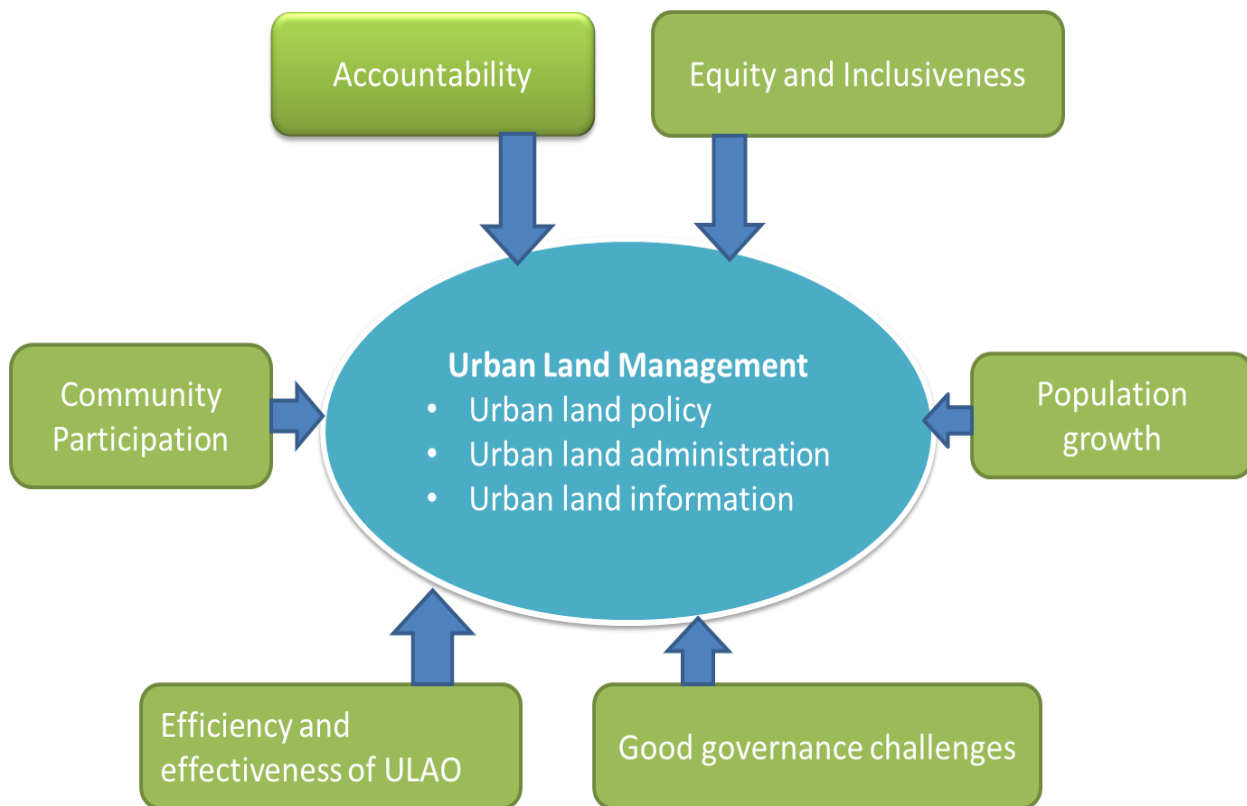


Figure 2. 1 Conceptual frame work

(Source: Organized by author, 2023)

CHAPTER THREE

3. RESEARCH METHDOLOGY

3.1 Introduction

In the previous chapter, the literature of many scholars on the subject of urban land management issues was reviewed in order to develop a thorough approach that could be used to address the research question of this study. Based on this, the section presents a description of the study area, materials, and techniques. Data types, data sources, sample procedures, data collection methods, methods for processing or analyzing the data, and software programs utilized are all covered in detail in this chapter.

3.2 Description of the Study Area

This study focuses on the analysis of urban land use management problems in Sululta town. To conduct a detailed assessment, however, this study selects the mentioned peripheral town of Addis Ababa. Addis Ababa is bordered by Oromia Special Zone towns in the north direction by Sululta town, which is a wide, shallow valley almost completely surrounded by mountains with numerous small rivers that drain into the mugger. (Socio-Economic Report of Sululta Town, 2013 and 2014)

Geographically as well as geopolitically, Sululta town is located in the Oromia special zone surrounding Finfinne. As written history shows and some known elder people said, Sululta town was established in 1929 by Italian fascists, and Sululta served as the capital city of Sululta wereda from 1934 to 1955. From 1956 to 1998, it was a small sub-town of Sululta wereda; in 1999, it became one of the reform towns of Oromia National Regional State. In July 1999, the town developed into a 2nd-level ‘A’ city administration (Socio-Economic Report of Sululta Town, 2013 and 2014).

Sululta town is astronomically found:

- ✓ On the northern line latitudinal $09^{\circ} 17' 84''$,
- ✓ On the eastern line longitudinal $038^{\circ} 7' 59''$.

Sululta town is bounded by Sululta wereda in the north, west, and east, and Addis Ababa in the south. The present Sululta town was popular for its cultural, social, political, and other economic

issues because of its geographic closeness to the country’s capital. The plain is swampy with quite a large area of open water in the rainy season, but it reverts to grazing land during the dry months.

Ethiopia & Oromia Region



Oromia Special Zone

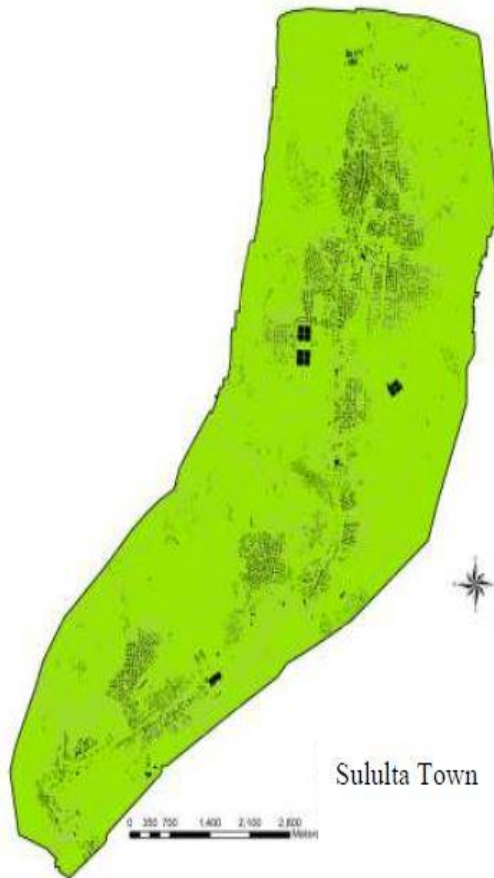
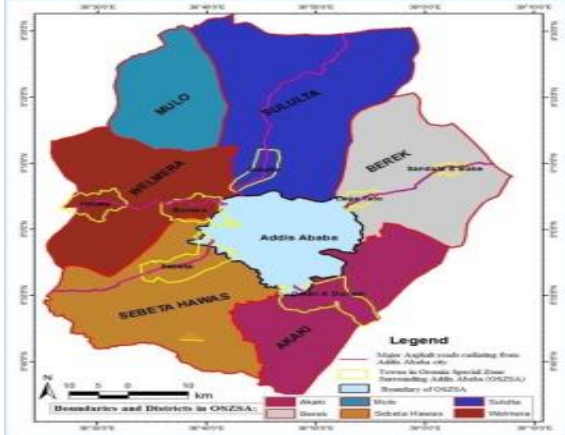


Figure 3. 1 Location map of Sululta town

(Source: Organized from secondary data, 2023)

The agro-climatic zone of this town administration, by its altitudinal range, is dega. The annual average temperature is about 18°C, while the average annual rainfall varies between 800-1200mm. The area is situated 3230 meters above sea level and about 2600 meters below sea level. There is a weather station that records daily temperatures and daily rainfall in the town administration. The area of the administrative town is isolated from the Sululta wereda administration. Accordingly, the master plan of the town was prepared in 1999 E.C. and includes about 10,424 hectares of a reserved total area that was actually urbanized. (Socio-Economic Report of Sululta Town, 2014).

According to the projected data of the town administration based on the 2010 projection, the total population of the town is estimated to be 129,843 (62,896 males and 66,947 females). The

distribution of religion shows Orthodox 76%, Muslims 9%, Protestants 8%, and others 4%. According to the data gathered in our town, there are many nations and nationalities in the town. There are about 54% Oromo, 25% Amara, 7% Gurage, 1% Gamo, 5% Tigre, and 8% others (siltie, Walayita, etc.). The job conditions of the population include agriculture 33.1%, trade 36.8%, government employees 1.8%, industry employees 7.81%, and others 20.49% are non-government employees, daily laborers, etc. (Socio-Economic Report of Sululta Town, 2014).

3.3 Research Design

Research design is the arrangement and plan of examination to obtain answers to research questions. This study analyzes the urban land management problems of Sululta town. To achieve the research objective, the study had been an explanatory and descriptive research design.

The primary survey instruments used in this study were questionnaires and interviews, and the study variables were issues with land management and the extent of their influence in the study area. The samples were from all four kebeles in the Sululta town administrative boundary. The self-administered, closed-ended questionnaires also have a small number of open-ended items to help gather any extra, unstated issues. In addition, the documented secondary data of the past 10 (ten) years from the ULAO, municipality, and cadaster office has been used in this research. The actual urban physical condition of the town had been assessed.

The gathered data was processed using IBM SPSS 25 software analyzed using descriptive statistical techniques supplemented by graphs and charts. The research has typically been carried out in a systematic and sequential manner.

The goal of descriptive research, sometimes referred to as statistical research, is to fully identify a situation, problem, phenomenon, service, or program. It may also provide specifics on, for example, or describe attitudes toward a problem. A research design known as an explanatory research seeks to explain why and how two or more characteristics of an event or phenomena are related in addition to identifying any causal relationships between the components or variables that are relevant to the research problem. The link between the dependent and independent variables was therefore being examined in this study using a descriptive and explanatory research methodology. In order to gather comprehensive and in-depth data for a thorough analysis and

announced knowledge of the issues, the survey used both qualitative and quantitative methods to capture the data of the urban land management problems.

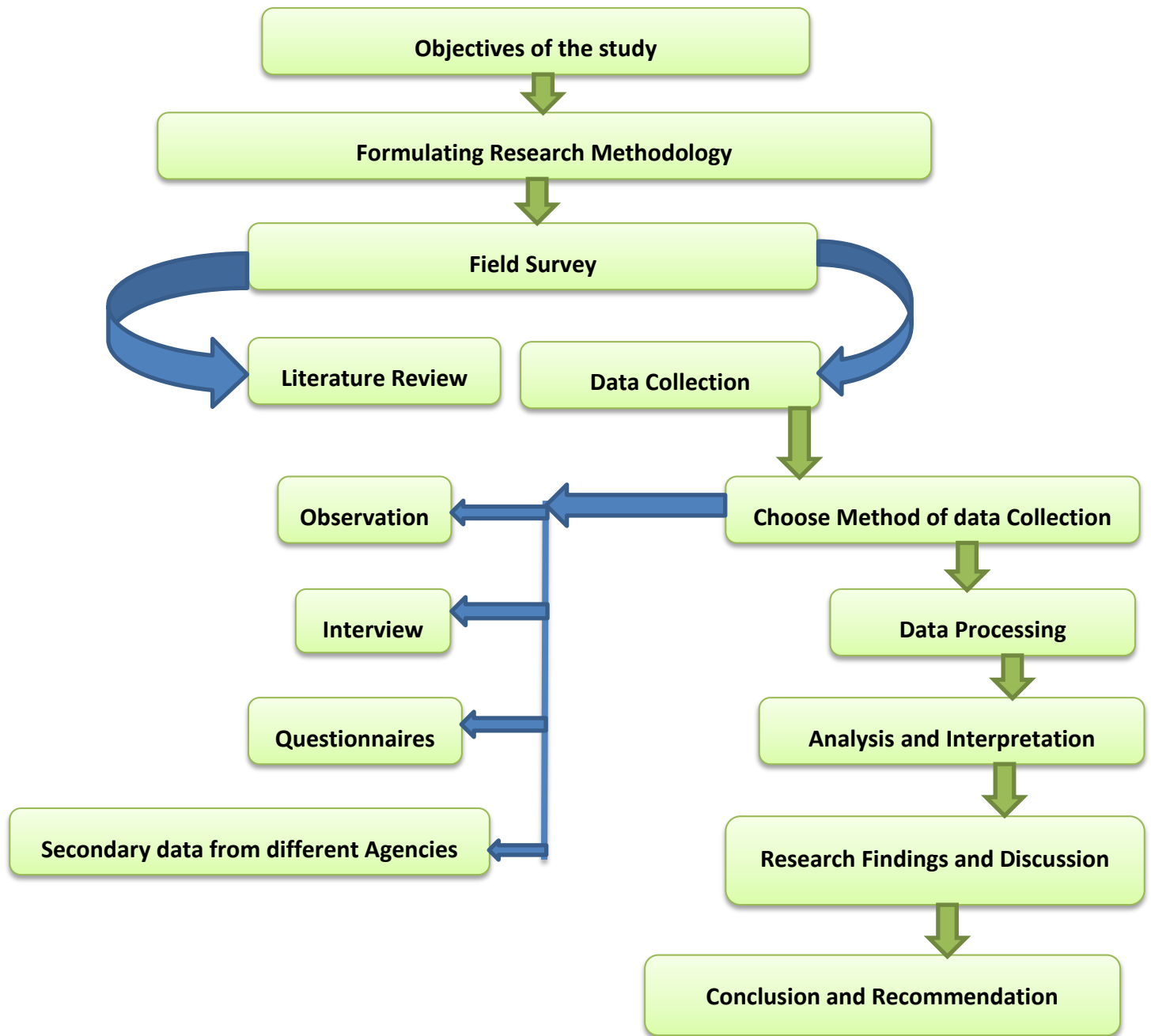


Figure 3. 2 Research process diagram

(Source: Organized by the author, 2023)

3.4 Research Approach

In order to analyze the urban land management problem and examining the factors on it in Sululta town both Descriptive and explanatory research type were adopted. This study similarly employs a combination of quantitative and qualitative methods, generating quantitative data and conducting a quantitative analysis of it. Out of all the quantitative research methods, this study used a descriptive research method to create a data base from which to draw conclusions about the traits and connections of the community utilizing survey techniques with a sample of the population.

This study has employed mixed approaches. In order to describe the magnitude of the effects of many variables and to comprehend the subjective component of the urban land management problem, the quantitative method is equally crucial. The actual characteristics of the land management in the area and the gap in the viewpoint have also been explained using the qualitative approach. By assisting in obtaining the required result by explaining the conditions, this approach helps to make the study complete by assisting in gaining the desired output of explaining the conditions.

3.5 Data Types

In this study, both primary and secondary data have been used. Primary data are those that were newly collected during this study for the first time, making them distinctive by nature. They represent an important component of this investigation. The secondary data were important in the study; those data have already been gathered and exposed to the statistical process by another reliable body.

3.6 Source of Data

Primary data for the research were collected from the real world of the study area by different methods of data collection. The sources of the primary data were site Physical observation of the area, high-management officials and Experts of the Sululta town urban land administration office, and the community of the town. Secondary data will be collected from relevant sources that help to answer the research questions and achieve the research objectives. Secondary data for this study were collected from the documents office Sululta town Land Administration office, socio-economic data from the town municipality, the town first instance court statistical report,

proclamations, policies, previous research data, different published and unpublished articles, web sites, etc.

3.7 Data Collection Methods

3.7.1 Primary Data Collection

In order to acquire data regarding to the urban land management problem, the necessary primary data collection method applied to this study were Questionnaires, Observation and Interview. The questionnaires and interviews were prepared for the respondents (for the community, urban land administration officers, and the high administrator). For the primary data collection, questionnaires are distributed randomly to all relevant bodies in the study. Additionally, interviews have been conducted with key staff of the urban land administration office in Sululta town. The other major primary data collection was conducted by observation for gathering the actual status of the town settlement layout and land-observed problems like informal settlement and its management (demolishing) with the help of hand-Camera to better display the current situation.

3.7.2 Secondary Data Collection

The essential Secondary data were collected using secondary data collection methods, such as gathering hard copies and digital copies of reports, manuals, proclamations, legal documents, standards, and a database of property ownership, as well as the office annual report, papers and journals had been gathered. The trustworthy websites' like Research Gates, Academia, Google Scholar, and other were used to gather those secondary data.

3.8 Sampling Techniques

Systematically choose to look at the complete population (i.e., the total population) that has a certain set of traits, you are sampling. The sampling units are the parts of the population. Probabilities using the concepts of probability theory, samples are selected from a larger population during sampling. The study chooses samples using their own judgment in a non-probability sampling technique, ideally by random selection.

Sampling techniques includes various procedures used to select a representative portion of the population. According to (Hamed, 2016), In order to answer the research questions, it is doubtful that study should be able to collect data from all cases. Thus, there was a need to select a sample.

The study used both random and non-random sampling techniques to obtain the necessary primary data from the chosen bodies, which are: personnel of the urban land administration and members of the community in the study area.

The simple random sampling technique was employed due to the size of the samples based on the people who live within the Sululta town administration territory. The second sampling technique used in the study was non-random sampling (Purposive sampling), which was utilized to select the important key staff and high-administrator officials in different offices.

The figure below illustrates the stages that were held through when conducting sampling.

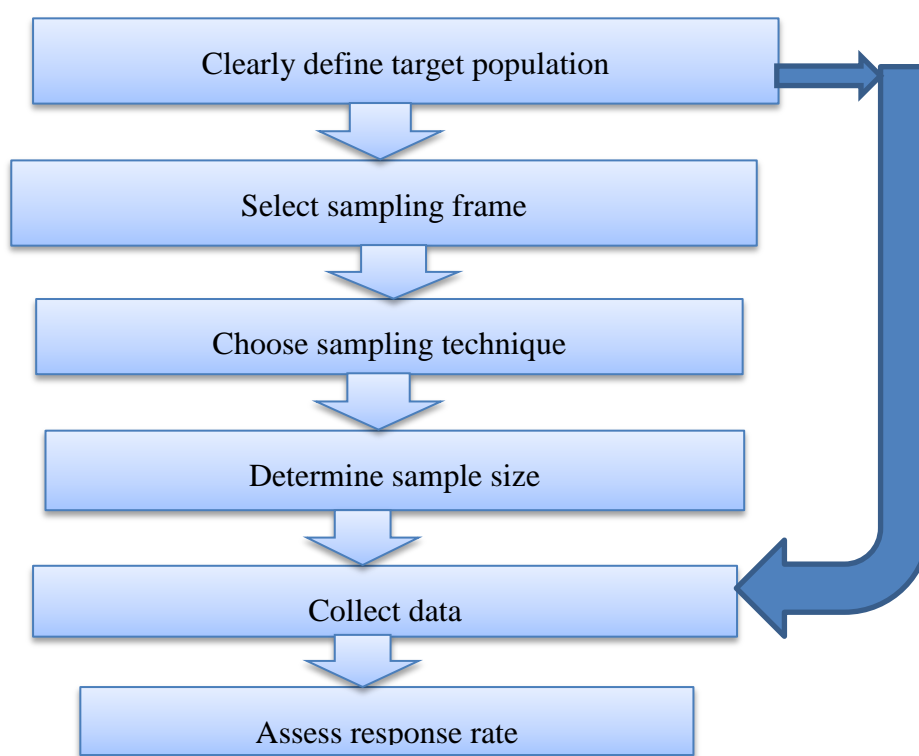


Figure 3. 3 Steps of sampling process

(Source: Organized by the author, 2023)

3.8.1 Population

A population of study contains a group of individuals occupied from the general population who share a common characteristic. The target population consists of all members of a hypothetical set of population, an event from which a researcher to get a general result. Therefore, this study had

included all Four (4) Kebeles of Sululta town (Sululta 01 kebele, Kaso Weserbi kebele, Nonno Mana Abbichu kebele, and Wale Lube Kebele).

3.8.2 Sample size Determination

Since a sample was taken from a population, a formula must be used to take into account confidence levels and margins of error. When taking statistical samples, sometimes a lot is known about a population, sometimes a little may be known, and sometimes nothing is known at all. However, in this study, the estimated population of the town is known. According to the 2014 E.C. socio-economic report of the town municipality, 129,843 people live in Sululta town. Hence, since the population is very large, the study carried out a representative sample size determination as follows:

There are numerous approaches, incorporating a number of different formulas, for calculating the sample size for categorical data. The population of the study area is greater than 10,000 ($N > 100,000$). Hence the researcher used the Yamane's, (1967) formula:

$$n = \frac{N}{1 + Ne^2}$$

N- Signifies the population under study

n- Signifies the Sample size

e- Margin of error in the calculation (5%)

The confidence level of 95% or higher is extremely good and means the results of the test can be trusted. Elements that can affect the calculation include the sample size and the size of the population; this means the number of people the sample is selected from. The study used a 95% confidence level, and the sample size is calculated as follows:

$$n = \frac{129,843}{1 + 129,843(0.05)^2} = 398.77 \approx 399$$

The simple random and purposive sampling techniques were employed in this study. The study purposely selected the key informants from: the town urban land administration High officials (2) and urban municipality high officials (2) were interviewed. In addition to the sampled population, about (30) urban land administration officers filled out the questionnaires that were prepared independently for them. Hence, the total data collected through questionnaires was 429. It is a large sample size, and it represents the population to a high degree.

3.9 Data Analysis Methods

Data analysis is, in short, a method of using facts and figures to solve a research problem. It is vital to finding the answers to the research question. Another significant part of the research is the interpretation of the data, which is taken from the analysis of the data and makes inferences and draws conclusions.

Based on the recorded data, comprehensive analyses were carried out. Several urban land management problems were observed. To accomplish these study objectives, Tools like Microsoft Excel and SPSS version 25 were used for analysis. In this study to analyze the urban land management problems, attention was paid to the main factors in the area and the magnitude of the effects of the variables on urban land management; hence, Descriptive Methods has been conducted by using descriptive tools such as frequency, percentage and mean. To examine the statistical significance of factors influencing urban land management practice in the urban land administration office, the study used inferential statistics in addition to descriptive statistics and a multiple linear regression model applied in order to understand the magnitude of the effects of the independent variables on urban land management and to answer the question, How much does it affect?

On the other hand, qualitative data were analyzed through Narrative analysis. The qualitative analysis was conducted to examine the implementation gap of policies, the status of the urban land administration structure, and the capacity of the urban land management system in the town. The data from the key informant interviews and field observations were used to obtain the qualitative data, which was then processed in a descriptive manner through narrative. Both textual and visual representations, including tables, pie charts, histograms, and bar graphs, were used to show the data.

Presentation of data refers to an exhibition or putting up data in an attractive and useful manner such that it can be easily interpreted. The following three main forms of presentation of data are used for this study:

- ✓ Textual or Descriptive presentation
- ✓ Tabular presentation
- ✓ Diagrammatic presentation

3.10 The Study Variable

Study variables including respondent demographics and urban land management motivating factors were used in order to achieve the study's goal, which is to investigate urban land management in the case of Sululta town. The background of residents and urban land administration office officials and experts defining variables such as gender, age, level of education, occupational status, income and expense status, qualification background, work place, work position, and year of service in this position were studied.

The variables of the study and the methods used to measure them are described in the following table.

Table 3. 1 Variables and Measuring Techniques

No.	Variables	Types of Variables	Measuring Techniques
1	Accountability of urban land administration officer	Independent	From ranked Likert scale data (strongly agree to strongly disagree), descriptive and inferential statistics were used to describe the result.
2	Community participation/Involvement in land management process	Independent	From ranked Likert scale data (strongly agree to strongly disagree), descriptive and inferential statistics were used to

			describe the result.
3	Equity and Inclusiveness of society	Independent	From ranked Likert scale data (strongly agree to strongly disagree), descriptive and inferential statistics were used to describe the result.
4	Effectiveness and Efficiency of Urban land administration office	Independent	From ranked Likert scale data (strongly agree to strongly disagree), descriptive and inferential statistics were used to describe the result.
5	Existence of good governance challenge(Corruption, Bureaucracies, political interference and poor management)	Independent	From ranked Likert scale data (strongly agree to strongly disagree), descriptive and inferential statistics were used to describe the result.
6	Income and expense status of resident	Independent	Descriptive statistics graphs and chart were used
7	Human resource capacity of Urban land administration office	Independent	Quantitative descriptive analysis by comparison
8	Financial capacity of urban land administration	Independent	Quantitative descriptive analysis by comparison
9	Proper urban land administration structure	Independent	Qualitative descriptive analysis were used

10	Modernized land registration system	Dependent	Qualitative descriptive analysis were used
11	Land policy and Implementation gap	Dependent	Qualitative analysis were used
12	Land Information	Dependent	Qualitative analysis were used

(Source: Organized by the author, 2023)

3.11 Reliability and Validity

3.11.1 Reliability

The purpose of establishing reliability and validity in research is essentially to ensure that the data are sound and replicable and that the results are accurate. To guarantee the integrity and quality of a measurement instrument, evidence of validity and reliability is required. (Kimberlin & Winterstein, 2008).

It is concerned with similar outcomes, the dependability or consistency of a measurement technique, and the consistency or stability of the score received from a measure or assessment through time and in different contexts or conditions. There is less of a possibility that the resulting score is the result of random variables and measurement error if the measurement is reliable. It is frequently used as a gauge of a sample of test takers' internal consistency or dependability. The standards for what makes a “good” α coefficient are entirely arbitrary and depend on the theoretical knowledge of the scale in question. Many methodologists recommend a minimum α coefficient between 0.65 and 0.8 (or higher in many cases); α coefficient less than 0.5 are usually unacceptable. Here are the reliability test results for the data:

Table 3. 2 Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.740	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Dependent Variables	9.4136	4.390	.655	.665
Accountability	9.9997	4.075	.656	.648
Community Participation	9.2554	3.740	.328	.817
Equity and Inclusiveness	10.2665	4.070	.658	.647
Efficiency and Effectiveness of the ULAO	10.1843	4.223	.460	.711

(Source: Organized by the author, 2023)

As it shown in the above table the data is highly reliable, the cronbach’s alpha result exists between the recommended interval values.

3.11.2 Validity

According to Kothari (2004) validity aims at establishing the results which are linked with the condition. It is concerned with the extent that the scale accurately represents the construct of interest. In order to assure the validity of the measurement instrument of the study is conducted based on the literally accepted conceptual framework that clearly indicated the theoretical construct and associated with the measurements valid to examine the problem of urban land management.

Referencing other researchers' work, consulting advisors and experts on matters requiring expertise, and cross-checking information and data were all done through survey questionnaires with data collected from the concerned offices and community of the town, as well as various Sululta town profiles prepared and published materials on the topic. Nearly all of the office respondents are professionals or experts in their particular program; as they are more familiar with the problem, this enables the researcher to assess the validity and trustworthiness of the data gathered.

3.10 Ethical Consideration

The study defines precise goals in order to secure the participants' permission. Participants in the study gave their consent before taking part, and if the researcher did not need to get their answers, they had the choice to withhold them. The confidentiality of several sensitive documents, including the structure plan and the basic plan, must be guaranteed. Other ethical considerations when doing the study include data collection, processing, and protection; trust; affiliation; and conflicts of interest (Bryman & Bell, 2007).

According to Crane (1999), research considering the issues of ethics is interesting and potentially important. Particularly on confidential secondary data collected from the land administration office and municipalities. This data is obtained only for thesis purposes and will be treated legally and fairly.

CHAPTER FOUR

4. RESULT AND DISCUSSION

4.1 Introduction

In this chapter, data collected using questionnaires, interviews, observations and document reviews are analyzed and presented. The findings were addressed in order to fulfill the study's objective. The analysis largely focused on the difficulties in managing urban land, including institutional capacity, land information systems, and good governance challenge, transparency and accountability, community participation, Inclusiveness & equity and Effectiveness & efficiency. Tables, charts and figures were used to support the interpretation of the data. The chapter concluded with an analysis of the urban land management.

In addition, this chapter addresses the state of the sample respondents. After that, data that were gathered from the Sululta town community, the land administration office, the Cadaster office, and the town municipality were presented, analyzed, and interpreted. The respondents were surveyed and interviewed through questionnaires, All 433 participants were surveyed. 399 of them from the community and the other 30 staff members from Sululta town land administration and Cadaster office were surveyed through open-ended and closed-ended questionnaires, and the town municipality office head and land administration manager were interviewed independently.

There were Sample respondents in the study region, of which all in all 100 % were not able to respond to the questions in an appropriate manner. Because of this extra questionnaire was distributed to the respondent and the targeted sample size was achieved. The following is a discussion of their personalities, including their gender, educational history, marital status, and current employment situation.

4.2 Description of the Respondents

4.2.1 Demographic Characteristics of respondents

The study respondents' status, such as gender, age, level of education, occupation, and monthly income and expense per household, was collected and explained in the survey through questionnaires and semi-structured interviews in order to assess and explain the socioeconomic situation of the respondents.

Table 4. 1 (a) Background of the respondents

Gender			
	Frequency	Percent	Cumulative Percent
Male	289	67.4	67.4
Female	140	32.6	100.0
Total	429	100.0	
Age			
	Frequency	Percent	Cumulative Percent
18-29	139	32.4	32.4
30-39	202	47.1	79.5
40-49	69	16.1	95.6
50-59	14	3.3	98.8
>=60	5	1.2	100.0
Total	429	100.0	
Educational status			
	Frequency	Percent	Cumulative Percent
Never attended formal education	13	3.0	3.0
grade 1-4	32	7.5	10.5
grade 5-8	33	7.7	18.2
grade 9-12	89	20.7	38.9
Diploma	80	18.6	57.6
Degree and above	182	42.4	100.0
Total	429	100.0	

(Source: Organized by the author, 2023)

Accordingly, as it is presented on chart below, the total respondents 67.4% are males, the other 32.6% are females. From all respondents about 47.1 % is in 30-39 years age gap, 32.4 % is in 18-29 age gap, 16.1% is in 40-49 age gap, the 3.3% are in 50-59 age gap, the 1.2% left is above 60 years.

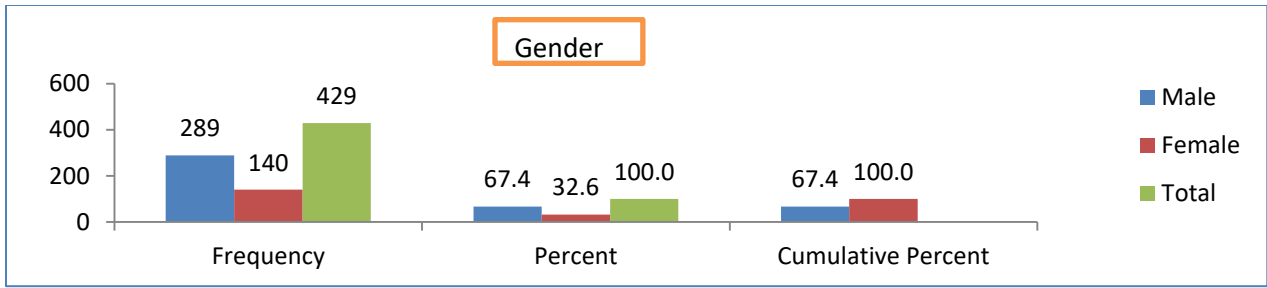


Figure 4. 1 Gender of the respondents

(Source: Organized by the author, 2023)

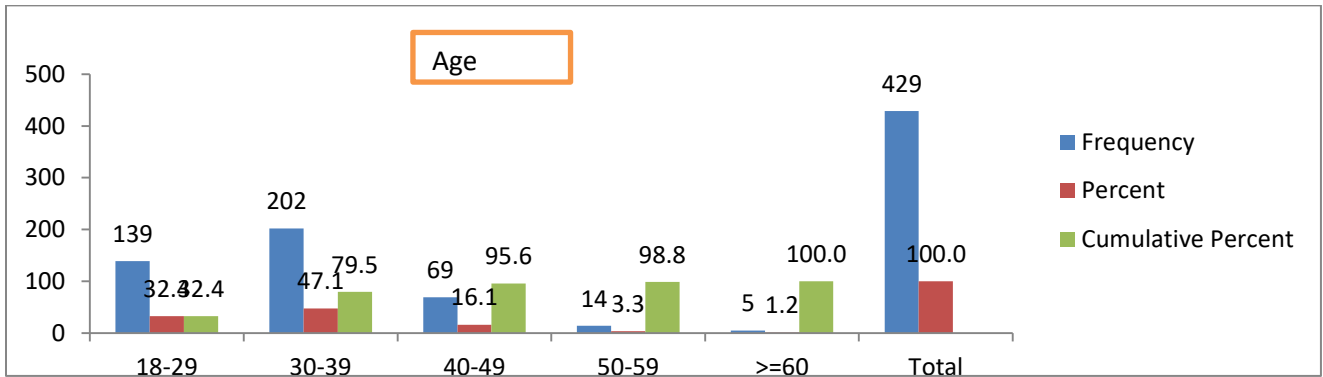


Figure 4. 2 Age of the respondents

(Source: Organized by the author, 2023)

From this, we understand that the population distribution in the town is mostly dominated by people of productive age and mostly Men, which show the urban land demand in the area in the coming years, will be very high.

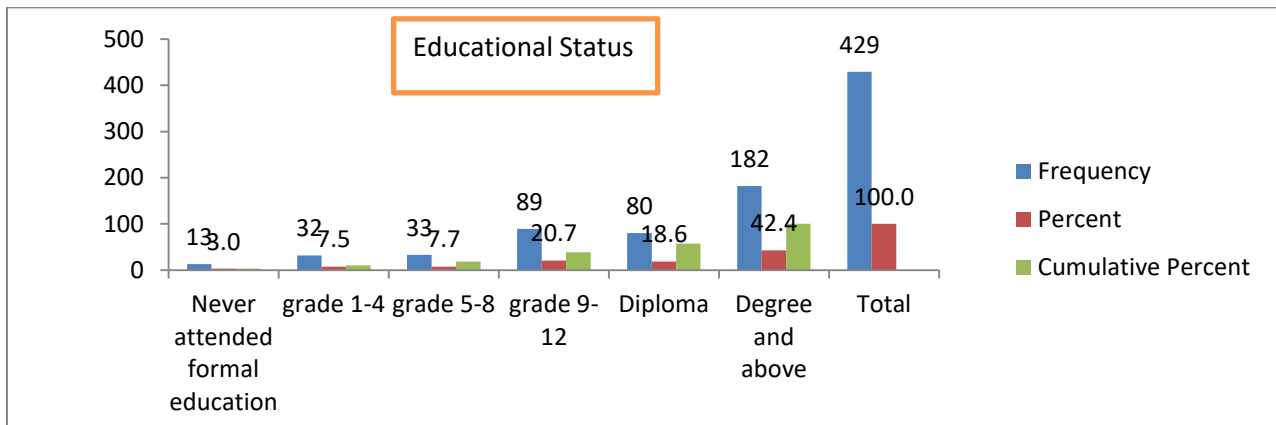


Figure 4. 3 Educational Status of the respondents

(Source: Organized by the author, 2023)

In the study educational status of the respondents results show that 3% of respondents have never attended formal education, 7.5% get grades 1-4, and 7.7% complete grades 5-8. While 20.7% of the respondents reached grades 9–12, the other 18.6% of the respondents own a diploma, and 42.4% of the respondents have completed a degree or above. Respondents with a degree and above make up the highest share of the respondents, which is 42.4% of the total.

This showed that, dominantly, most of the respondents easily understood the law and system of land regulation, as well as the problem of urban land, informal settlement, its causes, etc. information related to urban land management.

Table 4. 2(b) Background of the respondents

Occupation			
	Frequency	Percent	Cumulative Percent
Self-Employee	108	25.2	25.2
Farmer	15	3.5	28.7
Labor Work	51	11.9	40.6
Government Employee	102	23.8	64.3
Private Sector employee	142	33.1	97.4
Looking for Job	11	2.6	100.0
Total	429	100.0	
Averg. Income			
	Frequency	Percent	Cumulative Percent
<1000	2	0.5	0.5
1001-3000	44	10.3	10.7
3001-7000	83	19.3	30.1
7001-10000	162	37.8	67.8
>=10000	138	32.2	100.0
Total	429	100.0	
Averg. Expense			
	Frequency	Percent	Cumulative Percent
<1000	3	0.7	0.7
1001-3000	51	11.9	12.6
3001-7000	120	28.0	40.6
7001-10000	178	41.5	82.1
>=10000	77	17.9	100.0
Total	429	100.0	

(Source: Organized by the author, 2023)

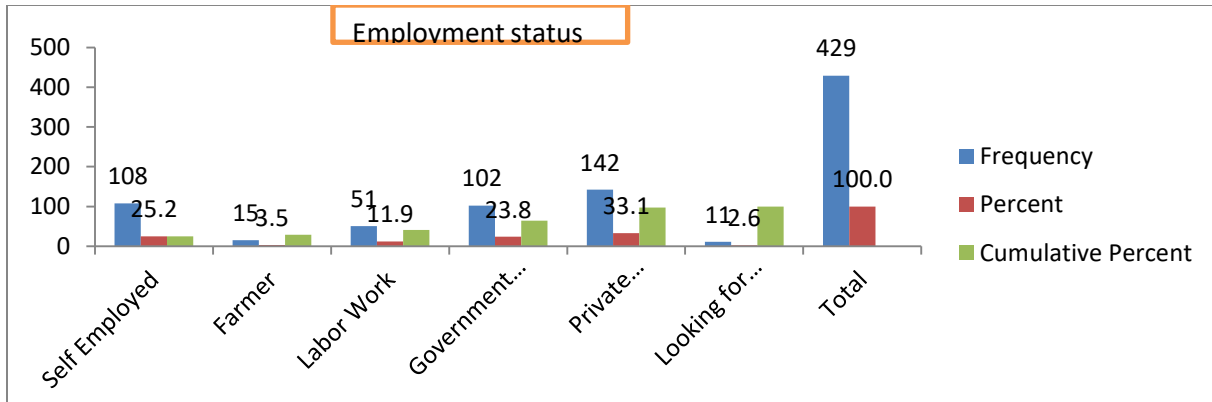


Figure 4. 4 Employment Status of the respondents

(Source: Organized by the author, 2023)

This demonstrates that the biggest proportion of sample families are employed in the private sector (33.1%), followed by self-employed households and government employees with percentage values of 25.2% and 23.8%, respectively. The remaining work accounts for Labor work (daily labor), farming, and looking for 11.9%, 3.5%, and 2.6%, respectively.

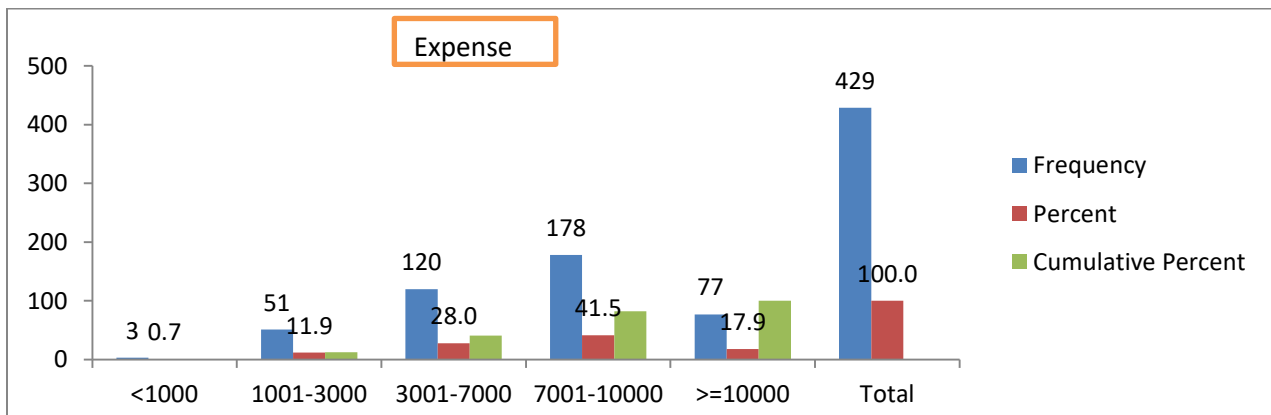
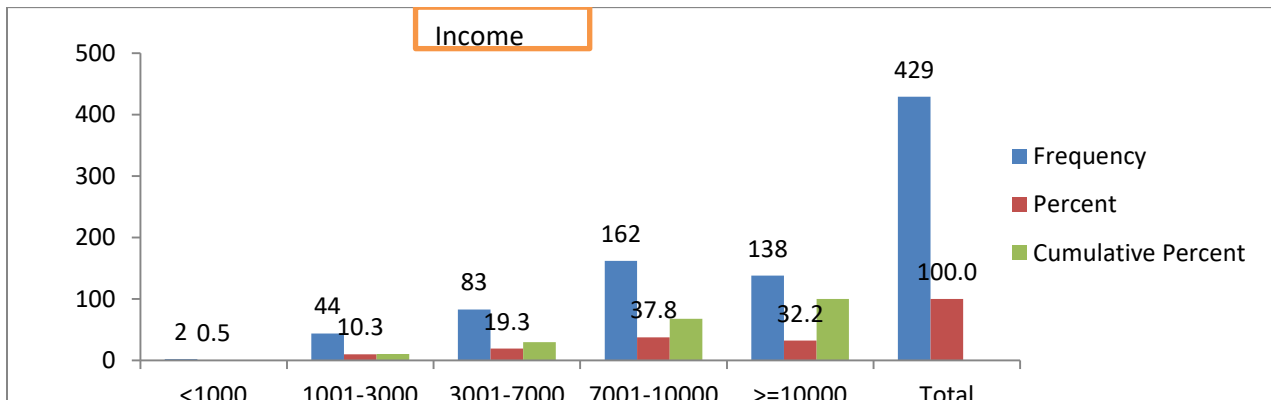


Figure 4. 5 Income and Expense status of the respondents

As it shown on the following graph and chart of the Income and Expense of the respondent, about 37.8% of the respondent's income indicate between 7,001-10,000ETB, while the others are following by 32.2%,19.3%,10.3% and 0.5% of households have income $\geq 10,001$ ETB, 3,001-7,000ETB, 1,001-3,000ETB and $\leq 1,000$ ETB respectively. With this correspondence, the respondents (households) average monthly expense is indicated as follows 41.5% of households have monthly expense 7,001-10,000ETB, while the others are 28.0%, 17.9%, 11.9% and 0.7% have income 3001-7000ETB, $\geq 10,001$ ETB, 1001-3000ETB, $\leq 1,000$ ETB.

According to the above data, the majorities of inhabitants have about equal income and expenses, or nearby expenses and their income; this implies an unbalanced income and economic market pricing, which is caused by market economic inflation. As a result, residents are unable to save their earnings, resulting in informal ownership of low-cost land and the challenge of urban land management.

4.3 Urban Land Management Practices and Challenges

The survey revealed that the town is facing several challenges in meeting the urban land management (land Administration, land Information and land Policy). These issues are attributed to a variety of factors, including the town's ability to enhance its administration, registering, storing and specifying information and implementing policy due to lack of Ineffective and Inefficiency of ULAO, Equity and Inclusiveness of ULAO and challenges of good governance.

4.3.1 Urban land Administration Organizational Structure

The land administration system of Sululta town is organized into two major sections. These are urban land Administration Office and Urban land Cadaster Office. These two major sections of the office have their own different team under them. From this base the following are included under urban land administration office: Urban land preparation, Compensation and redevelopment team, Land bank and Property Audit team, Urban Land Transfer, Control and Follow Up team, Land Service delivery and Possession right Administration team, Land Holding Certificate Delivery team, Urban Illegal land Treatment & land conflict and grievance resolution team, Urban land Information Holding team. The team under urban land cadaster office is the following: Tenure Preparation and Land Holding Team, Urban land Information assurance team, Service delivery

team, urban land registration team, however, the presented structure is not from the actual reality in the past year, but it is planned to be implemented, and the structuring process is ongoing, particularly structuring the Cadaster office independently, which is at the core of the process since the necessity of land registration and land information is very high. Hence, the accomplishment of the restructuring process is very important for the effectiveness of land management.

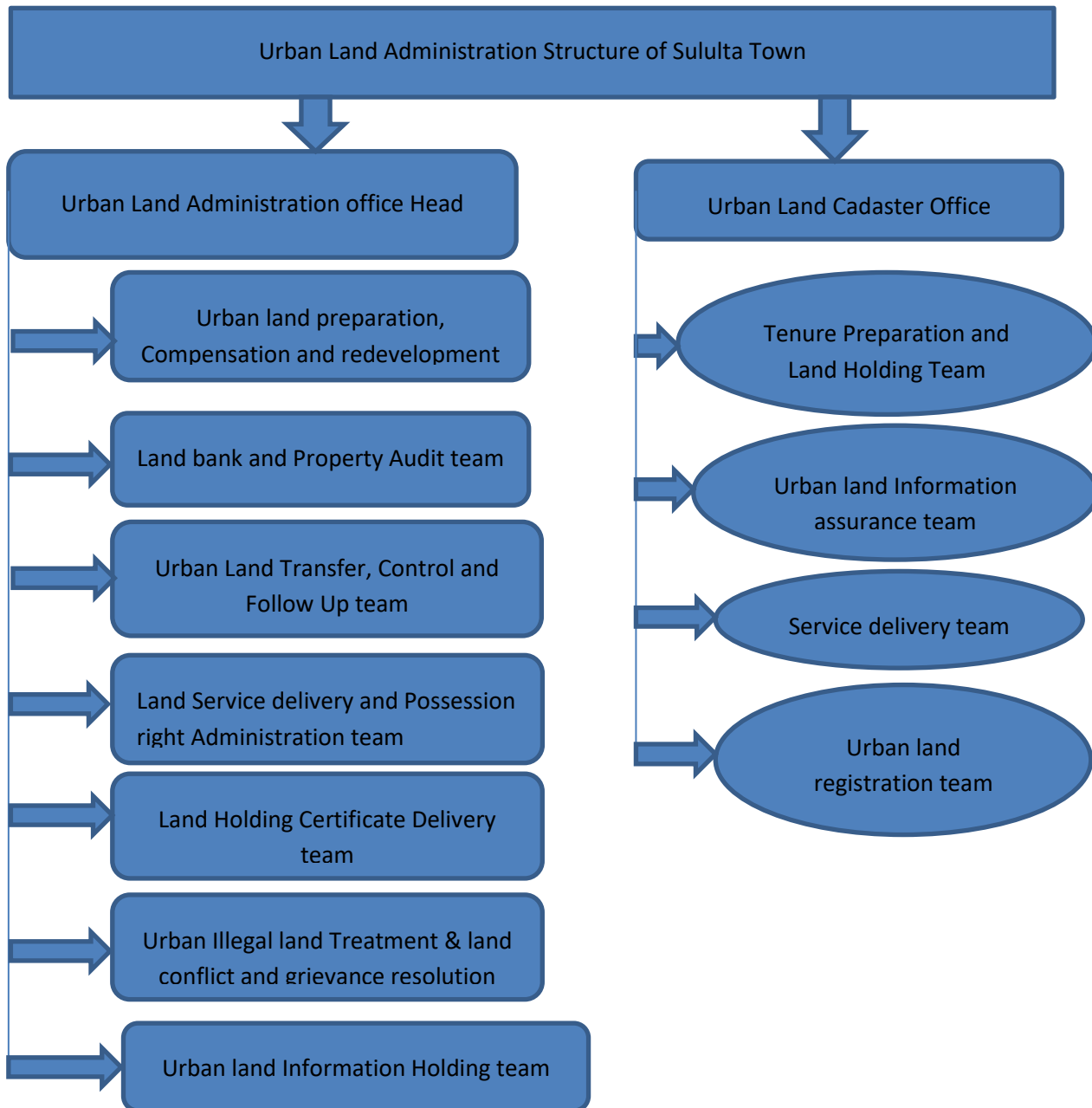


Figure 4. 6 Organizational structure of Sululta urban land administration

(Source: prepared by researcher depend on the secondary data acquired)

4.3.2 Institutional Capacity

The Sululta town land administration is divided into six sub Sections. These are urban land-holding administration, urban land preparation, land banking, urban land transfer, urban unlawful land treatment, border conflict resolution, and registration and authentication of urban land holdings.

A. Status of skilled Human Power

If the intended objectives are to be reached, good land policies, rules, laws, and directives must be supported by adequately qualified and suitably competent labor. According to the organizational structure of Sululta Town Municipality, a total of 80 competent professionals are required in all departments.

The skilled man power distribution of the Sululta town land administration office (ULAO) who assigned as per the Structure of the office is as follows:

- MSc/ MA, Total 17
- Degree, Total = 49
- Level III, VI Total = 14

Male =**57** Female =**23** Total =**80**

The above data indicates both the permanent and Temporary Employees of the ULAO, Who are on needed work and perform their duties. However, currently as per the plan accomplishment report of the town about 30% of the manpower gap is existing.

The town government does not pay enough attention to the land management and usage office, according to the key informant interview of the office human resource manager. Land Administration of Sululta town is meant to have 80 total personnel throughout all of its divisions, however according to the available data, there are currently just 56. This demonstrates that the 56 current employees or 70% of the total number needed are either working the additional 24 employees' jobs in addition to their own or may be partially ignoring their own. Employees were moved between different job processes as a result of this personnel shortage.

Human power abilities, skills, attitudes, values, resources, and conditions that enable sectors and broader social groups to carry out functions and achieve their management goals over time,

However, this skilled human power gap causes an inability to perform the above-cited duties and makes it challenging to achieve the goal.

B. Financial capacity

An institution's financial capacity acts as a catalyst for producing results that are both effective and efficient. It serves as the cornerstone for carrying out the Municipality's plan as planned by fostering the skills and character of the workforce in order to meet the pre-established goals. From the standpoint of financial management, it is possible to assess the Municipality's effectiveness in terms of its capacity to carry out its operations.

As indicated on the budget plan and accomplishment report of the town land administration shows for the previous year's budget there is gap.

For 2015 budget years the planned budget from the government kazena 14,394,599 ETB from the town municipality 996,000 ETB, Total 15,390,599 ETB, However the delivered budget is less than the requested budget by 7.8 %. For the 2014 calendar year the budget gap shows about 9.7%, for 2013 year it is about 11 % gap indicated on the report , the budget gap become decreased throughout the years, but not enough as the planned.

The key informant interviewees responded that the town administration did not pay enough attention to improving the office's capacity for administration rather than concentrating on carrying out other fundamental implementation of activities. As a result, the office struggles with the gap of the budget indicated a lack of funding for officer training, a lack of basic office supplies, a manual documentation system, uncomfortable office setups, and a lack of funding. As a result, the office employs complicated and ineffective land management techniques, In addition, the financial gap in the office indicated above didn't cause the entire cited problem at once. Hence, the proper usage and implementation gap of the budget also exists in the office.

4.3.3 The Existing Urban land Policy and Implementation Gap

As the Study interviewer's (municipality high official, ULAO administrator, mayor's) response indicates there is a gap in urban land policy, the policy is mostly fit for purpose to the actual condition of the town. However, the property (land) ownership before marriage and the conflict that occurred after divorcing are the major problems challenging the land-related conflict management in the town. This occurred because of the policy gap between urban land policy and family-related property policy.

FDRE Land laws, particularly in the area of urban land management, are obtained and passed by the economically viable and socially influential to help they benefit more from state actions than from any alleged need of society, according to an interview with urban planners, land experts, and officials. Even though there is debate over the existence of various ownership and tenure regimes for urban land in Ethiopia, the government is not yet ready to legalize private property rights inland. As a result, the government of Ethiopia has decentralized the administration of urban land to the regional governments; the formulation of the broad land policy still needs to be completed.

Leasehold proclamation 721/2011: Article 25 sub article 1(Termination of leasehold and payment of Compensation) stated that:

“The leasehold of urban land shall be terminated where: (a) the lease has failed to use the land in accordance with sub article (1) of Article 21 of this proclamation”

Article 21(Utilization of urban land lease holding), sub article 1 states that:

“A lessee of urban land shall use the land for the prescribed purpose within the period of time stated in the lease contract.”

The key informants of the study area (Sululta town) stated that in the town actual practice there is high difficulties of implementation of these policies, particularly on the investment land, without development of the land it stay more than 10(Ten) years, Nevertheless, the city didn't practices a implementation of the policies in the past years due to poor management and good governance problem.

In addition, the same to the above policies. According to Urban land lease proclamation 721/2011 Article 22(Commencement of construction) Sub article 2 states that:

“Notwithstanding the provisions of sub article (1) of this article, the period of commencement of construction may be extended depending on the complexity of the construction and in accordance with regulations to be issued by the concerned body”

And the other article of the proclamation article 23(Completion of Construction) sub article 4 states that:

“Notwithstanding the provisions of sub-article(1) of this article, the period of completion of construction may be extended depending on the complexity of the construction and in accordance with regulations to be issued by regions or city administrations; provided, however, that the total completion period may not exceed:

- a) Two years and six months for small construction projects;*
- b) Four years for medium construction projects*
- c) Five years for large constructions projects.”*

These two policies have high gap in the implementation in the town, according to the response of key informants, the extension of the commencement and construction is updated continuously regardless of the limit of the law, this is due to poor management, unstable management staff in ULAO and inconsistent framework of management.

4.3.4 Urban Land Management Practice in the Land Information System.

A. Land Information System (Cadastral)

Concerning the land information system (Cadastral) practice System in the research area, the researcher tries to identify it both by primary data from the key informants in the town and from the secondary data from the cadastral office of the town. The researcher has personally observed that record-keeping in the municipality is manual and set up according to the departments. The documents, however, are preserved on shelves and are organized by department into folders for relevant cases. There is no centralized database system for Sululta Town that confines all information to one system, hence this system might not be able to provide clients with enough and reliable information. This complicates the system and makes management challenging.

Overall, the study's findings show that one of the main obstacles to urban land management is the lack of a system for providing complete, accurate, and reliable information about who owns what

land and what it is worth in the study area. The results of the 2016 World Bank study confirm that there is insufficient capability in Ethiopia for public knowledge distribution concerning the various land factors. Here is the most recent (10 years) general information regarding the town's registered land. However, the data is not in-depth or thorough. The key informants are now creating the primary information system and encoding the manually registered data into it as they react.

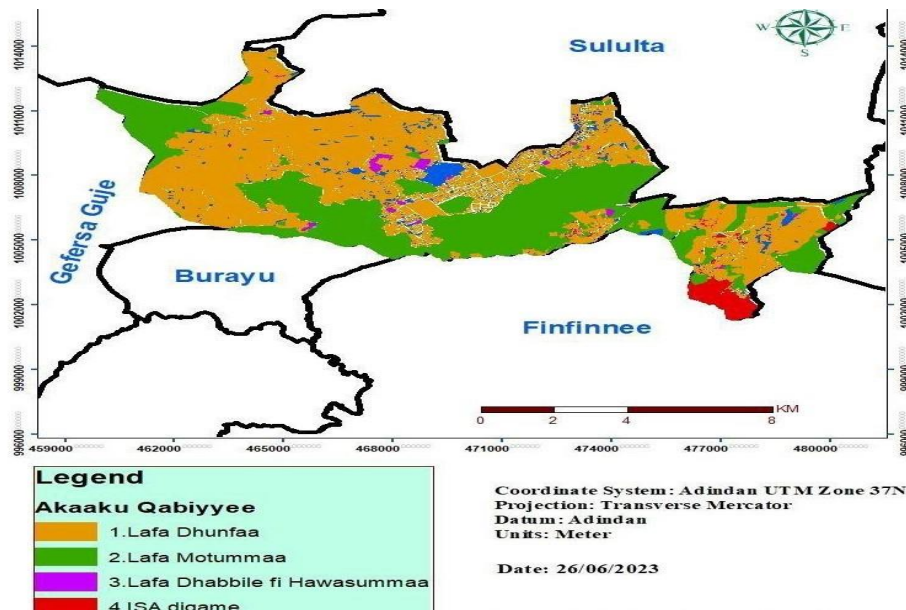


Figure 4. 7 Land Information map sample of the town

(Source: Sululta town Cadaster Office, 2023)

B. Land Registration System

Concerning the land registration system, about 31.7% of the respondents strongly disagreed that the office applying a fast and simple land registration system. Also, 32.2% of the respondents disagreed with the issue, whereas, 0.9% of the respondents strongly agreed. Also, 7.5% of the respondents agreed, and the rest 27.7% of the respondents choose neutral with the issue as indicated in the following table argued similarly lack of digitization, complicates the whole process of accessing the information related to land ownership. Demand to access land tenure records, land information, and land documents often produce very few results; the same is true in the study area.

The key informants also concurred that the issue exists, the centralized land registration system didn't applied but the process of making the registration system computerized and in one data

center is ongoing, However currently the majority of their work is manual as the data from interviewer, community and from Observation data acquired indicates. As a result, the survey's findings indicate that there were no quick and easy land registration methods in the research area.

The practice of documenting information about a land plot or parcel to grant land ownership rights that support effective land management is known as land registration. According to an interview with experts in the land administration office head and the cadaster office head, the ineffectiveness of the current land registration system in the Sululta town administration was caused by implementation gaps, financial constraints, a shortage of skilled labor, material/technological limitations, and managerial constraints.

To drive the land registration and information system as a whole, the Cadaster office just formed independently in the town level. While this is a positive start for institutional capacity, good implementation and managerial follow-up are still required.

The Value, area, a physical description of the landowner, and other characteristics like land usage or infrastructure are all included in cadaster plans. The town's existing land registration system did not cover every plot on its land, and those that were registered were not contained within a single data base system, which made it difficult to provide complete property information, a certificate of ownership, resolve land disputes in the town's periphery, and transfer and hold urban land illegally.

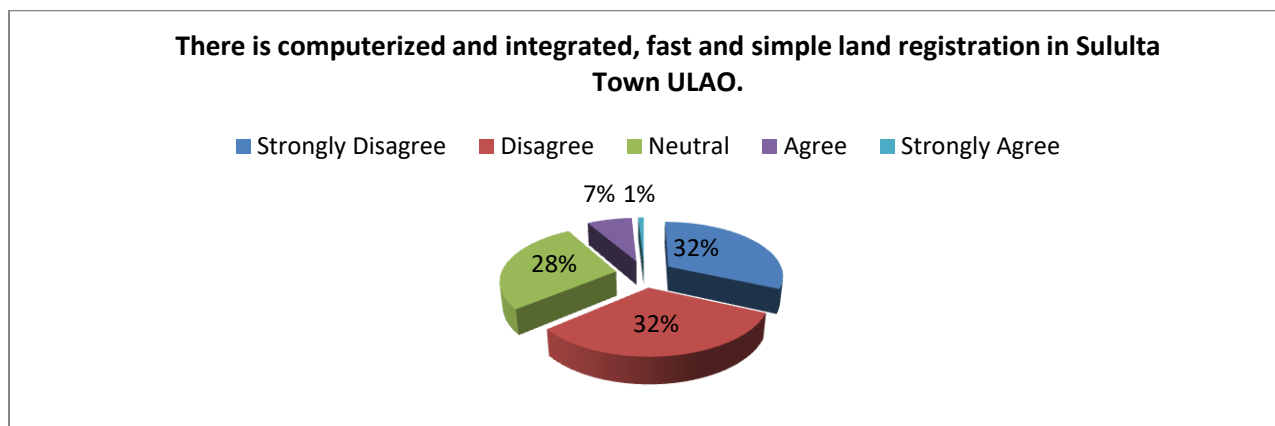


Figure 4. 8 Computerized land registration status

(Source: Organized by the author, 2023)

4.3.5 Urban Land management in land Acquisition system.

The lease hold and Old Possession hold systems were methods of owning land in the official land delivery system. One of the towns in the Oromia national regional state that uses the lease system for official land distribution is Sululta.

A. Lease land holding

“Lease” is a system of land tenure by which the right of use of urban land is acquired under a contract of a definite period:

In the town, there were other issues, in addition to the issue of informal settlement that led to the inefficiency of the land delivery system, according to information collected from the town municipality.

According to urban land proclamation, Article 5 sub article 2”*No person may enclose and use any plot of land adjacent to his lawful possession without the permission of the appropriate body*”

Table 4. 3 Way of Land Ownership

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	By Occupancy	43	10.0	17.3	17.3
	Through Lease from Municipality	55	12.8	22.2	39.5
	Gift from Family	22	5.1	8.9	48.4
	Through Municipal allocation	27	6.3	10.9	59.3
	Heritance	10	2.3	4.0	63.3
	By Purchasing	91	21.2	36.7	100.0
	Total	248	57.8	100.0	
Missing	System	181	42.2		
Total		429	100.0		

(Source: Organized by the author, 2023)

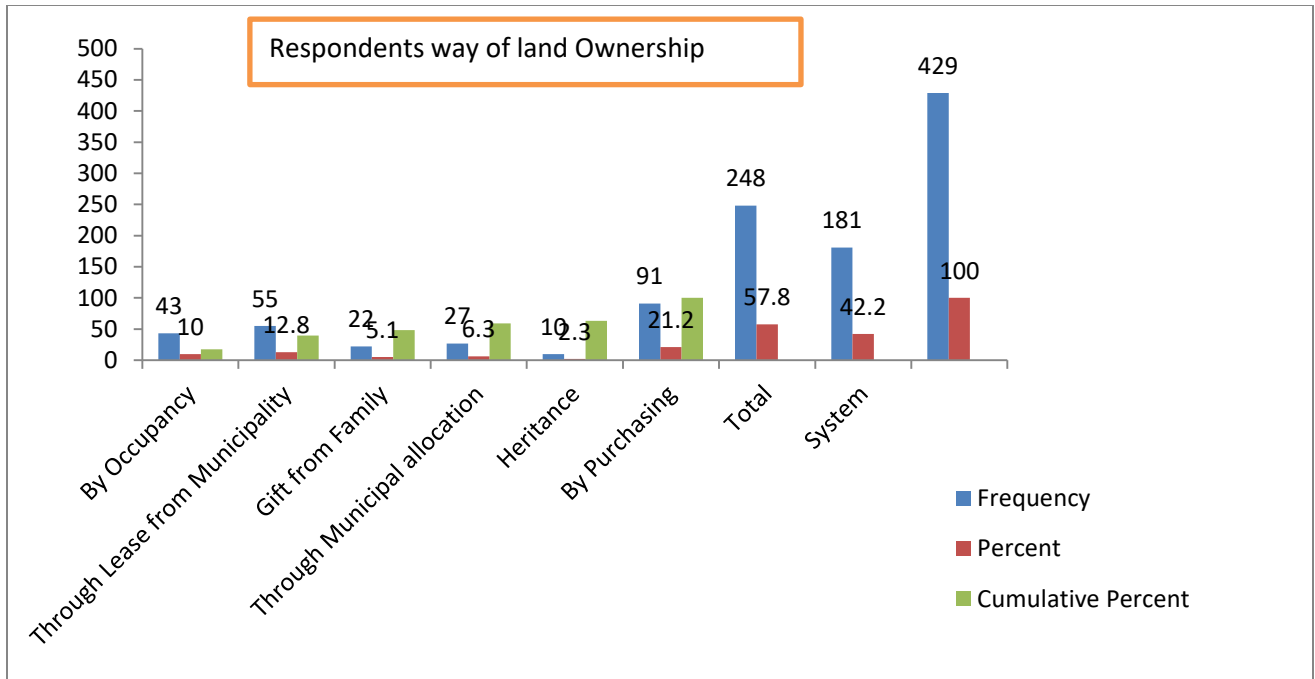


Figure 4. 9 Way of land ownership

(Source: Organized by the author, 2023)

According to the above table, 17.3% of respondents acquired their land through prior ownership, 22.2% through municipal lease, and 8.9% as a gift from their family, 10.9% through municipal allocation, 4.0% through inheritance, and 36.7% through outright purchase with the property (House). One may simply deduce from the way of land acquisition that land transaction takes place initially and is one of the most significant methods of land acquisition in Sululta town. According to the key informants of the interview’s response, this problem is associated with an unexpected increase of population, high demand and the capacity of the municipality to deliver land through the formal way of the land delivery system.

According to Udessa (2017) and Kasahun, (2019), draws the conclusion that the inability to obtain urban land through the regular mode of entry is the primary driver of the informal peri-urban land market in Ethiopia. Information gleaned from an interview with leaders and professionals in government offices helped us understand this even more. After the lease proclamation of 721/2004, as the interview from the land administration and use office indicates, the informal settlement significantly rises. By putting all urban land holdings under lease, this land lease

proclamation sought to maintain governmental control of the land and advance the construction of urban infrastructure.

Due to the fact that every interested party will calculate to win by raising the land lease price per Area, the land leasing policy drives up the price of urban land. Since the leasing system competes on price and the poor cannot match the resources of those who can win, the likelihood of becoming involved in an unofficial land transaction is great. On the other hand, since allowed deliverable of lease land is small area to meet the demand, the owner of illegal land sells their property through unofficial means. Due to limited access to legal land acquisition procedures and the growth of informal settlements, this informal land transaction practice exists.

Accordinging urban land proclamation 721/2011 Article 7, sub Article 2 states that

“An urban land shall be permitted to be held by leasehold through the modality of tender or allotment”

B.Old Possession

According to Article 5, sub article 1 states the following

“The modality of converting old possession into lease hold shall be determined by the council of ministers on the basis of a detailed study to be submitted by the ministry; provided however, that the process of such study may not preclude a revision of the existing rental rate applicable to old possessions.”

Article 5, sub article 2(a, b)

“Where parceling of plots of urban land in accordance with the approved national standard and urban plan, in the course of converting old possession into lease hold pursuant to sub-article (1) of this Article, results in the reduction or increase of the size of a plot:

- a. Compensation shall be paid in accordance with the appropriate law for any property to be removed from the land so reduced; or*
- b. The payment to be made for the additional land obtained shall be treated in conformity with the relevant lease principles.”*


Unregistered old possession, as defined by Oromia Urban Land Administration Regulation Number 182/2016, is a parcel of land that was lawfully acquired before the urban center adopted

the leasehold system. According to the team leader of the landholding administration officials, the following conditions must be met for a customer to be considered to have obtained their land under Proclamation number 47/67:

- If the land is not confiscated;
- If the possessor obtained the land from the appropriate body;
- If the land has a house and is taxed;
- If the customer pays for water, lighting, and other services.

The undocumented file is then converted to a document by the ULA office. The city administration issued the certificate of land rental tenure based on Proclamation No. 721/2011 and Regulation No. 182/2016 about land lease holding.

Naannoo Oromiyaatti Waajiira Misoomaa fi Maanajimantii
Lafa Magaalaa Sulultaaw
በኦሮሚያ ክልል የስራገልጽ ከተማ መሬት ልማትና ማኔጅመንት ጽ/ቤት
WARAQAAN RAG'AA QABHIYYEE LAFA KIRAA
የክ.ፍ.ዩ. መሬት ይዞታ የምስክር ወረቀት



Bulchiinsa Mootummaa Naannoo Oromiyaatti Waajiira Misoomaa fi Maanajimantii Lafa Magaalaa Sulultaaw
 ቤሮሚያ ብሔራዊ ክልላዊ መንግስት የስራገልጽ ከተማ መሬት ልማትና ማኔጅመንት ጽ/ቤት
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No.721/2012 article No.17 sub-article 1 to provide for establishment and definition of powers and duties of Oromia Bureau of Land and Environmental Protection (the Administration of SULULTAA City issued this certificate for the possession of 500m² of land located in Kebele to Mr./Mrs.//Obj for yss/ys. Lakk/ዳ/የ/ር/Ref.No Guyyaa/የ/ጊ/Date

Site corner Co-ordinates

- E= _____ F= _____
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Maddabha Mizan Scale _____

Kan Qopheesse /የ/ዘ/ግ/የ/ወ/ /Prepared by
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 Gahee Hojii /የ/ሥራ/ ደርሻ/ _____
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Kan Muckameesse /የ/ወ/የ/ወ/ / Approved by
 Maqna /ስም/ _____
 Gahee Hojii /የ/ሥራ/ ደርሻ/ _____
 Mallattoo/ፊርማ/Signature _____

Figure 4. 10 Rental land holding Certificate sample

(Source: Sululta town Cadaster Office, 2023)

Table 4. 4 Access of housing land through ULAO

Does the community member have access to housing land through ULAO?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	127	31.8	31.8	31.8
	No	272	68.2	68.2	100.0
	Total	399	100.0	100.0	

(Source: Organized by the author, 2023)

Figure 4. 11 Access of housing land through ULAO

(Source: Organized by the author, 2023)

As indicated in the above table that respondents were asked does the community member have access to housing land through ULAO. Results of the analysis reveal that 68.2 % of respondents didn't access the land through ULAO, the other 31.8% access land through ULAO. This shows that, the land delivering through ULAO didn't cover the majority interest of the resident. Hence, this leads to illegal land holding system and illegal land transaction way.



Figure 4. 12 Land delivered through ULAO

(Source: Organized by the author, 2023)

The following resident response for the question of Is there illegal land delivery system in the town?, about 75.5% of respondents said there is illegal land delivery and the other 24.5% respond there is no illegal land delivery. The tenure status of land of the resident is also gathered from the primary data collected presented as follows:

According to an examination of the survey data, inhabitants were discouraged from using the formal land purchase procedure due to bureaucracy, corruption, etc., which is proved by the analysis in this study, which finally compelled them to use the informal land market and create informal settlements.

Table 4. 5 Presence of illegal land delivery status

Is there any practice of illegal land delivery system in the town?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	324	75.5	75.5	75.5
	No	105	24.5	24.5	100.0
	Total	429	100.0	100.0	

(Source: Organized by the author, 2023)

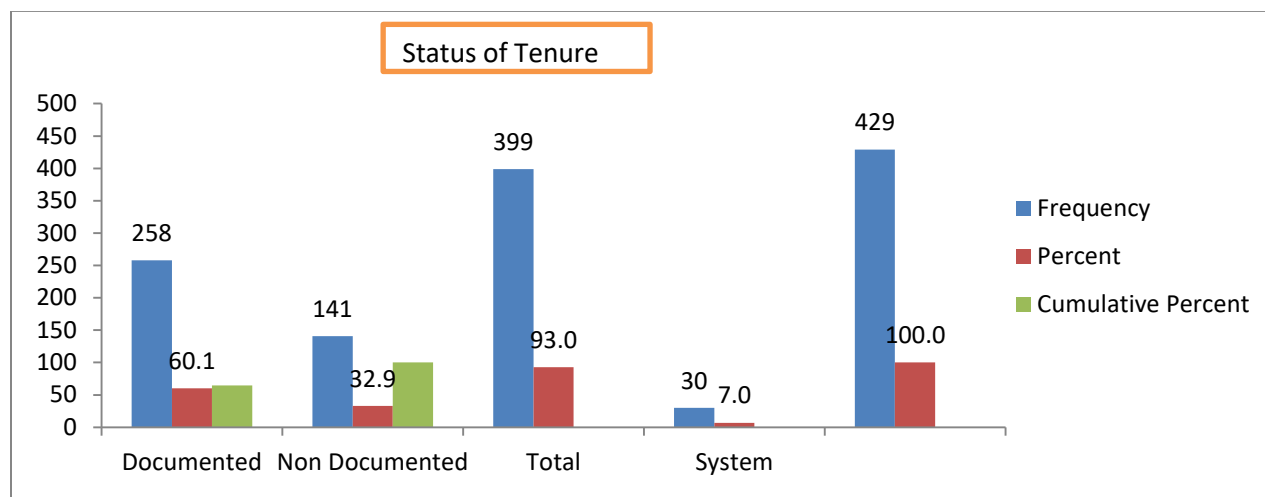


Figure 4. 13 Tenure status

(Source: Organized by the author, 2023)

4.4 Driving factors and problems in Urban land Management System

4.4.1 Mobility of Population

A. Origin of the People

According to the primary data from community homes who responded to the survey, the Originality of town's population is responded by the question, how you come to this area?, as the following table shows most of the migration is dominated from other town which is 61.2% migrate from other town, 18.5 migrate from the rural area. Hence Migration to the town is very high.

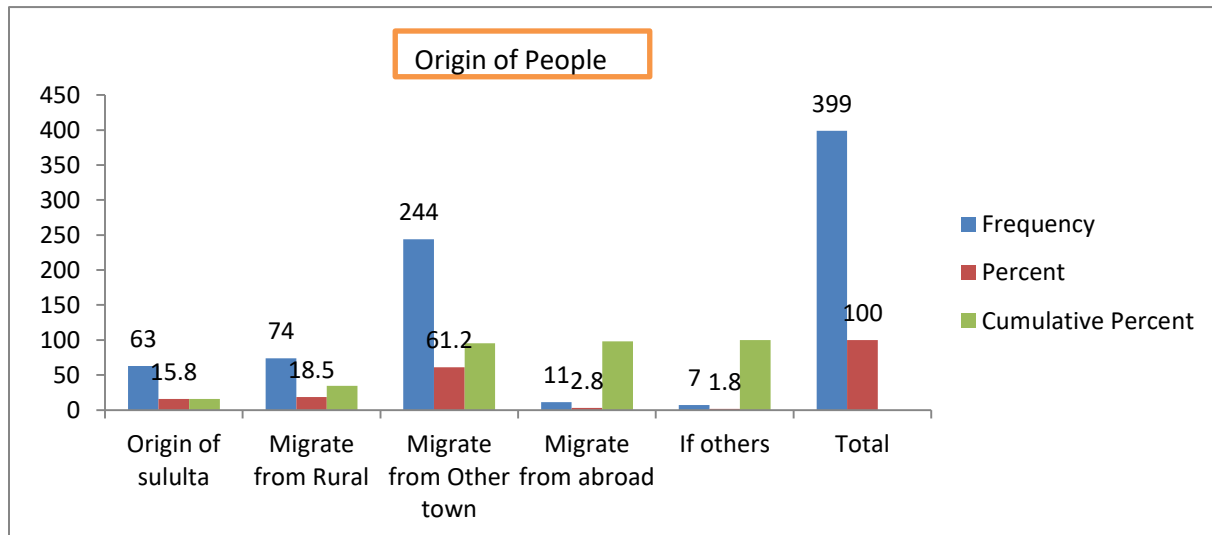


Figure 4. 14 Origin of the People

(Source: Organized by the author, 2023)

B. Reason of Migration

The respondents also explain the reason for migration to the town as follows, 52.8% job searching as their primary reason for moving to the town, followed by 16.8% education, 22.3% better services, 0.3% cross-cultural communication, and 7.8% other reasons (mainly security-related).

Table 4. 6 Reason for Migration to the town

Reason of Migration to the town					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Searching Job	163	38.0	52.8	52.8
	Education	52	12.1	16.8	69.6
	For better services	69	16.1	22.3	91.9
	Cultural communication	1	.2	.3	92.2

	Other(Security Issue)	24	5.6	7.8	100.0
	Total	309	72.0	100.0	
Missing	System	120	28.0		
Total		429	100.0		

(Source: Organized by the author, 2023)

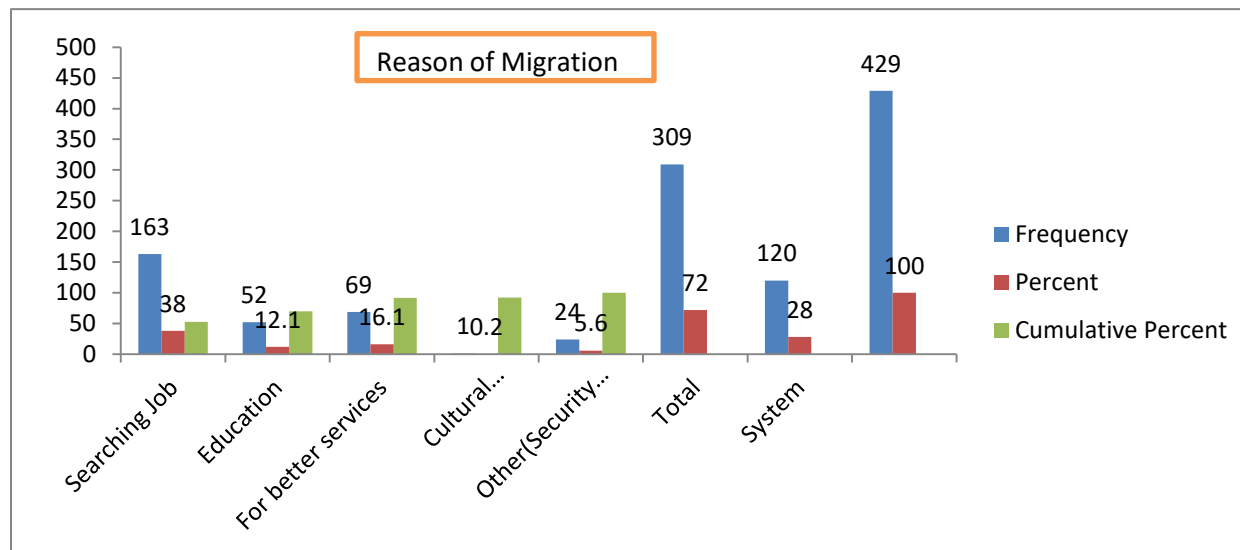


Figure 4. 15 Reason for Migration

(Source: Organized by the author, 2023)

4.4.2 Urban land demand and supply

The amounts of land supply and demand in Sululta town are not balanced as per the secondary data from the town land administration office report. This is due to the high demand for land, which is brought on by the desire of each household to have its own home as well as town migration and peripheral expansion. According to an interview with a senior municipal official, the area of land that must be given through the municipality for residential purposes should be decreased from 200 m² to 140 m², in order to satisfy public demand.

Table 4. 7 Statistics of Plot of land in the town

No.	Main Work	Measurement	Current Status
A	Service Type		
1	Residential	Percel	41,027
		Hec.	3,142.24
2	Commercial	Percel	621
		Hec.	143.21
3	Administration Service	Percel	43
		Hec.	77.51
4	Social Service	Percel	349
		Hec.	1,367.62
5	Industry and Manufacturing	Percel	153
		Hec.	223.88
6	Greenery and Recreational	Percel	61
		Hec.	164.18
7	Forest	Percel	3,434
		Hec.	7,906.23
8	Open Space	Percel	2,354
		Hec.	1,003.07
9	Agriculture	Percel	15,523
		Hec.	7,712.91
10	Special Function	Percel	27
		Hec.	24.39
	Total	Percel	63,592
		Hec.	21,687.64

(Source: Sululta town Cadaster Office, 2023)

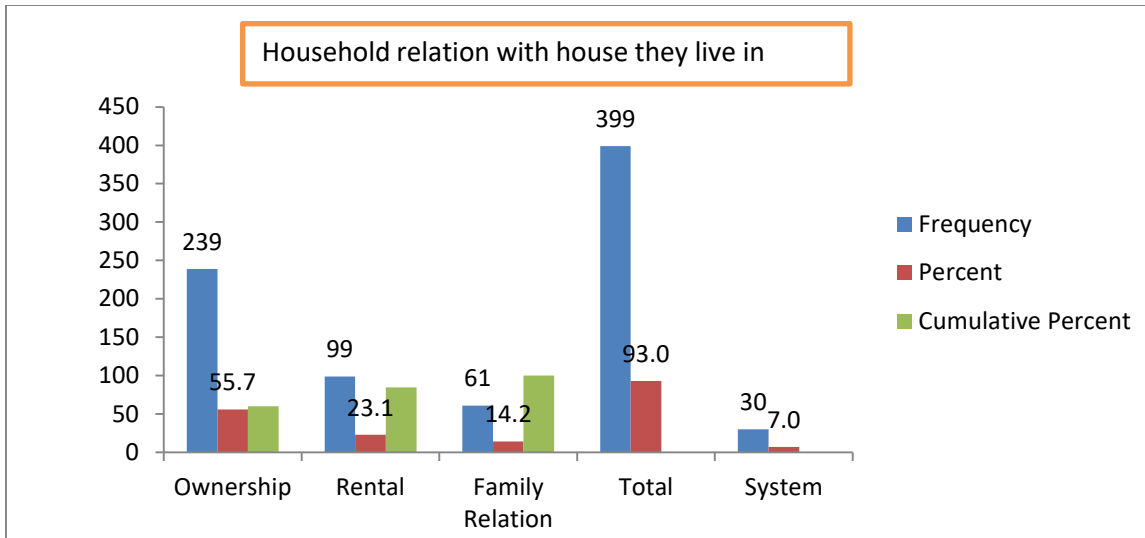


Figure 4. 16 Household relationship with the house they live

(Source: Organized by the author, 2023)

According to secondary data from ULA, in 2023 G.C., about 41,027 of the total plots of households in the town existed, which involved formal and informal land holders. However, the analyzed data of households those are in rental or family relations shows 40.1%. Hence, there is a high gap to fulfill the demand of the residents. In this statement, there is no high gap in supply of investment land as per the interview with the key officials of the urban land administration.

As per the information gathered from the municipality's experts, the main reasons for the imbalance between the supply and demand of land are the rising population, which has been rising steadily for the past 10-15 years, coming from various towns and nearby rural areas, and the security concerns in various regions of the nation. Due to the aforementioned factors, the value of land has increased in relation to money. These factors include the municipality's incapacity to prepare enough land and its lack of responsibility and transparency.

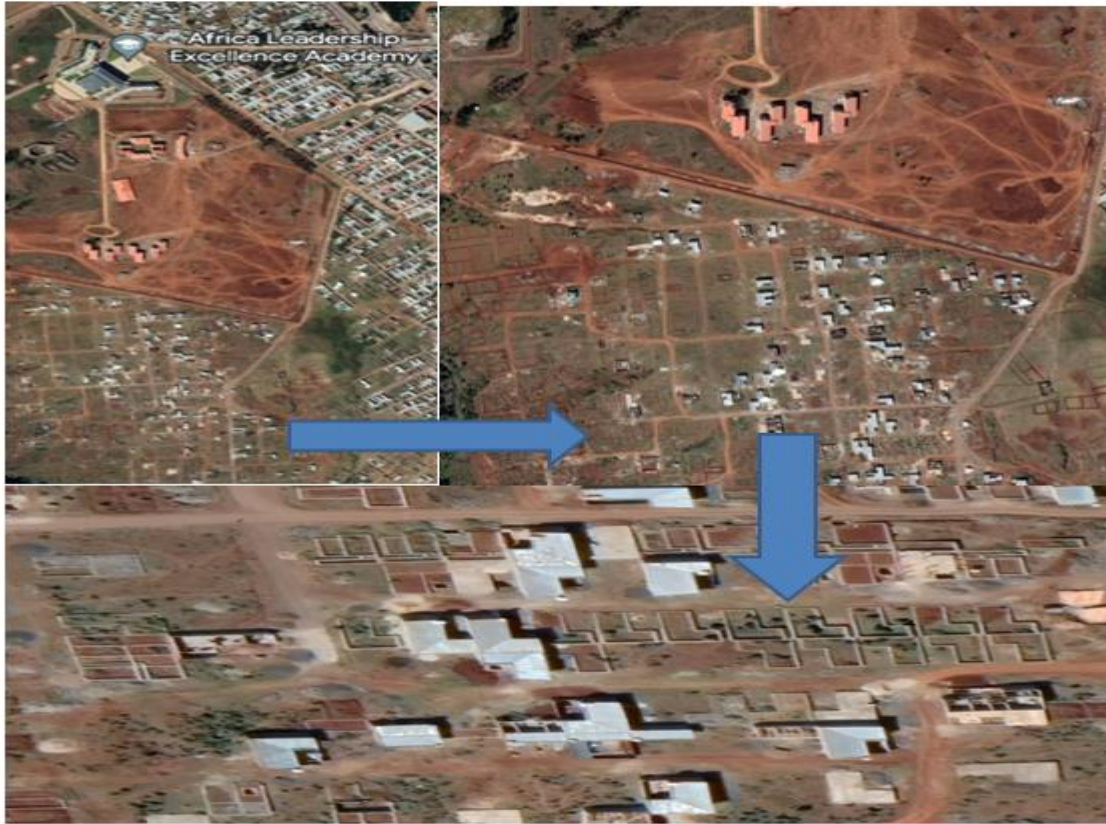


Figure 4. 17 Satellite Image of the 140 m2 of land delivered by municipality in the town

(Source: From Satellite Image, 2023)

4.4.3 Land-Related Conflicts

The Sululta Town Court provided the information on land-related disputes. The information was gathered entirely from secondary sources (the office's Accomplishment Report) for the most recent three years (2012-2014 E.C.).

As is evident, there are an increasing number of land use issues in Sululta town that have been reported. Thus, there were 265 (two hundred sixty five) documented incidents of land-related conflicts in the year 2012 E.C., 188 (one hundred eighty eight) of which were resolved, and the remaining 77 (seventy seven) of which were transferred to the next year. In the year 2013 E.C., there were 282 reported cases, of which 215 were resolved, and the remaining 62(sixty-two) cases, were transferred to the next year. The number of reported instances climbed to 317 (317) in the year 2014 E.C., but only 259 (259) of those cases were resolved, and the other 58 (58) cases were carried over to the following year.

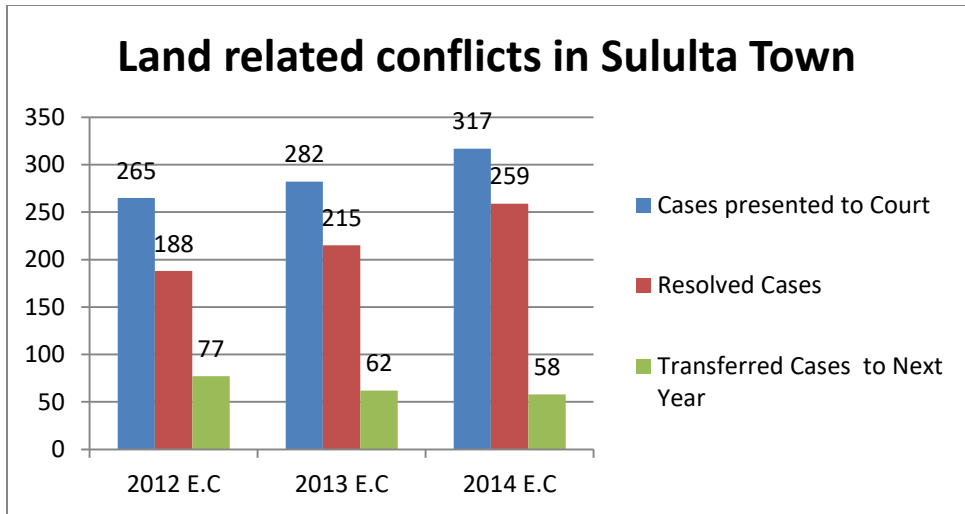


Figure 4. 18 Land related dispute status

(Source: Organized by the author, 2023)

As a result, it is evident and accepted that there are a rising number of land-related disputes being brought before the court, which is a major problem for the town's court.

The management of the ULAO's land information system is mostly to blame for the reported land use dispute cases in the town, according to the court's Work Process Expert in the Registry and Statistics Section. In this regard, more especially, title deed registration with overlap of title deed for a single plot of land. The other cause is the violation of neighboring plot owners' property lines, a difficulty with how land usage functions, the sale of a plot under an informal agreement, and the town's informal land-transaction channels. Hence, correcting the gap in the information system of land in urban land administration offices will mitigate the problem and enhance the land management system.

4.4.4 Informal and Squatter settlements

As per the response of the key informants of the interviewer, there is a large area of investment land that hasn't developed for a long period of time. As indicated in the following image, this is sample investment land that covers about 15 ha. It didn't develop for more than ten (10) years, resulting in land speculation.



Figure 4. 19 Sample of Land Speculation

(Source: from Satellite image organized by the author, 2023)

As indicated in the following table of the respondent’s responses to the Expansion of Informal Settlement Question, about 45% of the respondents agree with the expansion of informal settlement, 28.7% disagree with the expansion, and 26.3% respond that the expansion is moderate. Hence, majority of the respondents and key informants from the interviewer agree about the informal settlement expansion in the town.

Table 4. 8 Expansion of Informal settlement

Expansion of informal settlement					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	29	6.8	6.8	6.8
	Disagree	94	21.9	21.9	28.7
	Neutral	113	26.3	26.3	55.0
	Agree	117	27.3	27.3	82.3
	Strongly Agree	76	17.7	17.7	100.0
	Total	429	100.0	100.0	

(Source: Organized by the author, 2023)



Figure 4. 20 Expansion of Informal settlements in the town

(Source: Organized by the author, 2023)

I. Cause of Informal Settlement

As it shown on the above table the awareness on informal settlement is high (52.2% said the societies have full awareness on the negative impact of informal settlement). Hence source of informal settlement doesn't relate to Creating awareness.

Table 4. 9 Status of Societies awareness on Informal Settlement

Societies have full awareness on the negative effects of informal settlement.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	51	11.9	11.9	11.9
	Disagree	82	19.1	19.1	31.0
	Neutral	72	16.8	16.8	47.8
	Agree	107	24.9	24.9	72.7
	Strongly Agree	117	27.3	27.3	100.0
	Total	429	100.0	100.0	

(Source: Organized by the author, 2023)

II. Management on Informal Settlements.

The primary difference between unregistered old property and informal settlements is that the Informal settlers do not pay taxes, yet unregistered old possession do and their records are kept in the ULAU office.

As indicated in the following table of resident response, in Sululta town about 35.3% of plot is Non documented, Hence, they didn't pay government tax.

Table 4. 10 Status of Tenure in the town

Status of the tenure					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Documented	258	64.7	64.7	64.7
	Non Documented	141	35.3	35.3	100.0
	Total	399	100.0	100.0	

(Source: Organized by the author, 2023)

According to Ethiopian urban land proclamation 721/2011 Article 5, sub article 2 said that

“No person may enclose and use any plot of land adjacent to his lawful possession without the permission of the appropriate body.”

This study identified the criteria for the management of informal settlement in the study area from the key informants of the interview from ULAO, the municipality, and the mayor's office. The first step to controlling the informal setting is as follows:

Pre-control:- Most of the time, this is implemented by the integration of ULAO, the municipality, and the town police. This is to control and hinder the construction in this area. As shown in the following table, 26.3% of respondents answered that the pre-control mechanism is implemented in the town; however, according to the interview from key informants, pre control mechanism was not as such effective to control informal settlement because the settlers built fence of the compound informally at night, this make easy to build their house inside the fence without looked by security.

Legalizations/Formalization:-Depend on the different criteria of the town some of the informal settlement area be legalized, mostly if the area is in the urban city boundary and prepared for the same land-use function of settlers on the structure plan, in addition to other fulfillment it will be legalized with punishment with illegal action of them, even though, legalizing is good option it is difficult to legalize all the informal settlement land according to the key informants response, this is because the improper and unrelated settlement location with the land use type they select with

the town master plan. Hence, this option also not effective highly to manage the informal settlement as required.

Demolishing:- This was done for the settlement, particularly in areas where the location is prepared for other land use functions associated with the settlement and for which there are no legal documents or support. However, even if this action is broadly implemented in the study area, there is no legal support for demolishing the property, according to the interview I conducted with officials. About 39.9% of the respondents said demolishing is the most common method of informal settlement control. In addition, as per the inventory report of the town land administration, it shows demolishing was common in most area of the town, Fig 4.8 indicating the same, in which the demolished area is indicated by red color.

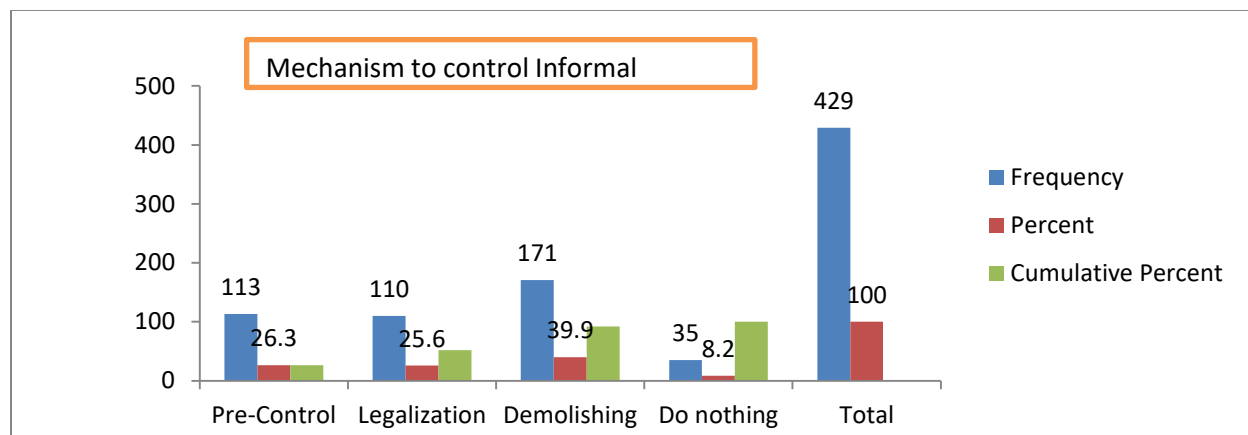


Figure 4. 21 Informal settlement controlling mechanism

(Source: Organized by the author, 2023)

4.4.5 Involvement of the community in Urban Land Management.

As it indicate in the following table of primary source data, About 18.2% of the respondents strongly disagreed that the community was involved in land delivery process when it came to this topic. 23.5% of respondents disagreed with the topic, as opposed to 21% of respondents who agreed for the same question. Additionally, 10% of respondents chose to strongly agree, while the remaining 27.3% selected Neutral for the participation of community in land delivery process in the study area, in addition, the mean value of the response indicates 2.81, which drops under the disagree scale.

Regarding to the community participation in land related dispute resolution, the respondents Disagreed (strongly disagreed and disagreed) with this idea was about 28.6%, whereas 48.8% of respondents agree (Strongly agree and agree) the community participation in land dispute resolution existence in the town and the remaining 25.6% select the neutral regard to this idea and the mean value for the same response indicates 3.24, which is under the agree scale.

Finally, for the question of, is there participation of community in the land management process and planning of the town? Approximately 42.6% of the respondents answer “Yes” and the remaining 57.4% answer “No”; this indicates the majority doesn’t agree with the idea.

The majority of the key informants argued that government officials, not the local community, make all of the decisions pertaining to the administration of urban land, and that there is no community involvement in the land delivery, conflict resolution, or planning processes.

From this result, it is possible to say the majority of the people don’t involve in the land delivery, in land management & planning process in the town. However, since there is the traditional custom of dispute resolution is practiced in the society, such custom is implemented regard to land dispute as the same as other dispute. Hence this make input for the community participation in the land management process unless, there is no framework which involve community participation in urban land management process according the researcher primary data accessed. Different studies on urban land management also confirm this. Due to this there is no smooth relationship between society and Municipality in the research area.

Table 4. 11 Community Participation

		Statistics		
		Community members are involved in the land delivery process.	Community members are well involved in dispute resolution on land.	Is there community participation in the land management process and planning of the town?
N	Valid	429	429	399
	Missing	0	0	30
Mean		2.81	3.24	1.57
Std. Deviation		1.242	1.268	0.495

No.	Question	Response	Frequency	Percentage (%)
1	Community members are involved in the land delivery process.	Strongly Disagree	78	18.2
		Disagree	101	23.5
		Neutral	117	27.3
		Agree	90	21
		Strongly Agree	43	10
2	Community Members are involved in land dispute resolution.	Strongly Disagree	47	11
		Disagree	80	18.6
		Neutral	110	25.6
		Agree	108	25.2
		Strongly Agree	84	19.6
3	Is there participation of community in the land management process and planning of the town?	Yes	170	42.6
		No	229	57.4

(Source: Organized by the author, 2023)

4.4.6 Urban Land Management Practice in the Fairness of the Service Delivery and Accessibility of Information.

Regarding to access of housing land through the town municipality, the feedback of the respondent was about 36.1% of the respondents strongly disagreed, significantly with this statement 46.2% of respondents disagree, 5.1% of them agree for the accessibility of the housing land in the town, about 1.2% of the respondents strongly agree and the remaining 11.4% of the respondents choose neutral on the question. Hence, this indicate most of the respondent totally about 82.3% of respondents disagree (Strongly disagree and disagree with the idea). As indicated in the following table the mean value of the response is about 1.89 and the standard deviation is 0.881, it drops under strongly disagree interval and the value deviate from the mean to the disagree.

In addition to the above survey, the researcher tries to identify the accessibility of information for the community and its fairness; the respondents witnessed the unfairness of the information accessibility as follows: about 34% of respondents strongly disagrees with the raised topic, 49.2% of them Disagree, 3.3% of the respondents choose Agree, 0.9% of the respondents Strongly Agree with the same idea, The remaining 12.6% of the respondents choose indifferent/Neutral on the Surveying question. The mean and standard deviation value also confirm the same to the frequency percentage, the mean and std. deviation of the response is 1.88 and 0.817 respectively.

For the question of the land cost affordability for the majority of the applicants over 18.2% of those surveyed strongly disagreed that the municipality charges affordable and acceptable price for services relating to land. Compared to 4% of respondents who strongly agreed, 36.4% of respondents disagreed with the topic. Additionally, 15.2% of respondents chose to agree, while the remaining 26.3% choose to be Neutral on the subject. The mean value for the same response is 2.5, it drops under disagree and the value deviate from mean into disagree.

The researcher tries to get the feedback on the society on the fairness of compensation paid to community members who have lost their land holdings 69.5% of respondents Disagreed (strongly disagreed and Disagreed) with the topic, relatively to 10% of respondents who Agree (strongly Agree and Agree), while the remaining 20.5% choose to be indifferent/Neutral on the subject. The mean of the subject idea is about 2.07 which is under disagree interval and the value deviate from mean by 1.012, this confirms the frequency distribution value once again.

According to urban land proclamation 721/2011 Article 26 (Power to clear urban land), sub article 1 and 2 the following is stated:

“1. The appropriate body shall have the power, where it is in the public interest to clear and take over urban land upon payment of commensurate compensation in advance for the properties to be removed from the land.

2. a person displaced due to an action taken pursuant to sub article (1) of this article shall be provided with a substitute plot of land within the urban Centre the size of which shall be determined by the region or the city administration.”

The researcher arrived to the overall conclusion that there was unfair remuneration and exorbitant costs for land service customers in the ULAU office based on the responses of the majority of respondents, partiality, and rent-seeking activity. This shows that the office's land administration processes are ineffective and deficient.

Table 4. 12 Equity and Inclusiveness status

No.	Question	Response	Frequency	Percentage (%)
1	All community members in the town have equal access to housing land.	Strongly Disagree	155	36.1
		Disagree	198	46.2
		Neutral	49	11.4
		Agree	22	5.1
		Strongly Agree	5	1.2
2	The cost of land access is affordable to most applicants of community members.	Strongly Disagree	78	18.2
		Disagree	156	36.4
		Neutral	113	26.3
		Agree	65	15.2
		Strongly Agree	17	4
3	A fair compensation paid to all community members who have lost their land holdings.	Strongly Disagree	150	35
		Disagree	148	34.5
		Neutral	88	20.5
		Agree	37	8.6
		Strongly Agree	6	1.4
4	All community members in the town have equal access to land information without discrimination.	Strongly Disagree	146	34
		Disagree	211	49.2
		Neutral	54	12.6
		Agree	14	3.3
		Strongly Agree	4	0.9

		All community members in the town have equal access to Housing land.	All community members in the town have equal access to land information without discrimination.	A fair compensation paid to all community members who have lost their land holdings.	The cost of land access is affordable to most applicant community members.
N	Valid	429	429	429	429
	Missing	0	0	0	0
Mean		1.89	1.88	2.07	2.50
Std. Deviation		0.881	0.817	1.012	1.076

(Source: Organized by the author, 2023)

4.4.7 Good governance challenges

The good governance challenges are inversely proportionate to proper urban land management practice. The analyzed primary data from the respondents shows the existence of the problems and confirms their effects on land management practice. As indicated in the following table, corruption in the ULAO of the study area 29.4% of respondents strongly agree, 42% of them agree, and inversely, about 6.1% of the respondents strongly disagree on the topic, 10.5% of them disagree, and the remaining 12.1% of the respondents are neutral on the idea. Hence, this indicates more than half of respondents (71.4%) confirm the existence of corruption in the service delivered in the office. This seriously affects urban land management practices. The mean and standard deviation of the response are about 3.78 (drops within the agreed interval) and 1.155, respectively. Hence, this confirms the presence of corruption.

The presence of bureaucracies is also confirmed as follows: about 8.2% strongly disagree; 21.2% of respondents disagree; reversely, about 31% of the questionnaire respondents strongly confirm the presence of bureaucracies; 21% also agree with the issue; and the remaining 18.4% of the respondents are neutral. The mean and standard deviation of the response are about 3.36(drops within the agreed interval) and 1.254, respectively. Thus, this confirms the presence of Bureaucracy.

In addition, the same respondents give their observation of the political interference in the ULAO. In this question, 11.2% of respondents strongly disagree, 22.1% disagree, and on the other side, 25.4% agree with the presence of political interference. 14.7% of respondents strongly agree with the same topic, and the remaining 26.6% of respondents are neutral to the question. The mean value for the same idea of the respondent is 3.1 which drops under agree interval and the value deviate from the mean about 1.226.

Finally, the researcher tries to check the management status in the ULAO by asking the respondents the question presence of poor management, and the frequency of response is as follows: About 5.4% of respondents strongly disagree, 11.7% disagree, and in reverse, 45.5% of the respondents agree on the presence of poor management in the office; 20.5% of the respondents strongly agree with the idea; and the remaining 17% of the respondents become neutral on the issue. From this, we conclude that the presence of a good governance challenge is highly observed

by the community, and from their responses, this is one of the challenges that hinder proper urban land management in the town.

Table 4. 13 Good governance challenges

No.	Question	Response	Frequency	Percentage (%)
1	Corruption in ULAO	Strongly Disagree	26	6.1
		Disagree	45	10.5
		Neutral	52	12.1
		Agree	180	42
		Strongly Agree	126	29.4
2	Bureaucracies	Strongly Disagree	35	8.2
		Disagree	91	21.2
		Neutral	79	18.4
		Agree	133	31
		Strongly Agree	91	21
3	Political Interferences	Strongly Disagree	48	11.2
		Disagree	95	22.1
		Neutral	114	26.6
		Agree	109	25.4
		Strongly Agree	63	14.7
4	Poor Management	Strongly Disagree	23	5.4
		Disagree	50	11.7
		Neutral	73	17
		Agree	195	45.5
		Strongly Agree	88	20.5

		Corruption	Bureaucracies	Political interference	Poor management
N	Valid	429	429	429	429
	Missing	0	0	0	0
Mean		3.78	3.36	3.10	3.64
Std. Deviation		1.155	1.254	1.226	1.095

(Source: Organized by the author, 2023)

4.5 Regression Analysis.

In this portion, the researcher performs the relation of independent variables and dependent variable, for the variable which fulfills the basic assumption of regression the linear regression is executed under this section. In this study regression analysis was used to test the effect of lack of Accountability, Community participation in urban land management process, Equity and Inclusiveness, Effectiveness and Efficiency of ULAO and Challenges of good governance (Corruption, Bureaucracy, Political Influence and poor management) on urban land management practices.

4.5.1 Assumptions Tests

In this model, assumptions such as Correlation, linearity, multicollinearity, heteroscedasticity, autocorrelation/independence, and normality must be tested. All tests are executed by using SPSS-25.

1. Correlation

This is the assumption which is used to check whether the variables have relation or not. It gives value between -1 to +1, the negative sign shows inverse relation and proportionality is indicated by positive sign. As the value asymptote to 1 or -1 it indicates strong relation and 0 shows no correlation. As Indicated on the table below all Independent value have correlated to the dependent variable, for all IV the significant value shows between 0.275 and 0.633.

Table 4. 14 Correlation test result

		urban land management practices	Accountability	Community Participation	Equity and Inclusiveness	Efficiency and Effectiveness of the ULAO	Good Governance Challenge
urban land management practices	Pearson Correlation	1					
	Sig. (2-tailed)						
	N	429					
Accountability	Pearson Correlation	.502**	1				
	Sig. (2-tailed)	.000					
	N	429	429				

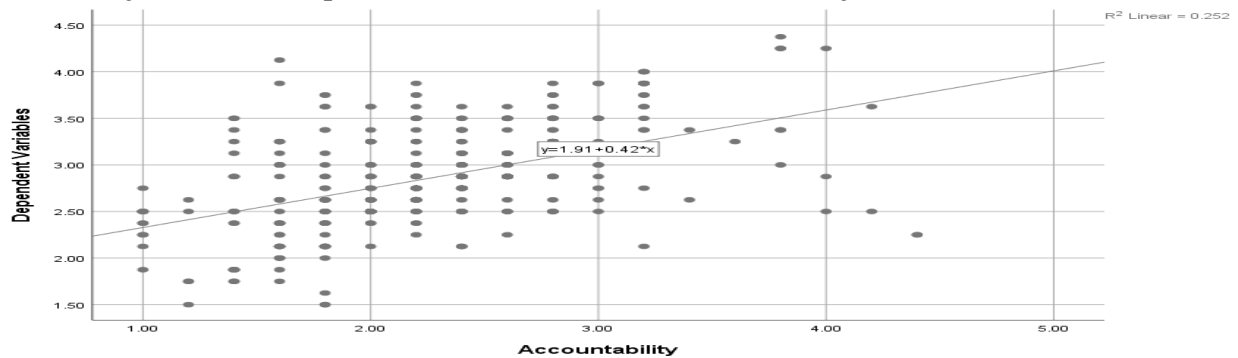
Community Participation	Pearson Correlation	.275**	.401**	1			
	Sig. (2-tailed)	.000	.000				
	N	429	429	429			
Equity and Inclusiveness	Pearson Correlation	.597**	.559**	.365**	1		
	Sig. (2-tailed)	.000	.000	.000			
	N	429	429	429	429		
Efficiency and Effectiveness of the ULAO	Pearson Correlation	.633**	.486**	.055	.473**	1	
	Sig. (2-tailed)	.000	.000	.259	.000		
	N	429	429	429	429	429	
Good Governance Challenge	Pearson Correlation	-.305**	-.342**	-.411**	-.393**	-.154**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	
	N	429	429	429	429	429	429

(Source: Organized by the author, 2023)

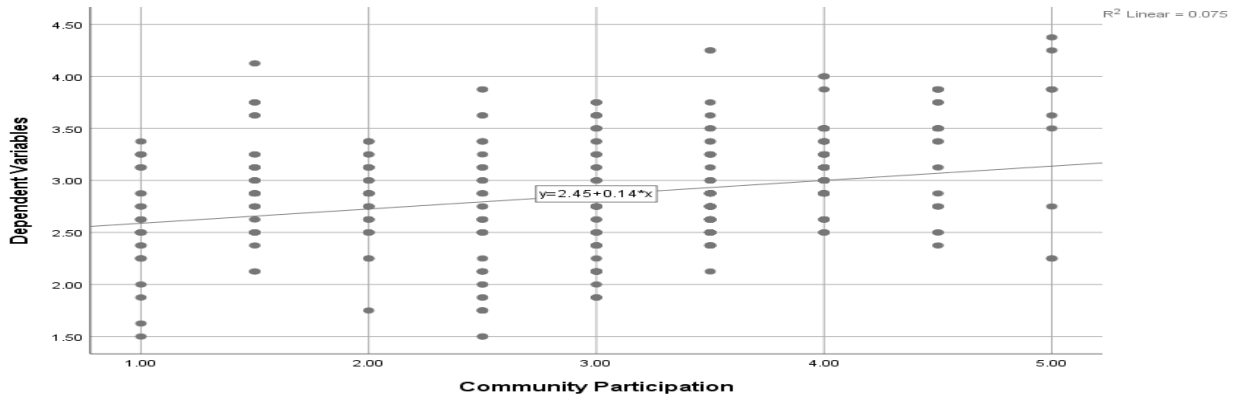
2. Linearity

This test is executed by using scatter plot; it shows the linearity between Dependent and Independent variable.

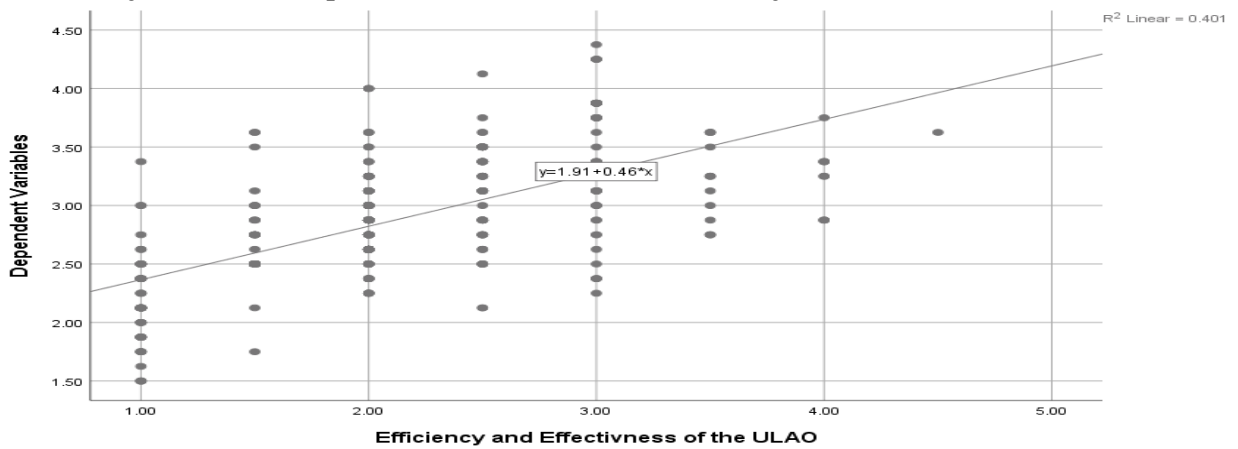
a. Linearity between Dependent variable and Accountability



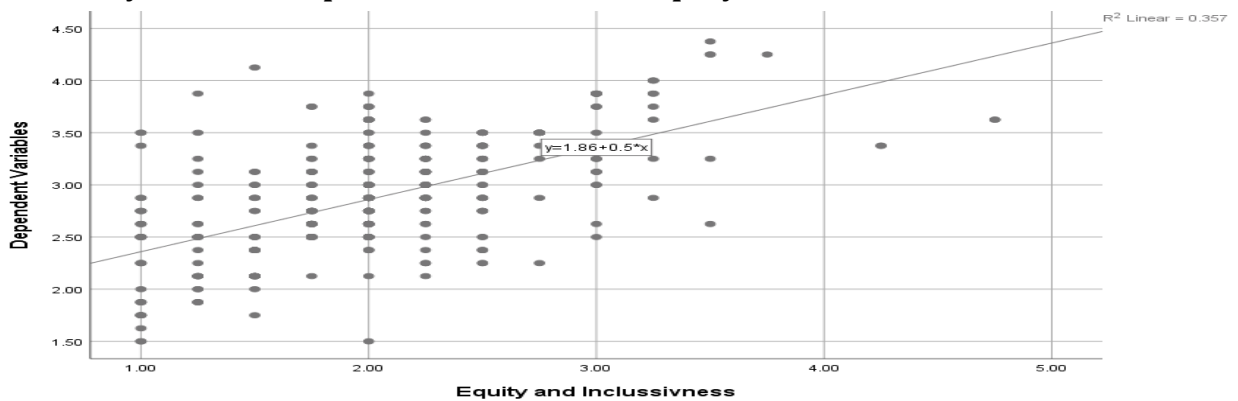
b. Linearity between Dependent variable and Community participation



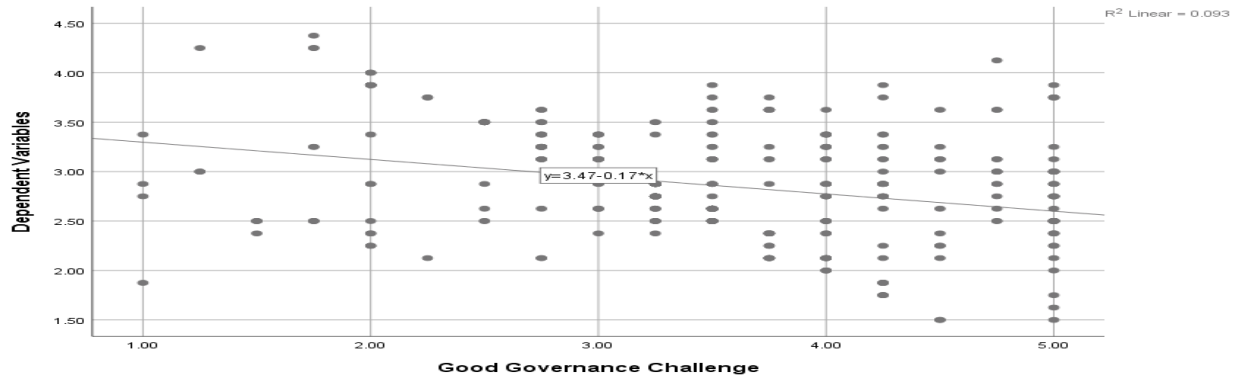
c. Linearity between Dependent variable and Efficiency & Effectiveness of ULAO



d. Linearity between Dependent variable and Equity & Inclusiveness



e. Linearity between dependent variable and Challenges of good governance



The Linearity graph of all independent variable at once with dependent variable is presented as follows:

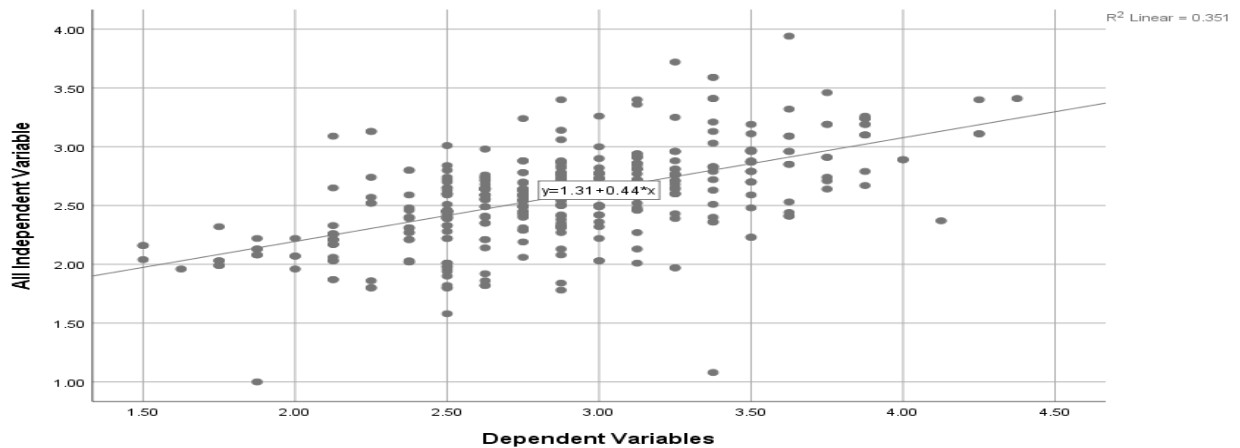


Figure 4. 22 Linearity test graph

(Source: Organized by the author, 2023)

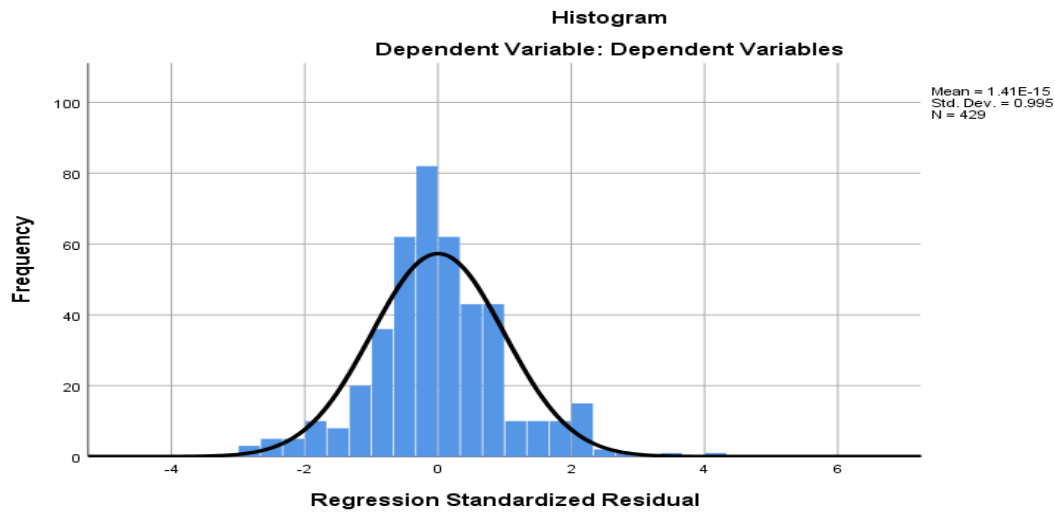
3. Normality Test

There is a graphical test for normality that reveals that the empirical distribution of the data should be bell-shaped and approximate the normal distribution (Singh & Masuku, 2014).

Normality can be checked in different ways. The researcher tests the normality using a histogram and a linear chart as follows:

As the normality analysis shows, the skewedness is not needed to be wide in this case; it is not wide; it is around 2 (two). The Kurtosis value has to be between -3 and 3. In this research, the Kurtosis value exists within the given interval. Hence, it is normal.

In addition, as indicated in the linear chart the value/dots asymptote to the linear line, this indicates the normal distribution of the data.



Using Q-Q plot test of Normality

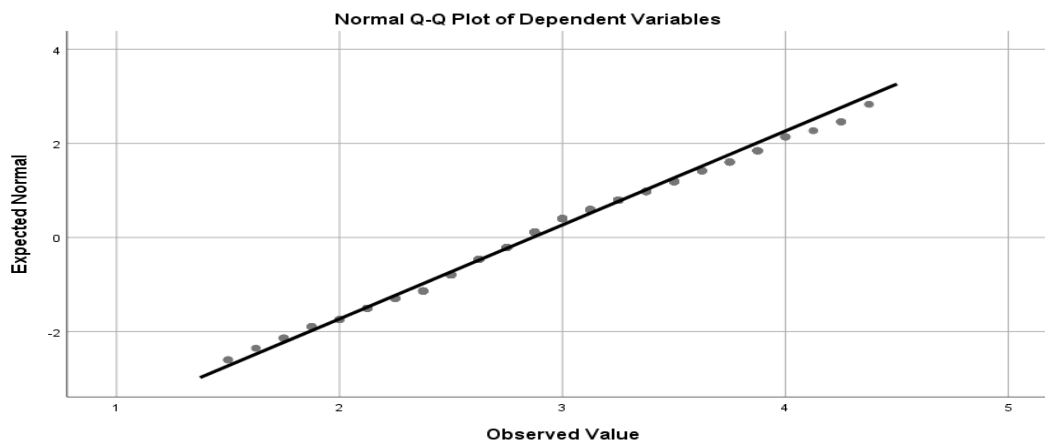


Figure 4. 23 Normality test graph

(Source: Organized by the author, 2023)

4. Autocorrelation/independence

We may use the Durbin-Watson statistic in the Model Summary box to evaluate the assumption that our residuals are uncorrelated (or independent). This figure might range from 0 to 4. This value should be close to 2 in order for the assumption to be met. Values less than one and greater than three indicate cause for concern and may invalidate your analysis (Gregoire, 2014).

As Indicated in the following chart, the Durbin-Watson result is 1.897 it is highly close to 2(two). Thus, the result shows there is no Auto-Correlation.

Table 4. 15 Auto-Correlation test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.731 ^a	.535	.529	.34374	1.897

a. Predictors: (Constant), Good Governance Challenge, Efficiency and Effectiveness of the ULAO, Community Participation, Equity and Inclusiveness , Accountability

b. Dependent Variable: Dependent Variables

(Source: Organized by the author, 2023)

5.Multi-Collinearity

To check the Multi-Collinearity VIF (Variance Inflector factor) result is used, the result which shows no Multi-Collinearity is as the value of VIF is 1 or near 1, as indicated in table below all variables has result between 1 and 2. Hence, No multicollinearity problem that is good for our assumption.

Table 4. 16 Multi-Collinearity test

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.555	.137		11.326	.000		
	Accountability	.051	.037	.061	1.372	.171	.557	1.795
	Community Participation	.047	.020	.094	2.383	.018	.708	1.413
	Equity and Inclusiveness	.244	.037	.292	6.630	.000	.569	1.758
	Efficiency and Effectiveness of the ULAO	.326	.029	.451	11.081	.000	.664	1.506
	Good Governance Challenge	-.035	.022	-.061	-1.605	.109	.757	1.322

a. Dependent Variable: Dependent Variables
(Source: Organized by the author, 2023)

6. Heteroscedasticity

To test this assumption, you need to look at the scatter plot of the output graph. This tests the Assumption of homoscedasticity, which is the assumption that the variation in the residuals (or Amount of error in the model) is similar at each point of the model and the scatter plots should Have appeared in (-3, 3) x and y-axis (Gregoire, 2015).

As it indicated in the following graph the residual is distributed throughout the graph there is no defined pattern of the distribution, the graph is appearing more random than funneled, and this assumption is probably ok and suggests the assumption of homoscedasticity has been met. this shows the amount of error of the residual is distributed uniformly. Hence, It is good Distribution and the assumption is fulfilled.

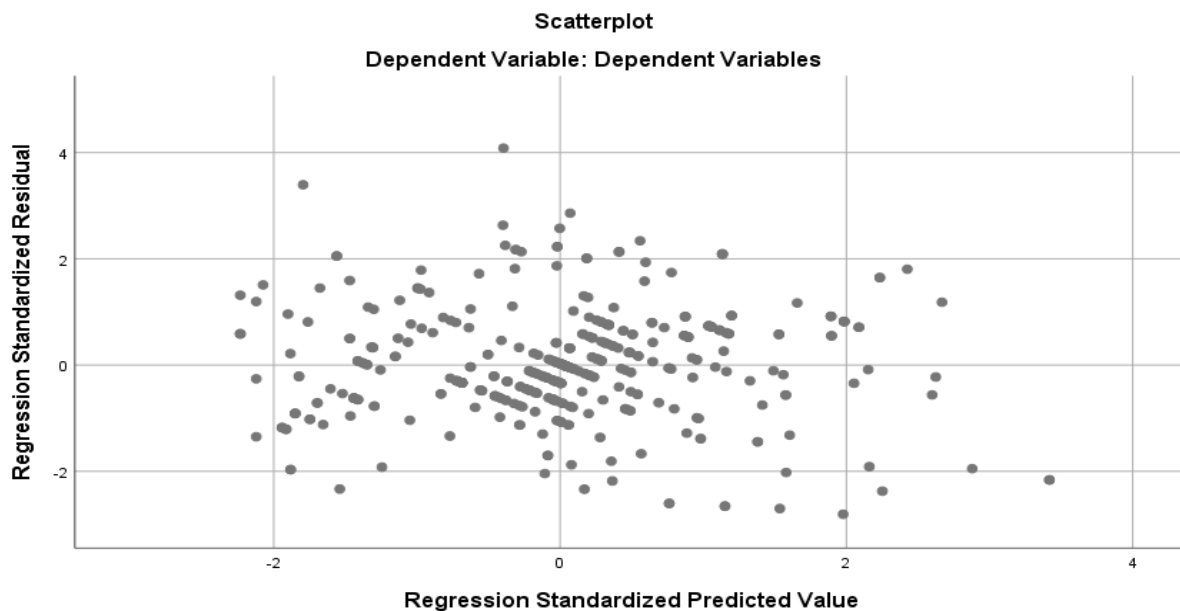


Figure 4. 24 Heteroscedasticity Test graph

(Source: Organized by the author, 2023)

4.5.2 Interpretation of Multiple Linear Regressions.

Multiple linear regressions are a model that assesses the relationship between a dependent variable and an independent variable. The simple linear model is expressed using the following equation:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \epsilon$$

Where:

- Y – Dependent variable
- X – Independent (explanatory) variables
- β_0 – Constant
- $\beta_1, \beta_2, \beta_3, \beta_4, \beta_5$ – Coefficient
- ϵ – Residual (error)

Residuals identify the deviation of observed values from the expected values. They are also referred to as error or noise terms. A residual gives an insight into how good our model is against the actual value but there are no real-life representations of residual values.

R squared in regression acts as an evaluation metric to evaluate the scatter of the data points around the fitted regression line. It recognizes the percentage of variation of the dependent variable.

1. Determining how well the model is fit

To assess how well a regression model fits the data, the following table gives the R, R², corrected R², and the standard error of the estimate:

Table 4. 17 Model summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.731 ^a	.535	.529	.34374
2	.730 ^b	.533	.528	.34410

a. Predictors: (Constant), Good Governance Challenge, Efficiency and Effectiveness of the ULAO, Community Participation, Equity and Inclusiveness , Accountability

b. Predictors: (Constant), Good Governance Challenge, Efficiency and Effectiveness of the ULAO, Community Participation, Equity and Inclusiveness

(Source: Organized by the author, 2023)

R: is the multiple correlation coefficients. R can be considered to be one measure of the quality of the prediction of the dependent variable (Dhakai, 2019). Adjusted R squared in regression acts as an evaluation metric to evaluate the scatter of the data points around the fitted regression line. It recognizes the percentage of variation of the dependent variable. R² value (also called the coefficient of determination), which is the proportion of variance in the dependent variable that can be explained by the independent variables. From adjusted R² a value of 0.529 indicates that true 52.9% of the variation in the outcome variable is explained by the predictors which are to keep in the model, and 47.1% of the variation is caused by factors other than the predictors included in this regression model, this include the other variable which doesn't included in this regression model but which considered in this research by another method.

2. Statistical significance of the model

The F-ratio in the ANOVA (in the table below) tests whether the overall regression model is a good fit for the data. The table shows that the independent variables statistically significantly predict the dependent variable, $F(4, 424) = 120.774, p(.000) < .05$ (i.e., the regression model is a good fit for the data).

Table 4. 18 ANOVA table

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	57.423	5	11.485	97.196	.000 ^b
	Residual	49.981	423	.118		
	Total	107.405	428			
2	Regression	57.201	4	14.300	120.774	.000 ^c
	Residual	50.204	424	.118		
	Total	107.405	428			

a. Dependent Variable: Dependent Variables

b. Predictors: (Constant), Good Governance Challenge, Efficiency and Effectiveness of the ULAO, Community Participation, Equity and Inclusiveness , Accountability

c. Predictors: (Constant), Good Governance Challenge, Efficiency and Effectiveness of the ULAO, Community Participation, Equity and Inclusiveness

(Source: Organized by the author, 2023)

3. Multiple regression result

If $p < .05$, the coefficients are statistically substantially different from zero, and the statistical significance of each independent variable checks whether the unstandardized or standardized coefficients are equal to 0 (zero) in the population. (Dhakal, 2019).

Table 4. 19 Regression Result

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	1.600	.134		11.968	.000	1.337	1.862
	Community Participation	.055	.019	.109	2.877	.004	.017	.092
	Equity and Inclusiveness	.259	.035	.309	7.321	.000	.189	.328
	Efficiency and Effectiveness of the ULAO	.340	.027	.471	12.369	.000	.286	.394
	Good Governance Challenge	-.038	.022	-.066	-1.738	.083	-.081	.005

a. Dependent Variable: Dependent Variables

Excluded Variables ^a						
Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance	
2	Accountability	.061 ^b	1.372	.171	.067	.557

a. Dependent Variable: Dependent Variables

b. Predictors in the Model: (Constant), Good Governance Challenge, Efficiency and Effectiveness of the ULAO, Community Participation, Equity and Inclusiveness

(Source: Organized by the author, 2023)

According to the above table, the test tells us Community Participation $P(0.004) < 0.05$, Equity and Inclusiveness $P(0.000) < 0.05$, Efficiency and Effectiveness of the ULAO $P(0.000) < 0.05$. However, Good Governance Challenge $P(0.083) > 0.05$ and Accountability $P(0.171) > 0.05$ are not significant, hence it excluded from the variable that affect urban land management in the study area. Because the other four factors are already in the model, the explanatory variables, such as a lack of accountability, are no longer meaningful. In other words, the absence of community involvement, equity and inclusivity, efficiency and effectiveness, and good governance challenges significantly contribute to the explanation of urban land management practices.

The general form of the equation to predict urban land management practice from predictors can be obtained by using the above illustration. It is as follows: $1.600 + 0.055$ (Community participation) $+ 0.259$ (Equity and Inclusiveness) $+ 0.34$ (Efficiency and Effectiveness) $- 0.038$ (presence of Good Governance Challenge) $+ 0.061$ (lack of Accountability) is the predicted value for the dependent variable if all independent variables are equal to 0.

H1: Lack of Accountability affects urban land management practices

The statistics of p-value (0.171) $\neq 0.05$ therefore hypothesis at 5% level of significance is rejected.

H1: presence of good governance challenge affects urban land management practices

The statistics of p-value (0.083) $\neq 0.05$ therefore hypothesis at 5% level of significance is rejected.

4.5.3 Discussion of the result.

When all other independent variables are maintained constant, unstandardized coefficients (Beta) show how much the dependent variable fluctuates with an independent variable (Dhakal, 2019). The expected change in the dependent variable for a one-unit increase in the independent variable is given by the regression coefficient. When all other independent variables are held constant, the β value in the β (Beta) table shows how much the dependent variable fluctuates with an independent variable.

1. Community participation in urban land management.

The land management services in the research area are impacted by the community participation, which has a p-value (0.004) and is a highly significant variable at a 5% level of significance.

When the other variables are held constant, there is a positive link between this independent variable and urban land management; the β value is 0.055. This suggests that the average weakening of urban land management practice increased by 5.5% for every rise in the community participation.

H1: Lack of Community participation affect urban land management practices

The statistics of p-value (0.004) < 0.05 and β value is 0.055 as a result Community participation affect urban land management practices, therefore hypothesis is accepted at 5% level of significance.

Urban administrations' engagement with the local population, particularly in implementing and mitigating the negative consequences of ineffective urban land management, is highly subpar and requires urgent attention for the future advancement (Udessa, 2017)

2. Equity and Inclusiveness in urban land management.

The land management services in the research area are impacted by the Equity and Inclusiveness, which has a p-value (0.000) and is a highly significant variable at a 5% level of significance.

When the other variables are held constant, there is a positive link between this independent variable and urban land management; the β value is 0.259. This suggests that the average weakening of urban land management practice increased by 25.9% for every rise in the Equity and Inclusiveness.

H1: Lack of equity and Inclusiveness affect urban land management practices

The statistics of p-value (0.000) < 0.05 and β value is 0.0259 as result equity and Inclusiveness affect urban land management practices; therefore hypothesis is accepted at 5% level of significance.

Even the town's Land Development and Management Office employees characterized it as "satisfactory." "Participation" and "Fairness and Equity" are the most problematic points on which the land administrations practice (Bekele, 2017).

According to Takele (2023) land management in the Ethiopia city equity and fairness and governance in the city is weak which leads to an abuse land delivery system, and poor land management system.

3 Efficiency and Effectiveness in urban land management.

The land management services in the research area are impacted by the Efficiency and Effectiveness, which has a p-value (0.000) and is a highly significant variable at a 5% level of significance.

When the other variables are held constant, there is a positive link between this independent variable and urban land management; the β value is 0.34. This suggests that the average weakening of urban land management practice increased by 34.0% for every rise in the Efficiency and Effectiveness.

H1: Lack of efficiency and effectiveness affect urban land management practices

The statistics of p-value (0.000) < 0.05 and β value is 0.34 as a result efficiency and effectiveness affect urban land management practices, therefore hypothesis is accepted at 5% level of significance.

This is supported by the following studies:

Evidently, there is a positive correlation between institutional inefficiencies and the prevalence of widespread corruption and lax enforcement (Koroso et al., 2021). Similar to this, institutional inefficiency contributes to weak enforcement ineffective institutions lack credibility.

The effectiveness and efficiency measurement can be applied to urban land management through; development of efficient, simplified land delivery mechanism including cadastral system, land registration mechanisms, land transactions, legal frameworks, land valuations and taxation (UN-HABITAT, 2015).

According to, Burns and Dalrymple (2008) in developing countries have witnessed that cities are unable to provide affordable urban land in sufficient quantities, particularly for the urban poor, because of the inefficiency and ineffectiveness of land management.

CHAPTER FIVE

5. CONCLUSIONS AND RECOMMENDATIONS

5.1 Conclusions

This study set out to investigate and pinpoint the issue with urban land management in the town of Sululta, Oromia regional state. According to the study's Objectives, the following conclusions about the urban land management were drawn from the respondents' perceptions, emotions, and experiences as important interview subjects.

One of the urban concerns that requires significant attention and is taken into account by several variables is urban land management. Land policy, land information, and land administration/institutional capacity such as a strong organizational structure, skilled manpower capacity, and financial and material capacity are used to gauge the success of urban land management. The office is inadequately organized to carry out urban land management and other land-related activities within its jurisdiction, and there is a gap between trained labor in the office and employees who are below the level of education. Additionally, the current land management institution in Sululta town suffers from a lack of financial and is characterized by an inadequate working material required to carry out governmental duties. This insufficient competence discourages institutions from carrying out their responsibilities and results in inefficient management. Due to this fact, the intended objectives of proper urban land management cannot be implemented easily.

The findings of the study indicate that the unexpected migration (69.5% of respondents answer migration as cause of population growth in the town) to the town is absolutely increasing the demand for urban land over time; however, the supply is still very low. This creates an imbalance between demand and supply and challenges urban land management. Since, the income and expenses of the majority of residents are almost equal and the cost of land is not affordable for most applicants, this leads to illegal land acquisition by the resident, In order to obtain land illegally, many town inhabitants have engaged in land grabbing and other illegal acts, which has had a detrimental effect on the town's procedures for collecting taxes and managing its land. There are still instances of these illegitimate landholding coincidences around the town. This also challenges urban land management highly.

The other major problem that can threaten urban land management is illegal land delivery (75.5% of respondents confirm this) and good governance challenges like corruption, bureaucracies, political interference, and poor management that are broadly practiced and hinder urban land management and are sometimes the cause of land-related disputes (particularly title deed registration with overlap of title deeds for a single plot of land). The institution lacks an efficient control framework for its good governance initiatives. As a result, the municipality is powerless to punish such dishonest employees. In a similar vein, the municipality does not reward hardworking employees.

The community was insufficiently involved in the planning, decision-making, and dispute-resolution procedures that were carried out without their active participation. Urban land administration best practices were not followed, and there was a severe lack of equality and community inclusion. Access to information and service delivery fairness are both at very low levels. Inadequate land registration systems, informal land transactions, discriminatory treatment, poor control and follow-up methods for the growth of informal settlement, faulty land policy implementation, and information accessibility issues are the result of this.

There are laws, proclamations, and policies governing land management and administration. However, the problems associated with land management have not yet been fully resolved. This is due to the fact that experts have frequently exploited the rules, and occasionally there is a gap in their application. Inconsistencies between the real condition of the area and policy are also present.

Systems for maintaining land information are crucial for managing urban land. It ensures that city officials and policymakers make decisions that are trustworthy and truthful. However, the Sululta town land information recording system is nearly entirely manual, making it challenging to manage the records. The documents are kept on shelves and arranged into folders for pertinent cases according to department. Since Sululta Town lacks a centralized database system that consolidates all information into one system, this system might not be able to give customers enough accurate information. The system becomes more difficult to manage as a result of this.

The purpose of this study was to pinpoint the problems to effective land management in the research region. The results of the multiple linear regression model showed that the weakening of land management practices is the dependent variable, and that there is a significant relationship

between the independent variables (Accountability, Community Participation, Equity and Inclusiveness, Effectiveness, and Efficiency of ULAO, and Good Governance Challenges). We can therefore state with confidence that the absence of community involvement, a lack of equality & inclusiveness and a lack of effectiveness and efficiency in ULAO are the main reasons impeding the practice of urban land management in Sululta town.

5.2 Recommendations

Based on this study, Sululta town in the Oromia Regional State faces significant Problems to effective urban land management. The analysis's findings lead to the following suggestion for future enhancements to the current state of urban land management practice:

- ❖ The Sululta town ULAO should have to give full attention to fulfilling the skilled manpower, financial, and material needs of their office.
- ❖ The Oromia Urban Land Development and Management Agency should pay extra attention to drafting laws from the proclamation and regulations for the Oromia special zone around Finfinne because the area has unique characteristics and is subject to different stimuli than other areas. This is because the agency is in charge of administering urban land in this area.
- ❖ The analysis of this research indicates a high imbalance between demand and supply of urban land, particularly for residential purposes. Hence, the municipality should have to balance this by setting appropriate procedures for acquiring housing land and by stopping illegal land delivery practices in the town.
- ❖ The office should be required to effectively manage, oversee, and regulate the staff in order to guarantee the effectiveness and efficiency of the service.
- ❖ The municipalities must involve community members or community representatives in planning, land delivery processes, and land-related dispute resolution issues.
- ❖ Sululta Town ULAO should have to change the current manual data recording and holding mechanism and make clear, safe, centralized, and computerized land-related information records.
- ❖ The municipalities must correct the issue of equity and inclusiveness for all communities in service delivery and accessibility of information.
- ❖ The Sululta town municipalities should have to review and comment on the urban land policy and proclamation to fit the actual condition of the area and the gap it has by involving the relevant stakeholders in the town, community representatives, and investors.
- ❖ The area's informal settlement management is demolishing, as evidenced by the data collected. However, this is not supported by the law. In order to ensure proper land management, it is advised to practice measures with legal support, such as pre-control, legalization, and penalties.

- ❖ Finally, this study analyzes the issues that prevent the study area from having proper urban land management. In addition, additional factors should be discovered by additional research in the field. Therefore, I advise the towns to carry out additional thorough investigations in this field and to take corrective action to lessen the difficulties there.

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ANNEX

ANNEX I

Article

FACTORS AFFECTING URBAN LAND MANAGEMENT SYSTEM: A CASE STUDY OF SULULTA TOWN

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Abstract

This study analyzed the urban land management problems of Sululta town and also examined the factors affecting those practices. The major goal of this study is to identify the variables influencing urban land management in the study area by taking into account the important drivers and their impact on the variables related to land management. To do this research, both primary and secondary data types were used, and the data were gathered from different sources using various methods. The primary survey instruments used in this study were questionnaires and interviews. The result of the study revealed that urban land management practice is hindered by the Institutional capacity gap, a legislation and implementation gap, community participation, presence of a good governance challenge, equity and inclusiveness in all societies, and efficiency and effectiveness in urban land administration. Finally, the researcher recommends the reconsideration of the administrative structure of land management, proper implementation of the land-related law, paying attention to the high growth of population and the increase in land demand in the town, and the administration should have to change the current manual data recording and holding mechanism and make it clear, safe, centralized, and computerized to solve the currently shown problems and make a good and effective land management system.

Key words: Urban land, Land management, Land Administration, Land Policy, Land Information, urban Expansion, Land Registration

1. INTRODUCTION

Land management is the process of managing the use and development of land resources and the process by which a country's resources are put to good effect (75). Inadequate legal, administrative, and institutional frameworks for land governance are major land management challenges in Africa (13). This has been evidenced by the lack of comprehensive land policies and the failure to implement land laws, as well as weak and manually operated land information systems, insufficient coordination among government institutions, and low human, institutional, technological, and financial capacity. Land management includes the formulation of land policy, the preparation of land development and use plans, and the administration of a variety of land-related programs (26).

Land management practices aimed at maximizing social welfare contribute unintentionally and indirectly to the challenges cities have in providing enough serviced land for people, businesses, public uses, and services. A land management strategy that protects sensitive resources while also facilitating the urban land market will be required to balance environmental and urban development goals (44). Sound urban land management is fundamental to achieving sustainable development (42).

According to (4) constitution, only the state and citizens are legally permitted to own both rural and urban land as well as natural resources. The unalienable right to land belongs to all of Ethiopia's nations, peoples, and ethnic groups as a whole. It is actually guaranteed that peasants in Ethiopia will get a free allotment of land and won't be evicted from their houses.

Inefficient urban land management can result in wastage of land, uncontrolled informal settlements, and ineffective land information system (17). As (19) confirmed that poor land information system practiced in towns shown as one of the challenges to practice good land management system. In addition inefficient human resource in terms of skill and quantity is also another challenge to improper implementation of land management policies and programs.

Cities in many developing nations suffer from a variety of land management issues that impede their ability to develop sustainably. Rarely does a comprehensive urban land policy exist that considers the operations of all the organizations involved in land management. In the absence of necessary financial resources, particularly at the municipal level, there is inadequate institutional

and professional competence to manage land. Additionally, time-consuming processes and complicated land rules are impeding quick and economical fixes. Urban land management must combine good governance principles like efficiency, accountability, and transparency to address these issues (12).

Sululta town administration is one of the newly emerged towns as Oromia Special Zone around Finfinne, and currently it is the town that is influenced by different factors of urban challenges and also responsive to various stimuli. As (15) confirmed, the absence of land provision through public housing is also a big challenge, and self-help housing and squatting are recognized as the only means available to fulfill the immense demand for housing. In addition, the insecurity of land tenure has been poorly administered and managed.

The main objective of this study is to analyze the urban land management problems and examine the factors affecting urban land management in Sululta town

The study has analyzed urban land management problems and examined the factors that hinder the implementation of proper land management in detail, so that the findings of this research will have the following significance; Firstly, the study would be good input for the town Administration to understand the problem that hinder the proper urban land management of the town and take remedial action and address the gap aspect. Secondly, this study would be a good reference to know the major problems affecting land management in town and will create insights for the readers on the factors that affect urban land management in a newly developed town. Finally, Future researchers can better understand the unique characteristics of Sululta town's urban land management problem, which is responsive to various stimuli.

Even though there are many variables that influence urban land management, the considered variables are accountability, community participation, equity and inclusiveness of residents, effectiveness and efficiency of urban land administration, coordination of ULAO, good governance challenges, mobility of people (migration), etc., which many researchers believed were more important.

2. LITERATURE REVIEW

The literature review explores the theoretical foundations and driving forces of urban land management analysis, identifying research gaps and recommending various methodological strategies and tools.

Urban land, a small part of Earth's surface, is crucial for human population and economic activity, comprising almost half of the world's population and over half of the world's economic activity. (17). Urban areas in developing countries face rapid growth, requiring effective planning and management for expansion, functional specialization, cultural expression, and sustainability. (10). Land management involves policy formulation, development plans, and program administration. Urban land management is crucial for urban populations, especially in less developed nations like Ethiopia, where urban populations are rapidly growing. (20)

Ethiopia's urban land administration system, characterized by unclear policies, weak institutions, lack of transparency, limited public participation, and capacity challenges, presents potential entry points for corruption. (65).

Urban Land Management Feature

Land management activities consist of land policies, information infrastructures, and administrative infrastructures for sustainable development, with institutional arrangements evolving over time for better policy implementation and governance. (66).

Urban land management in developing countries faces challenges like state capture, corruption, unclear policies, weakened capacity, improper governance, and a deficient information system, hindering sustainable development. (8)(24).

The (4) asserts that Ethiopians and the state have exclusive rights to land, natural resources, and other land-related property. *"right to obtain land without payment" for "Ethiopian peasants" for grazing and cultivation purposes as well as a right to be "protected against eviction from the possessions". The article further stipulates that any transfer of land is prohibited and "shall not be subjected to sale or other means of exchange"*

According to (25), to report on Ethiopia Land Policy and management Assessment, the Ethiopian land management and administration practice faces the program inconsistency, Capacity challenges, ineffective monitoring and evaluation and poor public awareness.

Ethiopia's nationalization of urban properties in 1975 led to the establishment of various legal frameworks and agencies, including current land laws, regional constitutions, and regional constitutions, which address compensation, administration, and registration issues. (67)

The FDRE governs urban land through the urban land leasehold law, amended three times since 1993. Other urban land-related laws aim to promote efficiency, but gaps exist in the law and enforcement, making it challenging to achieve good governance. (51).

Land information systems are crucial for efficient land administration, gathering, and processing, storing, and disseminating information on land rights. They provide a secure foundation for the purchase, use, and disposition of land rights, ensuring transparency and trustworthiness for all interested parties. (68).

According to (27), Urban land management struggles with inadequate land information systems, hindering tax collection and infrastructure provision due to inability to identify and document unauthorized developers and squatters. To undertake land management, so necessary in developing areas, information about the land is needed.

According to (69), Land management involves sustainable development, environmental, economic, and social aspects. Professionally, land consolidation or readjustment, particularly in urban areas, have historically been significant elements of land management. Urban land administration involves recoding, inventorying, and disseminating information about land ownership, value, and use, including surveying and description of land parcels to support the land market. (49).

Challenges of Urban Land Management

Municipalities in Ethiopia manage urban land, managing competing interests due to conflicting interests in ownership and use, making it a challenging task for planning and governing organizations (11).

Institutional capacity is crucial for government policies' success, but limited individual, institutional, and systematic capacities can hinder a developing country's commitment to sustainable land management (47).

The urban land management industry suffers from a lack of accountability, transparency, and information availability, leading to mismanagement and confusion, resulting from a lack of ongoing public discussion and consultation. (8).

Sustainable urban land management requires a participatory approach to align with societal requirements. Poor land-use planning indirectly impacts society, leading to unauthorized solutions and social unrest. Master plans often face opposition or lack proper implementation preparations, causing further challenges (70).

Efficiency measurement can improve urban land management by developing simplified land delivery mechanisms, partnering with private and nonprofit sectors, regulating public services, providing services for the poor, promoting integrated planning, and improving local revenue collection efficiency from land and building taxation. (71)

Urban land governance is crucial in developing countries, as weak governance leads to increased property rights insecurity and bribery and corruption in land management activities. Studies conducted by (72) in developing countries, cities struggle to provide affordable urban land, especially for the urban poor, due to inefficient land management.

Driving factors of urban land management problems

Land supply in developing Asia is primarily supplied by the government, causing a lag in demand due to limited governmental capacities. (73).

The increasing land demand in developing countries is hindered by budgetary constraints, affecting urban land development and services, slowing economic growth and hindering urban development in these nations. (34).

Informal settlements significantly contribute to the city due to lack of resources for investment and access to conventional housing. (22). Land specialization can lead to a "bubble" in the property market, causing financial crises when lenders fail to recover loans, and property speculators struggle to recover loans. (74)

Urban Land Management Trend in Ethiopia

Urban land management uses various legal instruments, including condominium proclamations, urban plan proclamations, revised leasehold proclamations, and holding registration proclamations, with regional states utilizing federal-level laws. (54)

The 1995 constitution facilitated the development of land administration legal frameworks at federal and regional levels, with proclamations 456/2005 replacing 89/1997 for rural land administration and expropriation and compensation objectives. (37).

Land tenure in Ethiopia has undergone dramatic shifts from feudalistic systems under the monarchy of Emperor Haile Selassie (1930-1974) to socialist land policies under the Derg military government (1974-1991), to the current system under the Ethiopian People's Revolutionary Democratic Front (EPRDF) who took control in 1991. This has left populations uncertain about their rights. (14).

Today, Ethiopia's land administration is seen as a major source of concern given the country's level of poverty and development. Article 40 of the Federal Democratic Republic of Ethiopia (FDRE) Constitution deals with "Right to property" provides details about land rights in Ethiopia. (4) of the Constitution answers the core question of land ownership issue in Ethiopia:

'The right to ownership of rural and urban land, as well as of all natural resources, is exclusively vested in the State and in the peoples of Ethiopia. Land is a common property of the Nations, Nationalities and Peoples of Ethiopia and shall not be subject to sale or to other means of exchange'

3. RESEARCH METHDOLOGY

Overview of the Study Area

This study examines urban land use management issues in Sululta town, located in the Oromia special zone. Established in 1929, it served as the capital from 1934 to 1955, and later became a reform town in 1999. Astronomically located on latitudinal 09⁰ 1784' and longitudinal 038⁰ 7579'. The town covers about 10,424 hectares of a reserved total area that was actually urbanized and the population of the town is estimated to be 129,843 from projected data. (2).

The map of study area

Ethiopia & Oromia Region



Oromia Special Zone



Research Design

This study analyzes the urban land management problems of Sululta town. To achieve the research objective, the study had been an explanatory and descriptive research design. This study utilized questionnaires and interviews to assess land management issues in Sululta town. Samples were collected from all four kebeles, and secondary data from the ULAO, municipality, and cadaster office was used to assess the town's urban physical condition. The gathered data was processed using IBM SPSS 25 software analyzed using descriptive statistical techniques supplemented by graphs and charts. The research has typically been carried out in a systematic and sequential manner.

This study analyzed the urban land management problem in Sululta town using a combination of descriptive and explanatory research methods. Descriptive research was used to create a database of community traits and connections, while quantitative methods were used to understand the subjective aspects of the problem. The qualitative approach was used to explain the characteristics of the area and address gaps in viewpoints.

This study utilizes primary and secondary data from real-world sources, including site observation, interviews, questionnaires, and community surveys, to investigate the situation in the study area.

Sampling Techniques

The study utilized random and non-random sampling techniques to gather primary data from urban land administration personnel and community members in Sululta town administration. Non-random sampling was used to select key staff and high-administrator officials.

This study uses a formula to determine the representative sample size of 129,843 people in Sululta town, based on the 2014 E.C. socio-economic report, considering the large population and margins of error in statistical samples.

There are numerous approaches, incorporating a number of different formulas, for calculating the sample size for categorical data. Hence the researcher used the (50) formula:

$$n = \frac{N}{1 + Ne^2} \quad n = \frac{129,843}{1 + 129843(0.05)^2} = 398.77 \approx 399$$

The study used a 95% confidence level, affecting the calculation of the sample size and population size, ensuring reliable test results.

The study interviewed town and urban land administration high officials and collected 429 data through questionnaires, a large sample size that accurately represents the population.

Data Analysis Methods

Data analysis is a crucial method for solving research problems and making inferences. This study used software like Microsoft Excel and SPSS version 25 to analyze urban land management problems. Quantitative descriptive analysis was conducted using descriptive tools like frequency,

percentage, and mean. Inferential statistics and a multiple linear regression model were used to understand the statistical significance of factors influencing urban land management practice. Qualitative data was analyzed through contextual reviews and descriptive narratives, examining policy implementation gaps, urban land administration structure status, and system capacity. Both textual and visual representations were used to display the data.

Reliability refers to the consistency of a measurement technique and the stability of the score received over time and different contexts. It is often used to gauge test takers' internal consistency. A good α coefficient is arbitrary and depends on theoretical knowledge. A minimum between 0.65 and 0.8 is recommended, with a cronbach's alpha of 0.74 for highly reliable data.

The study utilized survey questionnaires, consulting advisors, and experts to gather data from offices and community members in Sululta town. The respondents, who are professionals or experts in their respective programs, ensured data validity and trustworthiness.

4. RESULT AND DISCUSSION

The analysis largely focused on the difficulties in managing urban land, including institutional capacity, land information systems, and good governance challenge, transparency and accountability, community participation, Inclusiveness & equity and Effectiveness & efficiency. Tables, charts and figures were used to support the interpretation of the data. The chapter concluded with an analysis of the urban land management.

Urban Land Management Practices and Challenges

The survey reveals challenges in urban land management due to ineffective ULAO, equity issues, and governance challenges, affecting administration, information, and policy implementation in the town.

Sululta town's land administration system is divided into two offices: Urban land Administration Office and Cadaster Office, each focusing on urban land preparation, compensation, property audit, land transfer, service delivery, and information holding.

4.3.2 Institutional Capacity

The town government's land management and usage office is understaffed, with 56 employees, 70% of the required 80. This shortage has led to employees being moved between different job

processes and additional staff working on additional tasks. The skilled human power gap hinders sectors and social groups from achieving management goals due to their inability to perform duties and resources.

The 2015 budget year's budget from the government and town municipality was 15,390,599 ETB, but the delivered budget was 7.8% less than the requested budget, with a decrease throughout the years. The town administration neglected improving the office's administration capacity, leading to budget gaps for officer training, supplies, manual documentation, and uncomfortable office setups. This results in ineffective land management techniques. The financial gap did not cause the entire problem, suggesting a proper budget usage and implementation gap.

4.3.3 The Existing Urban land Policy and Implementation Gap

The research interviewer reveals a gap in urban land policy, primarily due to property ownership issues before marriage and post-divorce conflict, which hinders effective land-related conflict management in the town.

Ethiopia's government has decentralized urban land administration to regional governments, despite debates over ownership and tenure regimes. The government is not yet ready to legalize private property rights inland, resulting in a lack of comprehensive land policy formulation.

Leasehold proclamation 721/2011 outlines termination of leaseholds and usage of urban land lease holdings. However, key informants in Sululta town, report difficulties in implementing these policies, especially for investment land. The city has not implemented these policies in the past due to poor management and governance issues. Additionally, the proclamation allows for extended commencement and completion periods for construction projects, but these are updated continuously, regardless of the law's limits. This is attributed to poor management, unstable staff, and an inconsistent management framework in the ULAO. The implementation of these policies in Sululta town town remains a challenge.

“A lease of urban land shall use the land for the prescribed purpose within the period of time stated in the lease contract.”

4.3.4 Urban Land Management Practice in the Land Information System.

The research identifies the lack of a land information system in Sululta Town, Ethiopia, through primary and secondary data from key informants and the town's cadaster office. The manual record-keeping and lack of a centralized database system complicate the system and make management challenging. The 2016 World Bank study confirms Ethiopia's insufficient capacity for public knowledge distribution on land factors. The most recent data is in-depth, and key informants are creating the primary information system.

The survey shows that 31.7% of respondents disagree with a fast and simple land registration system, 32.2% disagree, 0.9% strongly agrees, 7.5% agree, and 27.7% neutralize the issue. Lack of digitization complicates accessing land ownership information, resulting in limited results.

The Sululta town administration's land registration system is ineffective due to implementation gaps, financial constraints, skilled labor shortages, material/technological limitations, and managerial constraints. The current system, which includes property information, cadaster plans, and land usage or infrastructure, does not cover every plot and is not contained within a single database system. This makes it difficult to provide complete property information, a certificate of ownership, resolve land disputes, and transfer and hold urban land illegally. The Cadaster office has been formed independently to drive the system.

4.3.5 Urban Land management in land Acquisition system.

The lease hold and Old Possession hold systems were methods of owning land in the official land delivery system. One of the towns in the Oromia national regional state that uses the lease system for official land distribution is Sululta.

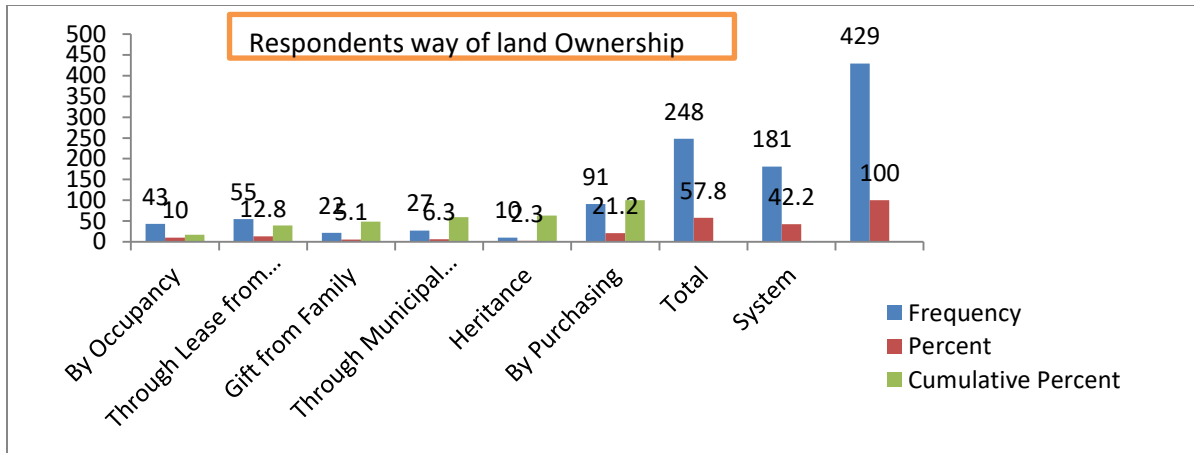


Figure 4. 25 Way of land ownership

One may simply deduce from the way of land acquisition that land transaction takes place initially and is one of the most significant methods of land acquisition in Sululta town. According to the key informants of the interview’s response, this problem is associated with an unexpected increase of population, high demand and the capacity of the municipality to deliver land through the formal way of the land delivery system.

(8) suggest that the informal peri-urban land market in Ethiopia is driven by the inability to obtain urban land through regular entry. The lease proclamation of 721/2004 increased informal settlements to maintain government control.

According to an examination of the survey data, inhabitants were discouraged from using the formal land purchase procedure due to bureaucracy, corruption, etc., which is proved by the analysis in this study, which finally compelled them to use the informal land market and create informal settlements.

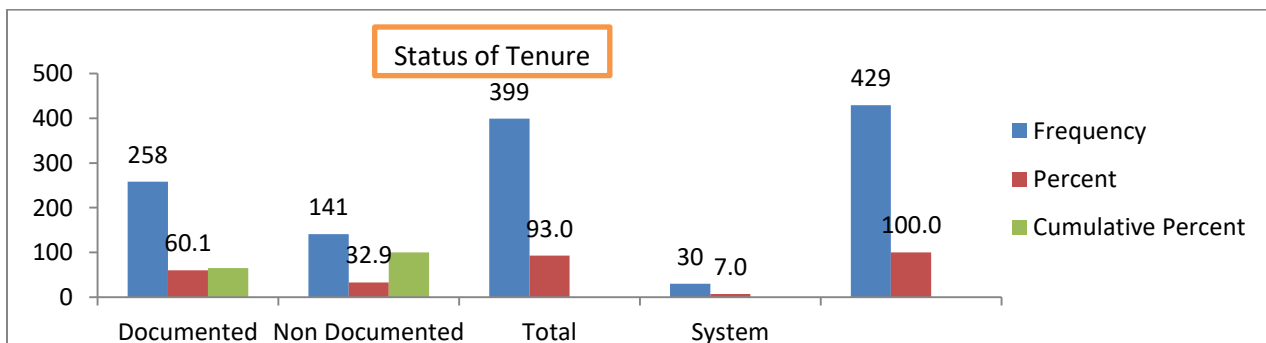


Figure 4. 26 Tenure status

4.4 Driving factors and problems in Urban land Management System

4.4.1 Mobility of Population

According to the primary data from community homes who responded to the survey, the Originality of town's population is responded by the question, how you come to this area?, as the following table shows most of the migration is dominated from other town which is 61.2% migrate from other town, 18.5 migrate from the rural area. Hence Migration to the town is very high.

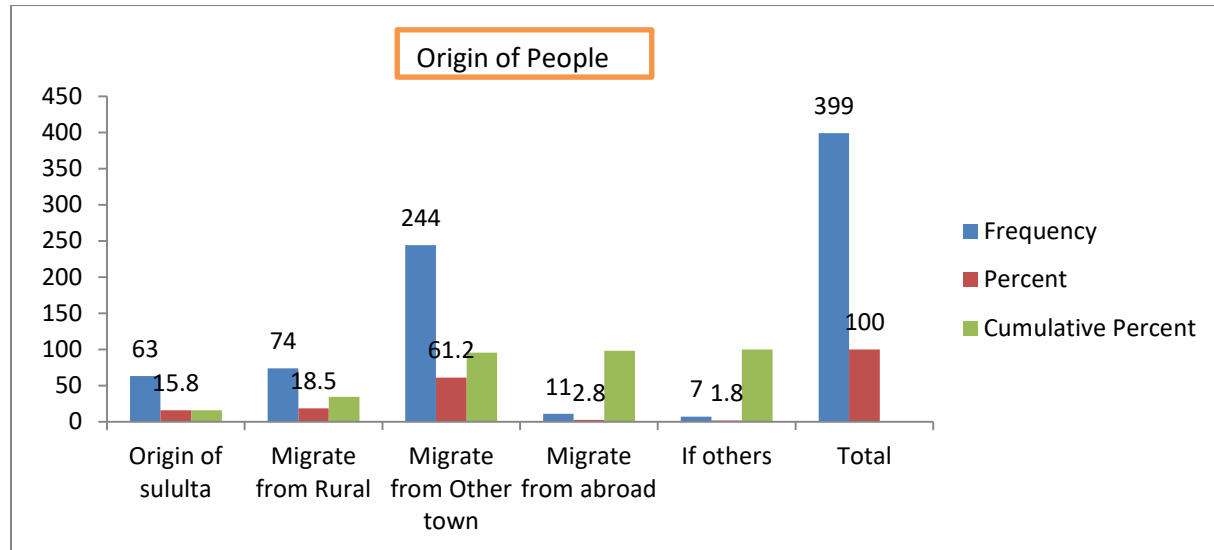


Figure 4. 27 Origin of the People

4.4.2 Urban land demand and supply

Sululta town's land supply and demand are imbalanced due to high demand from households, migration, and peripheral expansion. A senior municipal official suggests reducing residential land area from 200 m² to 140 m² to meet public demand.

Table 4. 20 Statistics of Plot of land in the town

No.	Main Work	Measurement	Current Status
A	Service Type		
		Residential	
1		Parcel	41,027
		Hec.	3,142.24
2	Commercial	Parcel	621
		Hec.	143.21

(Source: Sululta town Cadaster Office, 2023)

In 2023 G.C., 41,027 households in the town had 41,027 plots, with 40.1% in rental or family relations, indicating a high demand gap. However, there is no significant gap in investment land supply. Experts attribute the land supply-demand imbalance to rising population, security concerns, and insufficient preparation by the municipality. The increased value of land is due to the municipality's lack of responsibility and transparency.

4.4.3 Land-Related Conflicts

The Sululta Town Court provided the information on land-related disputes. The information was gathered entirely from secondary sources (2)

As is evident, there are an increasing number of land use issues in Sululta town that have been reported. Thus, there were 265 (two hundred sixty five) documented incidents of land-related conflicts in the year 2012 E.C., 188 (one hundred eighty eight) of which were resolved, and the remaining 77 (seventy seven) of which were transferred to the next year. In the year 2013 E.C., there were 282 reported cases, of which 215 were resolved, and the remaining 62(sixty-two) cases, were transferred to the next year. The number of reported instances climbed to 317 (317) in the year 2014 E.C., but only 259 (259) of those cases were resolved, and the other 58 (58) cases were carried over to the following year.

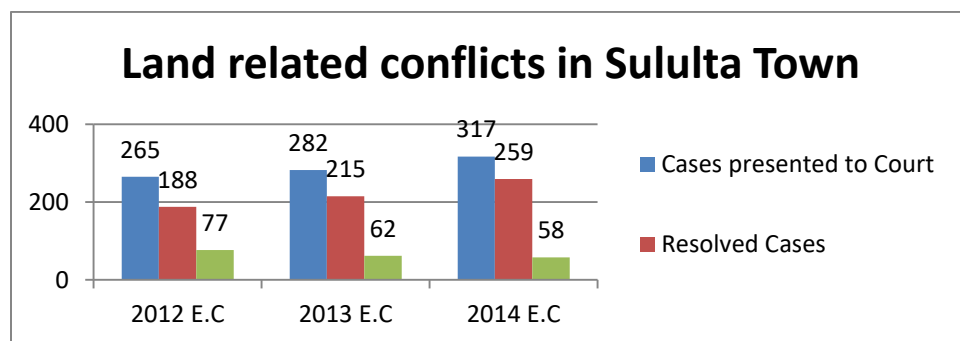


Figure 4. 28 Land related dispute status

(Source: Organized by the author, 2023)

As a result, it is evident and accepted that there are a rising number of land-related disputes being brought before the court, which is a major problem for the town's court. The town's land use dispute cases are primarily due to the ULAO's land information system management, including title deed registration, property line violations, and informal land transactions. Correcting the

information system gap in urban land administration offices can mitigate these issues and improve land management.

4.4.5 Involvement of the community in Urban Land Management.

As it indicate in the following table of primary source data, About the community was involved in land delivery process the mean value of the response indicates 2.81for the likert-scale question, which drops under the disagree scale. Regarding to the community participation in land related dispute resolution, the mean value for the same response indicates 3.24, which is under the agree scale. Finally, for the question of, is there participation of community in the land management process and planning of the town? Approximately 42.6% of the respondents answer “Yes” and the remaining 57.4% answer “No”; this indicates the majority doesn’t agree with the idea.

Key informants argue that government officials make urban land administration decisions without community involvement in land delivery, conflict resolution, or planning processes. Traditional customs of dispute resolution apply to land disputes, limiting community participation in the land management process. This results in a lack of smooth relationship between society and municipalities in the research area.

Table 4. 21 Community Participation

		Statistics		
		Community members are involved in the land delivery process.	Community members are well involved in dispute resolution on land.	Is there community participation in the land management process and planning of the town?
N	Valid	429	429	399
	Missing	0	0	30
Mean		2.81	3.24	1.57
Std. Deviation		1.242	1.268	0.495

(Source: Organized by the author, 2023)

4.4.6 Urban Land Management Practice in the Fairness of the Service Delivery and Accessibility of Information.

The survey results show a mean value of 1.89 for housing land access through the town municipality, 0.881 for information accessibility and fairness, 1.88 for land cost affordability, and

2.07 for compensation for community members who lost their land holdings. The responses also indicate a strong disagree and disagree interval and a frequency distribution value, confirming the findings. The researcher found unfair remuneration and exorbitant costs for land service customers at the ULAU office, indicating ineffective and deficient land administration processes.

Table 4. 22 Equity and Inclusiveness status

		All community members in the town have equal access to Housing land.	All community members in the town have equal access to land information without discrimination.	A fair compensation paid to all community members who have lost their land holdings.	The cost of land access is affordable to most applicant community members.
N	Valid	429	429	429	429
	Missing	0	0	0	0
Mean		1.89	1.88	2.07	2.50
Std. Deviation		0.881	0.817	1.012	1.076

(Source: Organized by the author, 2023)

4.4.7 Good governance challenges

The study reveals that good governance challenges are inversely proportional to proper urban land management practice. Primary data from respondents confirms the presence of corruption, bureaucracy, political interference, and poor management in the ULAO. Corruption is found to be prevalent, while bureaucracy is also present. Political interference and poor management are also observed as indicated from their mean which drops under Agree interval from the likert scale data . The study concludes that the presence of good governance challenges is highly observed by the community, hindering proper urban land management.

Table 4. 23 Good governance challenges

		Corruption	Bureaucracies	Political interference	Poor management
N	Valid	429	429	429	429
	Missing	0	0	0	0
Mean		3.78	3.36	3.10	3.64
Std. Deviation		1.155	1.254	1.226	1.095

(Source: Organized by the author, 2023)

4.5 Regression Analysis.

In this portion, the researcher performs the relation of independent variables and dependent variable, for the variable which fulfills the basic assumption of regression the linear regression is executed under this section. In this study regression analysis was used to test the effect of lack of Accountability, Community participation in urban land management process, Equity and Inclusiveness, Effectiveness and Efficiency of ULAO and Challenges of good governance (Corruption, Bureaucracy, Political Influence and poor management) on urban land management practices.

4.5.1 Assumptions Tests

In this model, assumptions such as Correlation, linearity, multicollinearity, heteroscedasticity, autocorrelation/independence, and normality must be tested. All tests are executed by using SPSS-25. All tests are verified.

4.5.2 Interpretation of Multiple Linear Regressions.

Multiple linear regressions are a model that assesses the relationship between a dependent variable and an independent variable. The simple linear model is expressed using the following equation:

$$Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + \beta_5X_5 + \epsilon$$

1. Determining how well the model is fit

To assess how well a regression model fits the data, the following table gives the R, R², corrected R², and the standard error of the estimate:

Table 4. 24 Model summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.731 ^a	.535	.529	.34374
2	.730 ^b	.533	.528	.34410

a. Predictors: (Constant), Good Governance Challenge, Efficiency and Effectiveness of the ULAO, Community Participation, Equity and Inclusiveness , Accountability

b. Predictors: (Constant), Good Governance Challenge, Efficiency and Effectiveness of the ULAO, Community Participation, Equity and Inclusiveness

(Source: Organized by the author, 2023)

R is a measure of the quality of a dependent variable's prediction. Adjusted R squared in regression evaluates data points' scatter and the percentage of variance in the dependent variable. A 0.529 adjusted R2 value indicates 52.9% of variation in the outcome variable is explained by the model's predictors, while 47.1% is caused by factors other than the model.

2. Statistical significance of the model

The F-ratio in the ANOVA (in the table below) tests whether the overall regression model is a good fit for the data. The table shows that the independent variables statistically significantly predict the dependent variable, $F(4, 424) = 120.774$, $p(.000) < .05$ (i.e., the regression model is a good fit for the data).

3. Multiple regression result

If $p < .05$, the coefficients are statistically substantially different from zero, and the statistical significance of each independent variable checks whether the unstandardized or standardized coefficients are equal to 0 (zero) in the population (76).

Table 4. 25 Regression Result

		Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	1.600	.134		11.968	.000	1.337	1.862
	Community Participation	.055	.019	.109	2.877	.004	.017	.092
	Equity and Inclusiveness	.259	.035	.309	7.321	.000	.189	.328
	Efficiency and Effectiveness of the ULAO	.340	.027	.471	12.369	.000	.286	.394
	Good Governance Challenge	-.038	.022	-.066	-1.738	.083	-.081	.005

b. Dependent Variable: Dependent Variables

Excluded Variables ^a						
Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance	
2	Accountability	.061 ^b	1.372	.171	.067	.557
a. Dependent Variable: Dependent Variables						
b. Predictors in the Model: (Constant), Good Governance Challenge, Efficiency and Effectiveness of the ULAO, Community Participation, Equity and Inclusiveness						

(Source: Organized by the author, 2023)

According to the above table, the test tells us Community Participation $P(0.004) < 0.05$, Equity and Inclusiveness $P(0.000) < 0.05$, Efficiency and Effectiveness of the ULAO $P(0.000) < 0.05$. However, Good Governance Challenge $P(0.083) > 0.05$ and Accountability $P(0.171) > 0.05$ are not significant, hence it excluded from the variable that affect urban land management in the study area. Because the other four factors are already in the model, the explanatory variables, such as a lack of accountability, are no longer meaningful. In other words, the absence of community involvement, equity and inclusivity, efficiency and effectiveness, and good governance challenges significantly contribute to the explanation of urban land management practices.

The general form of the equation to predict urban land management practice from predictors can be obtained by using the above illustration. It is as follows: $1.600 + 0.055$ (Community participation) $+ 0.259$ (Equity and Inclusiveness) $+ 0.34$ (Efficiency and Effectiveness) $- 0.038$ (presence of Good Governance Challenge) $+ 0.061$ (lack of Accountability) is the predicted value for the dependent variable if all independent variables are equal to 0.

H1: Lack of Accountability affects urban land management practices

The statistics of p-value (0.171) $\neq 0.05$ therefore hypothesis at 5% level of significance is rejected.

H1: presence of good governance challenge affects urban land management practices

The statistics of p-value (0.083) $\neq 0.05$ therefore hypothesis at 5% level of significance is rejected.

4.5.3 Discussion of the result.

When all other independent variables are maintained constant, unstandardized coefficients (Beta) show how much the dependent variable fluctuates with an independent variable (76). The expected change in the dependent variable for a one-unit increase in the independent variable is given by the regression coefficient. When all other independent variables are held constant, the β value in the β (Beta) table shows how much the dependent variable fluctuates with an independent variable.

1. Community participation In Urban land management process.

The research indicates that the community participation significantly impacts land management services in the research area, with a positive link between this variable and urban land management, resulting in an average 5.5% weakening.

Urban administrations' engagement with the local population, particularly in implementing and mitigating the negative consequences of ineffective urban land management, is highly subpar and requires urgent attention for the future advancement (8).

2. Equity and Inclusiveness.

The research indicates that Equity and Inclusiveness significantly impacts land management services in the research area, with a positive link between this independent variable and urban land management, increasing the average weakening by 25.9%.

3. Efficiency and Effectiveness.

The research indicates that Efficiency and Effectiveness significantly impacts urban land management services, with a positive link between these variables and a 34.0% increase in the average weakening of urban land management practices.

5. CONCLUSIONS AND RECOMMENDATIONS

5.1 Conclusions

The study investigates urban land management issues in Sululta, Oromia, based on respondents' perceptions, emotions, and experiences as interview subjects.

Urban land management is a crucial urban concern requiring attention from various factors. Its success depends on factors like organizational structure, skilled manpower, and financial capacity. However, in Sululta town, the land management office is inadequately organized, lacking trained

labor and financial resources. This results in inefficient management and hinders the implementation of proper urban land management objectives. The study shows that unexpected migration to a town is increasing demand for urban land, but the supply remains low, creating an imbalance and challenging urban land management. This leads to illegal land acquisition, affecting tax collection and land management, and causing further illegitimate landholding coincidences, further highlighting the challenges of urban land management.

Urban land management faces threats from illegal land delivery and good governance challenges like corruption, bureaucracy, and poor management. These issues often lead to land-related disputes. Municipalities lack an efficient control framework, making it difficult to punish dishonest employees and reward hardworking employees.

The community's active participation in planning, decision-making, and dispute resolution was insufficient, leading to low equality and inclusion, inadequate land registration systems, discriminatory treatment, poor control, and information accessibility issues.

The Sululta town's manual land information recording system, lacking a centralized database, makes it difficult to manage and provide accurate information to customers, as it is arranged in folders and lacks a centralized database for efficient decision-making.

The study identifies weakening land management practices as the main issue in Sululta town, with a significant relationship between accountability, community participation, equity and inclusiveness, effectiveness, efficiency, and good governance challenges. These factors hinder the practice of urban land management.

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ANNEX II. QUESTIONNAIRE

ADDIS ABABA UNIVERSITY

ETHIOPIAN INSTITUTE OF ARCHITECTURE BUILDING CONSTRUCTION AND CITY DEVELOPMENT (EiABC)

FOR THE RESIDENTS

Dear Respondents

I am a M.Sc. student in Addis Ababa University, Ethiopian Architecture building construction and city development. This questionnaire is part of the final thesis. The questionnaire is intended to examine various aspects related to the urban land management problem; a case study of Sululta town. The questionnaire is anonymous and intended for academic research purposes only. I would be very grateful if you could devote a few minutes of your time to filling out this questionnaire.

Hint: ULAO-Urban land Administration office

SA-Strongly Agree, A-Agree, N-Neutral, D-Disagree, SD-Strongly disagree

Thank you for your cooperation!

Part I: General Background Information of the respondents

1. Gender: A. Male B. Female

2. Age in years: A. 18-29 B. 30-39 C.40-49 D. 50- 59 E. 60 and above

3. Educational status:

A.Never attended formal education B.Primary school (1-4) C.Grade (5-8) D.Grade (9-12)

E.Diploma G.Degree and above

4. Ethnicity

A.Oromoo B.Amhara C. Tigraway D. Silte E.Others(Specify)

5. Occupation

A.Self employed. B. Farmer C. Labor Work D. Government employed

E. Private sector employed F. Looking for job

6.Average family monthly income?

A. <1,000 B. 1,001-3,000 C.3,001-7,000 D. 7,001-10,000 E. Above 10,000

7.Average Family monthly expense?

A.<1,000 B. 1,001-3, 000 C.3, 001-7,000 D. 7,001-10,000 E. Above 10,000

8.How you come to this area?

A.Origin B. Migrate from Rural C. Migrate from other Town/City
D.Migrate from abroad E. if other (specify) _____

9.Reason of coming to this area?

A.For Education

B.For Job

C.For getting Better environment

D.For owning Housing by cheap amount

E.If others specify_____

10.The status of your tenure ownership:

A. Documented Owner B. Non documented owner

11.What is your relationship with the home you live in?

A.Ownership B. Rental C. Family relation D. If others(specify)_____

12.If your answer for the above question is “Ownership”, how do you get land?

A.By Occupancy B.Through lease from municipality C.As a gift from my family

D.Through permit or municipal allocation E.Heritance E.Other (specify) _____

Part II: Questions Pertaining to Accountability (Responsibility)

No.	Question	SD	D	N	A	SA
1.	Land administrators are answerable downward to the people.					

2.	There are complaint and grievance handling mechanisms in the ULAO and municipality.					
3.	Land administration officials are committed to accept and take remedial action or justify any failure of their action.					
4.	The officials and workers perform their duties diligently and objectively without seeking bribes.					
5.	There is appropriate and timely response to the stakeholders.					

1. If your answer for the question No. 5 is “Dis-agree” Reasons for Unresponsiveness of ULA Officers.
 - A. They didn’t get to their office on time
 - B. They are not well skilled.
 - C. They are not willing to serve the people and didn’t give appropriate response
 - D. They need in bribe for the service they give.
2. Does the office have suggestion box?
 - A. Yes B. No C. I don’t know

Part III: Questions Pertaining to participation of the residents in the urban land Management.

No.	Question	SD	D	N	A	SA
1.	Community members are involved in the land delivery process.					
2.	Community members are well involved in dispute resolution on land.					
3.	Societies have full awareness on the negative effects of informal settlement.					

1. What do you think the advantage of community participation in the overall urban land administration?
 - A. Improve good governance and enhance transparency
 - B. Reduce uncertainty
 - C. Increase stakeholders’ confidence.
 - D. Strengthen loyalty between stakeholders and ULA office
 - E. All of the above
2. Is there community participation in the land management process and planning of the town?
 - A. Yes B. No
3. If your answer for the above question is “yes”, what is their role?
 - A. Give idea only B. Opposing the mistake C. Decision D. All

Part IV: Question related to Equity and inclusiveness of the residents in the urban land management.

No.	Question	SD	D	N	A	SA
1.	All community members in the town have equal access to Housing land.					
2.	All community members in the town have equal access to land information without discrimination.					
3.	ULAO Worker's impartiality on providing services.					
4.	A fair compensation paid to all community members who have lost their land holdings.					

1. Does the community member have access to housing land through ULAO?

A. Yes B. No

2. If your answer is "Yes" for the above question, please mention the criteria

Part V: Questions Pertaining to effective and efficiency of urban land administration officers.

No.	Question	SD	D	N	A	SA
1.	Employees of ULAO are competent on their work.					
2.	Customers of the ULAO satisfy with its service especially on Legalization, allocation and regulation of land.					
3.	Sululta Town ULA manages each plots of land owned by residents of the town.					
4.	There is computerized and integrated, fast and simple land registration in Sululta Town ULAO.					

1. How do you assess the coordination of ULAO departments in serving the customers?

A. Very high B. High C. Moderate D. Low E. Very low

Part VI. The Challenges of Good Governance in Urban Land Management

No.	Question	SD	D	N	A	SA
1.	Corruption					
2.	Bureaucracies					
3.	Political interference					
4.	Poor management					

1. In your opinion, what can be done to reduce the challenges that hinder the implementation of good governance in urban land management in your area? _____

Part VII. Information Regarding to Land Provision, Delivery, Management System of Residents.

No.	Question	SD	D	N	A	SA
1.	Tenure securities for every citizen /customer.					
2.	The cost of land access is affordable to most applicant					

	community members.					
3.	The office of urban land administration assesses the needs and preferences of stakeholders.					
4.	The town's each plot follow Structure plan					
5.	Expansion of informal settlement					

1. What do you think the factor for high population increase?
 - A. Natural increase B. Migration C. peripheral expansion
2. If your answer is migration explain the reason why peoples migrate to this town.
 - A. Searching Job B. Education C. For better services D. Cultural communication E. Other
3. Is there any practice of illegal land delivery system in the city?
 - A. Yes B. No
4. What kind of mechanism used in your town to control informal settlement?
 - A. Pre-Control B. Legalization C. Demolishing. D. Do nothing
5. Do you pay charge/rent for the land? A. Yes B. No
6. If your answer for the above question is "yes", How many
 - A. Less than 100 birr/Year B. 100-300 birr/Year C. 301- 600 birr/Year D.601- 1500 birr/Year E. 1501- 3000 birr/Year F. 3001-4000 birr/Year G. 5000 birr/Year and above
7. Fulfillment criteria to apply for land investment.
 - A. V.Good B. Good C. Medium D. Low E. Very Low
8. The Balances of demand and supply of land in the town A. V.Good B. Good C. Medium D. Low E. Very Low

FOR URBAN LAND ADMINISTRATION OFFICER

Part I: General Background Information of the respondents

1. Gender: A. Male B. Female
2. Age in years: A. 18-29 B. 30-39 C.40-49 D. 50- 59 E. 60 and above
3. Educational status:
 - A. Never attended formal education B. Primary school (1-4)
 - C. Grade (5-8) D. Grade (9-12) E. Diploma F. Degree and above
4. What is your religion?

A. Orthodox B. Protestant C. Catholic D. Muslim E. Wakefata F. Other

5. Marital status?

A. Single B. Married C. Divorced D. Widowed

6. Ethnicity

A. Oromoo B. Amhara C. Tigraway D. Silte E. Others (Specify)_____

7. Occupation

A. Self employed B. Farmer C. Labor Work

D. Government employed E. Private sector employed F. Looking for job

8. Income per month?

A. <1,000 B. 1,001-3,000 C. 3,001-7,000 D. 7,001-10,000 E. Above 10,000

9. Average expense per month?

A. <1,000 B. 1,001-3,000 C. 3,001-7,000 D. 7,001-10,000 E. Above 10,000

10. How you come to this work/Job?

A. External Vacancy B. Internal Vacancy C. By Delegation E. if other (specify)_____

11. What was your major department?

12. Did you pursue a minor? A. Yes B. No..If your answer is “YES”, please specify it _____

13. Are you satisfied with your salaries? A. Yes B. No

Part II: Question related to accountability

No.	Question	SD	D	N	A	SA
1.	Land administrators are answerable downward to the people.					
2.	Land administration officials are committed to accept and take remedial action or justify any failure of their action.					
3.	The officials and workers perform their duties diligently and objectively without seeking bribes.					
4.	There is appropriate and timely response to the stakeholders.					

1. Does the office have a suggestion box? A. Yes B. No C. I don't know

2. If there are others accountability mechanisms, please mention here. _____

Part III: Questions Pertaining to participation of the residents in the urban land Management

No.	Question	SD	D	N	A	SA
1.	Community members are involved in the land delivery process.					
2.	Community members participate in planning.					
3.	Community members are well involved in dispute resolution on land.					
4.	The land administration office encourages the overall participation of the society.					
5.	The societies have full awareness of the negative effects of informal settlement.					

1. What do you think the advantage of community participation in the overall urban land administration?
 - A. Improve good governance and enhance transparency
 - B. Reduce uncertainty
 - C. Increase stakeholders’ confidence.
 - D. Strengthen loyalty between stakeholders and ULA office
2. Does town land administration conduct a consultation with the societies? A. Yes B. No

Part IV: Question related to Equity and inclusiveness of the residents in the urban land management.

No.	Question	SD	D	N	A	SA
1.	All community members in the town have equal access to Housing land.					
2.	The cost of land access is affordable to most applicant community members.					
3.	All community members in the city have equal access to land information without discrimination.					
4.	Employee’s impartiality on providing services.					
5.	A fair compensation paid to all community members who have lost their land holdings.					

1. Do the community members have access to housing land through ULAO? A. Yes B. No
2. If your answer is “Yes” for the above question, please mention the criteria

Part V: Questions Pertaining to effective and efficiency of urban land administration.

No.	Question	SD	D	N	A	SA
1.	Employees of ULAO office are competent on their work.					

2.	The office has enough material and human resources.					
3.	Customers of the ULAO satisfy with its service especially on land allocation.					
4.	Sululta Town municipality manages each plots of land owned by residents of the town.					
5.	There is fast and simple land registration in Sululta Town land Administration.					
6.	The officials and workers perform their duties diligently and objectively without seeking bribes.					

1. Which mechanism is used to improve the challenges of good governance in the urban land management challenges in your town?

A. Training of officials and employees

B. Creating awareness about good governance to the community and involving stakeholders continuously

C. Establish institutional framework for good governance implementation follow up

D. All the above

E. If others (specify) _____

2. The ULAO Upgrade the knowledge of its officers/Employees through different Training, software and etc. A. yes B. No

3. If your answer for the above question is “Yes”, Please specify it _____

4. How do you assess the coordination of your offices/departments in serving the customers? A. Very high B. High C. Modern D. Low E. Very low

5. Which software systems have you used in your work of urban land administration office?

6. What's the most rewarding experience you've had in your work? _____

Part VI. The Challenges of Good Governance in Urban Land Management

No.	Question	SD	D	N	A	SA
1.	Corruption					
2.	Bureaucracies					

3.	Political interference					
4.	Poor management					

1. In your opinion, what can be done to reduce the challenges that hinder the implementation of good governance in urban land management in your area? _____

Part VII. Information Regarding to Land Provision, Delivery and Management System of Residents

No.	Question	SD	D	N	A	SA
1.	Tenure securities for every citizen /customer.					
2.	The cost of land access is affordable to most applicant community members.					
3.	The current town expansion follow with the Structure plan of the city					
4.	The current expansions follow with the Structure plan of the town.					
5.	Expansion of informal settlement					

1. How do you observe the trends of population & area expansion of the city?
A. Very low B. Low C. Medium D. High E. Very High.
2. What do you think the factor for high population increase?
A. Natural increase B. Migration C. peripheral expansion
3. If your answer is migration explain the reason why peoples migrate to this city.
A. Searching Job B. Education C. For better services D. Cultural communication E. Other
4. Is there community participation in the land management process of the city?
A. Yes B. No If yes, what is their role? A. Give idea only B. Opposing the mistake C Decision
5. Is there any practice of illegal land delivery system in the city? A. Yes B. No
6. What kind of mechanism do you use to control informal settlement? A. legalization B. Demolition.
7. What is the land holding system in the town? A. Freehold B. Lease C. Gift D. Heritage
8. Does the long time take for land delivery in the city? A. Yes B. No If yes, How long it takes?
A. At Spot B. In a hour C. In a day D. In a month E. In a year
9. Do you pay charge/rent for the land?
A. Yes B. No If yes, How many A. Less than 100
birr B. 100-300 birr C. 301- 600 birr D.601- 1500 birr E. 1501- 3000 birr F. 3001-4000
birr G. 5000 birr and above
10. Satisfaction criteria to apply for land investment.

A. V.Good B. Good C. Medium D. Low E. Very Low

11. The Balances of demand and supply of land in the town

A. V.Good B. Good C. Medium D. Low E. Very Low

INTERVIEW FOR LAND ADMINISTRATION HIGH OFFICIAL

Part I. Personal information of the respondents

A. Level of Education_____

B. Experience in years_____

C. Position_____

D. Sex_____

Part II. General Questions

1. How do you express the clarity of policies, laws, rules and regulations of land, is that fitable with actual condition of your town?
2. How your office follows and manages the Investment land development?
3. For undeveloped investment what is the hierarchy of your punishment?
4. What is the main/core point of urban land management problem in your town from the society side?
5. What solutions do you suggest for the challenges encountered?
6. How do you see the consensus oriented of your institution to the needs and demands of the diverse society?
7. How do you see the interdependence of your institution from any political interference?
8. Do you effectively meet deadline for your work?
9. How do you observe the rise of population and urban land expansion?
10. Is the Population & physical growth of the city preplanned expansion?
11. What problems do you observe on land management system because of rapid population & physical growth of the town?

12. How do you evaluate lack of land provision on urban residences and delivery? & what socio-economic problems do you observe because of lack of land provision?
13. What do you suggest on urbanization management & land management system to minimize the challenges of the town?
14. How do you evaluate the contribution of existing land development and management system with land use functionality?
15. What mapping software would you use in an urban planning context?
16. What are the most important codes and regulations for you in your work?

INTERVIEW FOR TOWN MUNICIPALITY/MAYOR

Part I. Personal information of the respondents

- A. Level of Education_____
- B. Experience in years_____
- C. Position_____
- D. Sex_____

Part II. General Questions

1. Do your offices have any common works with ULAO? A. Yes B. No
2. If your answer is “Yes” for the above question, please specify it_____
3. How do you express the clarity of policies, laws, rules and regulations of land, is that fitable with the actual condition of this town?
4. How accountable is your office regarding the service delivery on the land management which conducted by urban land administration office?
5. How do you see the consensus oriented of your institution to the needs and demands of the diverse society?
6. How do you see the interdependence of ULAO institution from any political interference, particularly did your office interfere them?

7. What do you do if there is misunderstanding by the municipality and ULAO, if an immediate Solution is not possible?
8. How do you observe the rise of population and urban land expansion?
9. Is the Population & physical growth of the city preplanned expansion?
10. What problems do you observe on land management system because of rapid population & physical growth of the town?
11. Do you believe that the land of the city is sufficient for urban residence to provision, how do you evaluate lack of land provision on urban residences and delivery? & what socio-economic problems do you observe because of lack of land provision?
12. What do you suggest on urbanization management & land development and management system to minimize the challenges of the town?